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CIVIL SERVICE

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Management and Personnel Office

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26 November 1982

Tim Flesher Esq
Private Secretary
10 Downing Street
London SW1

Prime Minister:

Dear Tim

MB

To note

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ETHNIC MONITORING IN THE CIVIL SERVICE: A SURVEY IN LEEDS

Following the discussion of the Leeds ethnic survey at H Committee on 1 November and the subsequent correspondence, the Prime Minister might like to have the enclosed advance copy (Volume One) of the Report which will be published on Monday (29 November). A copy of the amended draft of the press release is also enclosed, which takes account of the Prime Minister's comments. The Report on the job applicants part of the survey will be published as Volume Two early in 1983.

wide cover.

Yours ever

Douglas

D R H BOARD
Assistant Private Secretary



Management & Personnel Office

Whitehall SW1

PRESS RELEASE

29 November 1982

REPORT ON ETHNIC SURVEY OF LEEDS CIVIL SERVANTS PUBLISHED

Volume one of a report entitled "Ethnic Monitoring in the Civil Service: A Survey in Leeds" is published today.⁽¹⁾

The report gives details of a survey of the ethnic origins of civil servants in Leeds undertaken by the Management and Personnel Office with the help of other Government Departments and representatives from the Civil Service trade unions. The Commission for Racial Equality was also consulted throughout the conduct of the survey. The decision to undertake the survey was announced by the Home Secretary, the Rt Hon William Whitelaw, in the House of Commons in December 1981.⁽²⁾ Its purpose was to establish a sound statistical method for ethnic monitoring in the Civil Service.

Baroness Young, the Lord Privy Seal and Minister in day-to-day charge of the Management and Personnel Office, told Lord O'Hagan in a written answer today in the House of Lords:

"I am pleased to tell my Noble Friend that Volume 1 of a report entitled 'Ethnic Monitoring in the Civil Service: A Survey in Leeds' is published today. Copies have been placed in the Library. This Volume covers the survey of the ethnic origins of some 3,900 civil servants in Leeds.

(1) HMSO ISBN 0 11 630463 4 £2.00 net

(2) Hansard Vol 14 No 1225 10 December 1981 Col 1006

Of those issued with the questionnaire 92.2% completed the ethnic origin question. Of these, 2.1% were from the ethnic minorities.

The results of the job applicant part of the survey, which was undertaken during the period from 1 May to 30 September will be published as Volume 2 early in 1983. The Government will consider further the implications of the survey once the results of the second part of the survey are known."

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NOTES FOR EDITORS

1. It is the policy of the Civil Service that all persons satisfying the nationality rules for appointment shall have equal opportunity for employment and advancement in the Civil Service on the basis of their ability and qualifications and fitness for the work. The Government is and will remain committed to a policy of equal opportunity in the Civil Service.
2. The area chosen for the pilot survey was the Leeds Metropolitan City Council, for the reasons given in paragraph 8 of the Report.
3. The grades covered were, broadly, clerical, secretarial, messengerial and some middle technical and management grades. These grades are those represented by the Civil and Public Services Association, the Inland Revenue Staff Federation, and the Civil Service Union.
4. The survey was carried out by means of a questionnaire in which members of staff were asked, voluntarily, to identify their ethnic origin. The survey took place on 19 May.
5. For a voluntary survey the response was excellent, with 92.2% (including those sent a reminder) completing the ethnic question. Of those, 2.1% were from the ethnic minorities. Leeds now contains 4.1% of persons of working age in households where the head was born in the New Commonwealth or Pakistan. Staff currently in post will have joined the Service at any time during the last 40 years, and thus represent a cross-section of those joining over that period. It is however only since about 1960 that there has been a significant ethnic minority population in the Leeds area, and this has grown steadily over the period. Of the civil servants covered who joined the Service since 1975 2.8% were from the ethnic minorities; for those who joined prior to 1975 the figure was 1.2%; of those who joined prior to 1965 none were from the ethnