

education
employment
crime
justice

BIRMINGHAM
EQUALITY
REPORT
2015

brap

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INTRODUCTION

This is the second in a series of annually updated reports outlining progress on equality in key areas of life in Birmingham. Whilst much of this information is in the public domain from various public agencies, it is not always easily accessed and is rarely pulled together in the same place to describe what is happening in the city as a whole.

The first equality report we produced in 2013 created a broad baseline for future measurement of equality progress (drawing heavily on the rich data available from the census 2011).

This year's report on the other hand focuses more closely on particular areas of public sector delivery: education, employment, and criminal justice. With the resources available to us we aim to focus on particular sectors each year (the next one will include a focus on health, housing, and civic life).

As with the previous report, we are encouraging people to get in touch with us to share any additional evidence or data they may have. We'll share this on the accompanying section of our website (the brap Datastore). We're contactable by Twitter, Facebook, email, and snail mail. Details are at the back of this document or on our website, www.brap.org.uk.

A note on language: in this report the terms used to describe particular protected characteristics are usually taken directly from the data source in question.

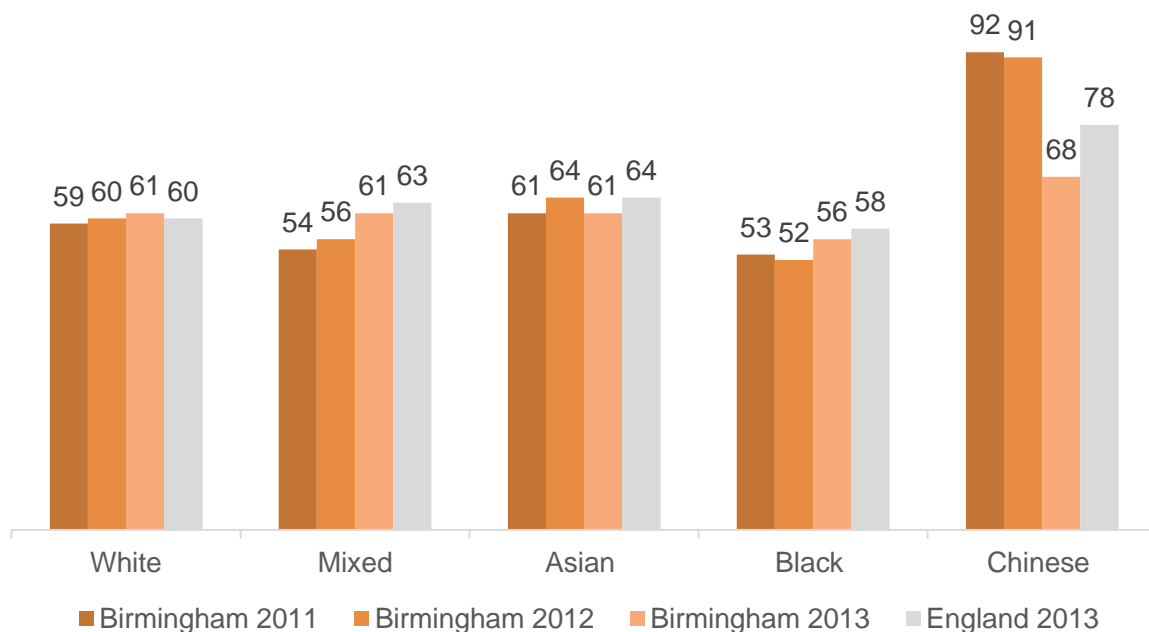
Who this report is for: this report is for policy makers, elected representatives interested in inequality in their city, community groups wanting to understand social justice issues, and members of the public concerned about fairness.

For more on what we think needs to be done in response to the challenges outlined in this report, have a look at our companion publication, *From Benign Neglect to Citizen Khan*. You can download it for free from our website, www.brap.org.uk.

EDUCATION

GCSE results (or achievement at the end of key stage 4) including English and mathematics are a good measure of educational outcomes and an indicator of future progress. Figure 1 shows the proportion of pupils from different backgrounds achieving five or more A*-C grades, including English and maths, at GCSE in Birmingham in 2013. We've also included national results for a comparison.

Figure 1 % of pupils attaining 5 or more A*-C grades at GCSE by ethnicity



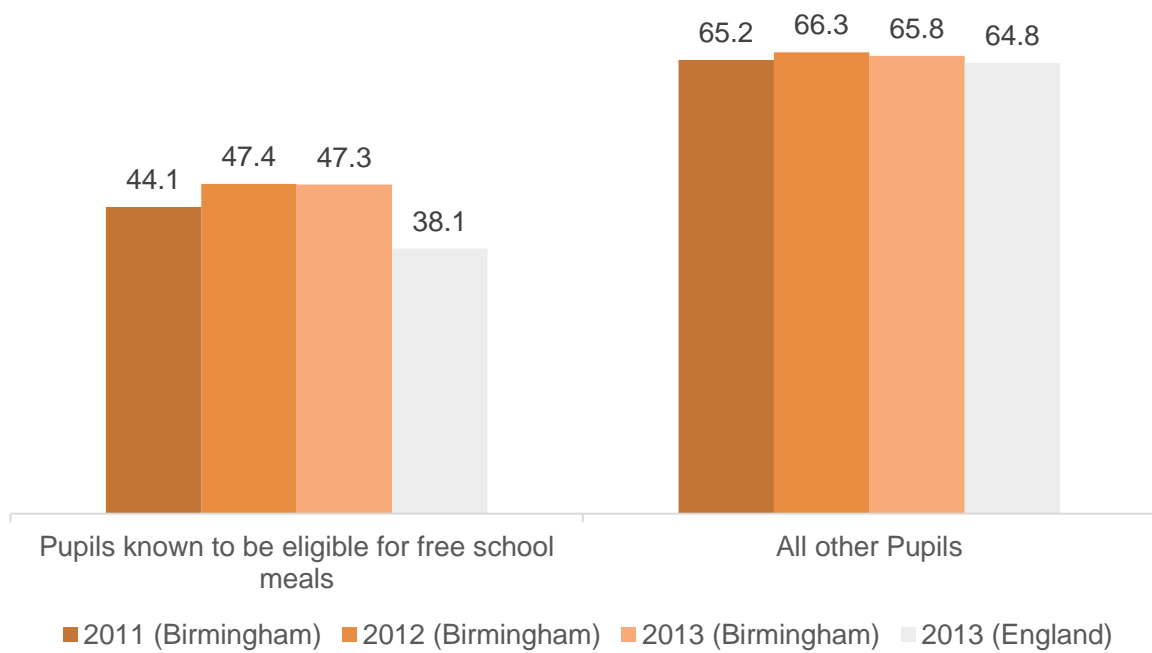
Between 2012 and 2013 attainment rates for White, Mixed, and Black pupils all improved. Rates for Chinese pupils obviously dropped significantly. However, this may in large part be due to the relatively small sample size. The attainment rate for Asian pupils fell by three percentage points.

In 2012, for every non-Black pupil attaining five good GCSEs (including English and maths), there were only 0.8 Black pupils in the same position. In 2013, this increased to 0.9. This disproportionality ratio fluctuates from year to year, so we'll definitely keep an eye on this to see if the situation continues to improve.

Finally, it is worth noting that all groups – regardless of ethnicity – continue to underachieve compared to national figures.

Figure 2 below shows the proportion of pupils achieving five or more A*-C GCSEs (including English and maths) disaggregated by free school meal (FSM) eligibility. Free school meal eligibility can be used as an imperfect measure of socioeconomic status.

Figure 2 % of pupils achieving 5 or more A*-C GCSEs by FSM eligibility



Pupils not eligible for FSM are one and a half times more likely to achieve five good GCSEs than pupils who are. This inequality has not changed significantly over the last few years – indeed, it has increased slightly. While Birmingham has a lower inequality gap in this respect compared to the rest of the country, the disproportionality here is significant. This is an indicator worth monitoring over the longer term, not least because in its most recent education improvement plan, the city council set itself a target of closing the attainment gap of children on free school meals to within 5% of the Birmingham average by 2017.¹

Figure 3 below sets out rates of exclusions by ethnic group. Permanent exclusions are often favoured over fixed-term exclusions as a measure of inequality. We’ve included both, though, since permanent exclusion numbers are relatively small in number and can give a skewed depiction of inequality.

From the data it is clear that the highest rates of fixed-term and permanent exclusions affect those from Black backgrounds. Asian pupils tend to face fewer exclusions.

Compared to 2010-11 figures, the groups most likely to face both fixed-term and permanent exclusions in Birmingham remain broadly the same (Mixed and Black groups). Indeed, this is a trend that that has persisted for at least a decade and a half. One significant difference is the relatively low number of traveller pupils who are recorded as facing a fixed-term exclusion in 2012-13 (this was extremely high in 2010-11). However, in comparing these figures it is important to bear in mind the relatively low sample numbers.

¹ Birmingham City Council (2014) *Directorate for People: Education and Schools Strategy and Improvement Plan*

Figure 3 Fixed-term and permanent exclusions by ethnicity (state-funded primary, secondary and special schools)

	Chinese 0		Asian 0.06	minority ethnic pupils 0.09		White 0.13
PERMANENT EXCLUSIONS		Birmingham average 0.13		Mixed 0.23		Black 0.3
				Indian 1.34	Bangladeshi 2.26	Asian 2.46
	other ethnic group 2.49	any other Asian background 2.54	Pakistani 2.76	Pakistani 2.76	minority ethnic pupils 4.02	Birmingham average 4.35
	White 4.71	White British 4.83	any other mixed background 5.31	White and Asian 5.67	White Irish 6.63	White and African 6.69
FIXED TERM EXCLUSIONS		Black 7.51	Mixed 7.69	Any other Black background 8.79	White and Black Caribbean 10.24	Caribbean 10.97

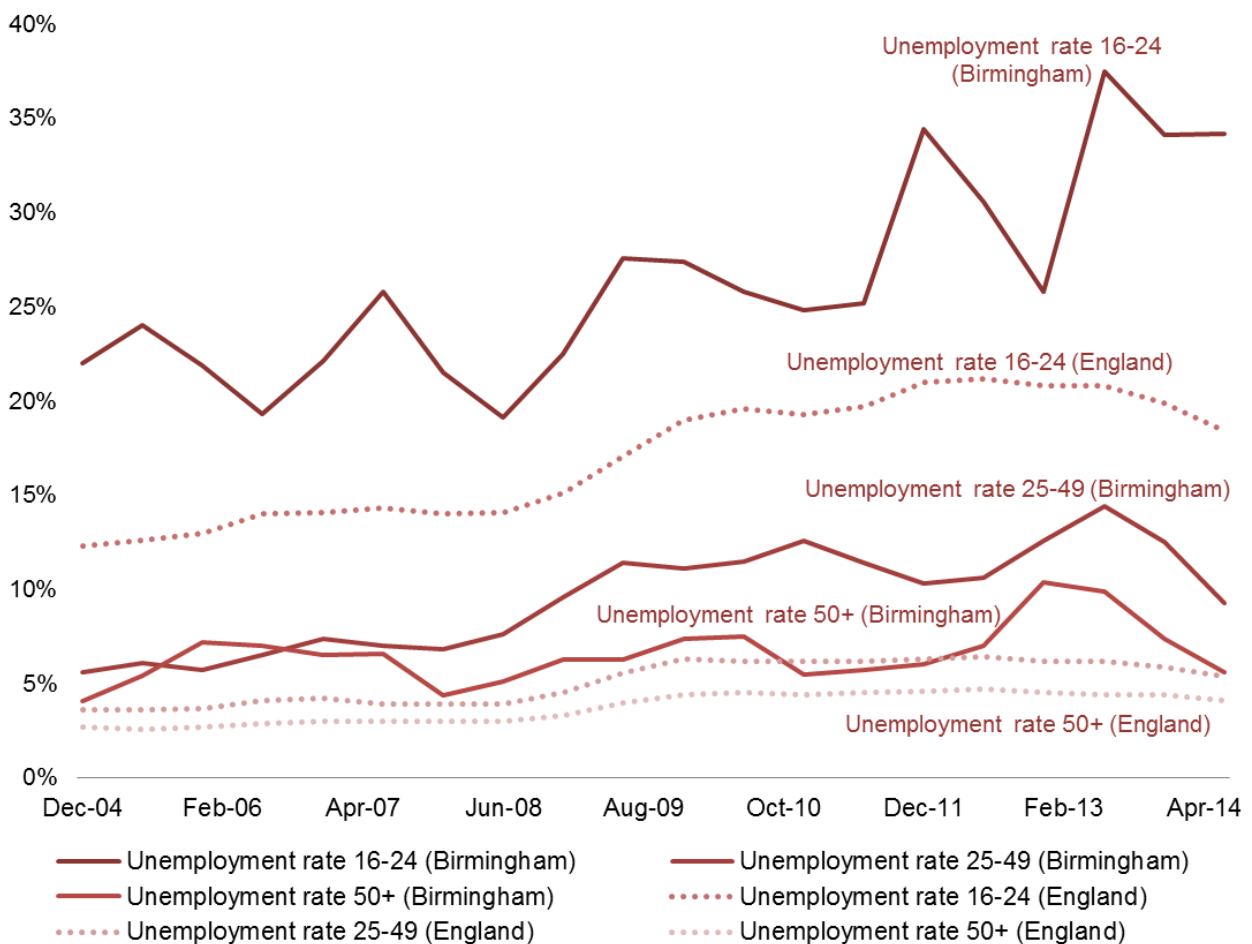
Exclusion rates for all schools 2012/13 (% of school population). Note that pupils can be excluded more than once. No of Chinese, Traveller of Irish Heritage and Gypsy/Roma pupils facing fixed-period exclusions <5.

EMPLOYMENT

There are a few different measures of the jobless rate (such as the claimant count and the employment rate). In this section, we focus on one of the most robust: the unemployment rate.

As figure 4 shows, young people in Birmingham struggle with unemployment more than those in the rest of the country. In fact, Birmingham has almost double the 16-24 year old unemployment rate of the whole of England (which is not to say, of course, that young people in the rest of the country have not struggled). Birmingham also has higher rates of unemployment in the 25-49 and 50+ age groups compared with the rest of England. On a more positive note, unemployment rates have continued to fall over the last year or so.

Figure 4 Unemployment rate by age, 2004-14



The difference between male and female unemployment in Birmingham is relatively small: most recent figures show the gap is just 0.3 percentage points (see figure 5). (Interestingly,

the difference between male and female unemployment in England is just 0.6%). Women are now more likely to be unemployed in Birmingham, although this is clearly only a recent phenomenon. It is also worth noting that despite significant reductions in the unemployment rate men and women in Birmingham are still more likely to be unemployed than they were at the start of the recession in 2008.

Figure 5 Unemployment rate by gender, 2004-14



Figure 6 shows the unemployment rate for different ethnic groups in Birmingham and the country as a whole. Rates for some groups – such as Chinese people and those with multiple heritages – have not been included as the samples are too small.

Black people in Birmingham are approximately three times more likely to be unemployed than White British people. Figure 7 shows this disproportionality more clearly. It is a chart showing how many Black and Asian people are unemployed for every White unemployed person. As can be seen, the inequality facing BME groups fell at the beginning of the financial crisis, but has gradually increased as these groups find themselves excluded from the recovery. And of course, even as the White unemployment rate rose sharply between 2007-09, the rates for Black and Asian groups were still significantly high (figure 6).

More positively, there has been a recent decrease in Asian unemployment. This is no doubt partly due to the equality activities undertaken by Job Centres (see last year’s Equality Report) although figure 6 also shows there is still a need for employment support and benefits for BME groups.

Figure 6 Unemployment rate by ethnicity, 2004-14

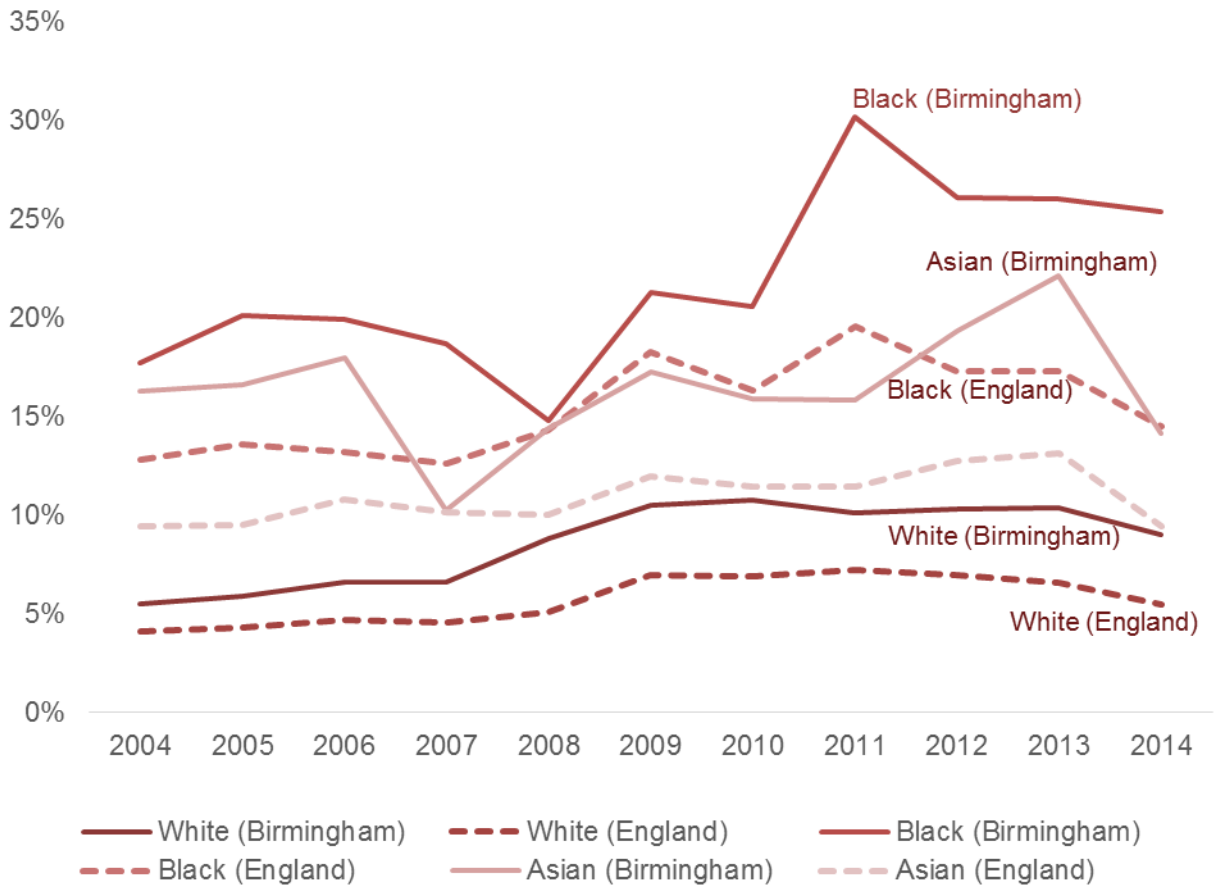


Figure 7 Unemployment ratios by ethnicity, 2004-14

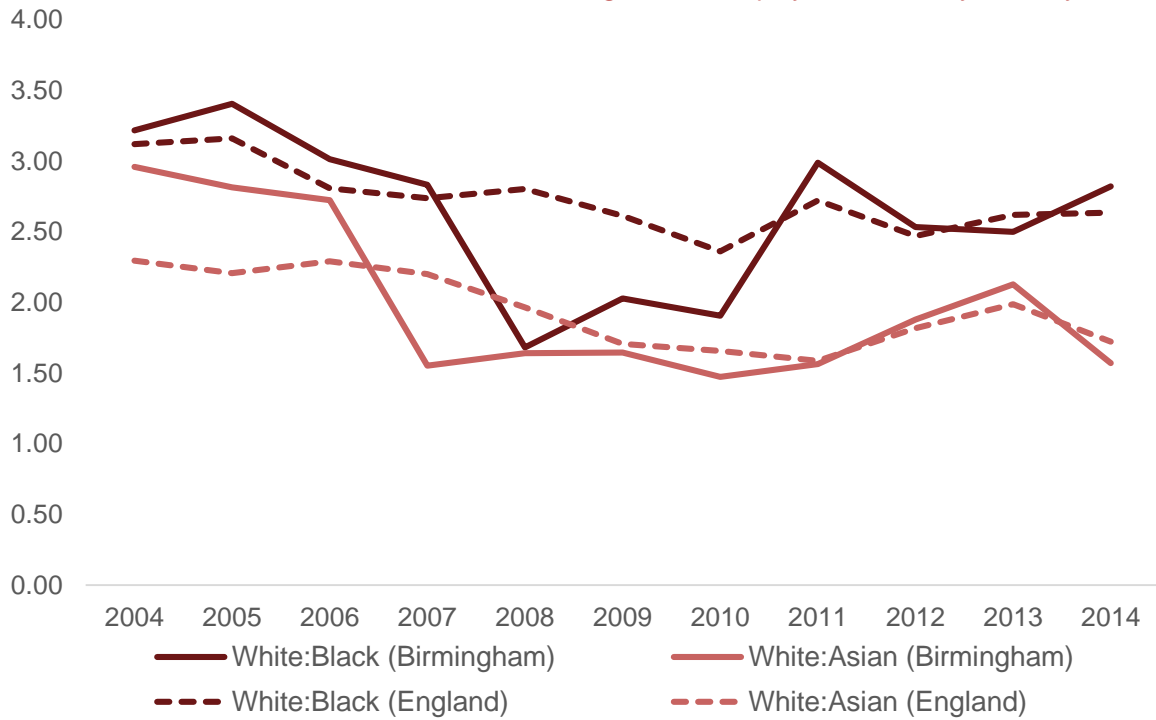
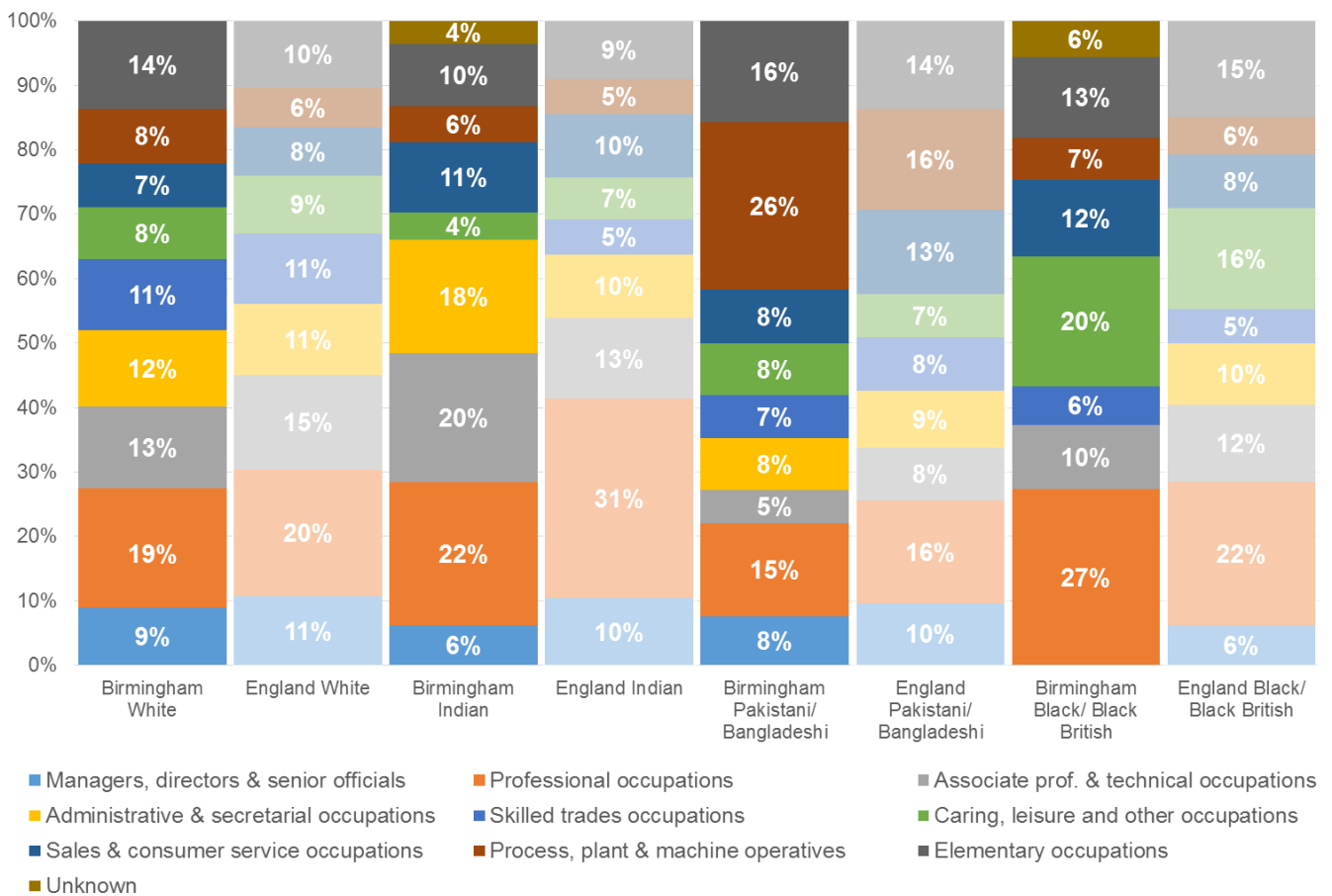


Figure 8 below shows the proportion of employed people in particular ethnic groups by occupational group.² As can be seen, Black people in Birmingham tend to be concentrated in caring/leisure and professional occupations – although it is worth noting that at the time of the survey there were no Black people in managerial/director roles.³ In contrast, Pakistani and Bangladeshi workers are highly concentrated in plant and machine operative roles – indeed, they are more than three times more likely to work in such jobs compared to White people. There is a corresponding lack of Pakistani and Bangladeshi workers in administrative/secretarial and technical occupations.

Taking the data as a whole, an ethnic minority worker in Birmingham is twice as likely to be working in an elementary occupation compared to a White person.

Figure 8 Ethnicity by occupational group



² For more detail on these occupational groups go to: www.ons.gov.uk/ons/guide-method/classifications/current-standard-classifications/soc2010/soc2010-volume-1-structure-and-descriptions-of-unit-groups/index.html.

³ Technically, the number of Black people in these roles was two or less.

CRIME & JUSTICE

In this section, we look at inequalities relating to two indicators: the prevalence of hate crime and instances of stop and search.

A hate crime is defined as any crime that is targeted at an individual because of hostility or prejudice against the individual's race, religion, sexual orientation, disability, or gender identity (transgender identity). Often a hate crime constitutes violence, but it can also involve theft, criminal damage, and burglary.

The tables overleaf show the number of absolute hate crimes committed in the West Midlands Police (WMP) area in 2012/13 and 2013/14.⁴ Along with this we include the number of hate crimes per million people in England and Wales for comparison.

As the tables show, the number of hate crimes has risen between 2012/13 and 2013/14 in the West Midlands. This is true for all grounds of identity that are currently recorded. Some types of hate crime have risen particularly strongly. In particular, the number of racially motivated hate crimes has risen 5.8% and homophobic hate crime by 27.6%. Disability hate crime has rocketed over 200% albeit from a relatively small starting point. The police service, the West Midlands Police and Crime Commissioner, and the city council have undertaken a range of initiatives to tackle hate crime, and it may be that these increases are a result of more people reporting crime they've experienced.

Proportionally, racially motivated hate crime remains significantly more prolific in the WMP area than in the UK as a whole. There has also been a rise in the proportion of sexual orientation- and disability-motivated hate crimes. In fact, in both these areas, the number of hate crimes per person in the West Midlands overtook the number in England and Wales during this period.

Figure 9 Racially motivated hate crime, 2012/13-13/14

RACIALLY MOTIVATED HATE CRIME			
	No of hate crimes in the WMP area	No of hate crimes per million people in West Mids	No of hate crimes per million people in Eng and Wales
2012/13	2,460	899	640
2013/14	2,604	952	688

⁴ West Midlands Police serves Birmingham, Coventry, Dudley, Sandwell, Solihull, Walsall and Wolverhampton local authorities

Figure 10 Religiously motivated hate crime, 2012/13-13/14

RELIGIOUSLY MOTIVATED HATE CRIME			
	No of hate crimes in the WMP area	No of hate crimes per million people in West Mids	No of hate crimes per million people in Eng and Wales
2012/13	82	30	28
2013/14	87	32	41

Figure 11 Sexual orientation motivated hate crime, 2012/13-13/14

SEXUAL ORIENTATION MOTIVATED HATE CRIME			
	No of hate crimes in the WMP area	No of hate crimes per million people in West Mids	No of hate crimes per million people in Eng and Wales
2012/13	181	66	76
2013/14	231	84	82

Figure 12 Disability motivated hate crime, 2012/13-13/14

DISABILITY MOTIVATED HATE CRIME			
	No of hate crimes in the WMP area	No of hate crimes per million people in West Mids	No of hate crimes per million people in Eng and Wales
2012/13	33	12	33
2013/14	100	37	35

Figure 13 Gender identity motivated hate crime, 2012/13-13/14

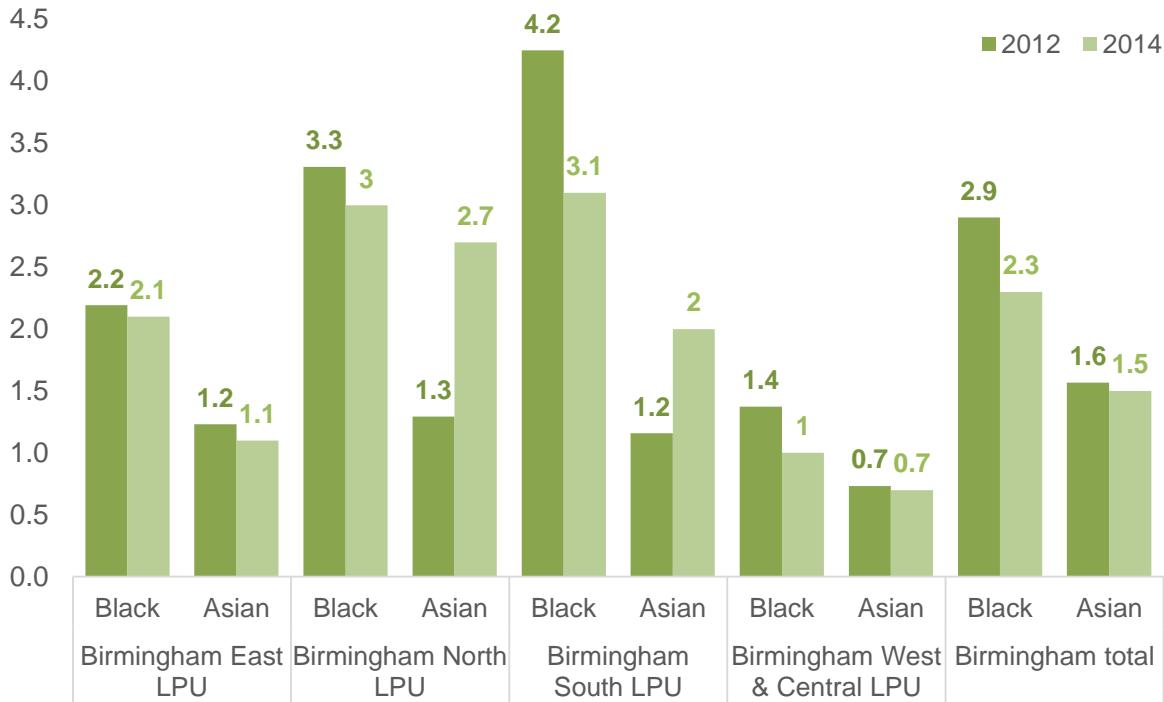
GENDER IDENTITY MOTIVATED HATE CRIME			
	No of hate crimes in the WMP area	No of hate crimes per million people in West Mids	No of hate crimes per million people in Eng and Wales
2012/13	0	0	6
2013/14	23	8	10

The use – and misuse – of stop and search powers have been the subject of much debate in recent years. The disproportionate use of stop and search directed at BME communities is a major factor shaping people’s perceptions of the police and, many argue, their propensity to engage with the service as both victims of crime and potential sources of intelligence. Historically information has only been available publicly relating to the West Midlands Police as a whole. However, this year we have been able to source Birmingham-specific information relating to the city’s four local placing units (LPUs). We will be using this as a baseline measure in future equality reports.

Figure 14 shows how many stop and searches are conducted on Black and Asian people for every one stop on a White British person. As can be seen, the general level of disproportionality decreased between 2012 and 2014. However, Black people in Birmingham are still twice as likely to be stopped and searched than White British people; Asian people are 50% more likely. These figures mask the fact that Black residents in north and south Birmingham are three times more likely to be stopped and searched than their White

counterparts. Similarly, Asian people in north Birmingham are 2.7 times more likely to be stopped and searched, while those in the south are twice as likely.

Figure 14 Ratio of stops compared with White British people



A NOTE ON SOURCES

To keep this report short and accessible we're publishing the raw data, with explanatory notes, separately on our website.

To access them go to the online Data Store:

www.brap.org.uk/the-data-store.

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brap is transforming the way we think and do equality. We support organisations, communities, and cities with meaningful approaches to learning, change, research, and engagement. We are a partner and friend to anyone who believes in the rights and potential of all human beings.

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making equality work for **everyone**

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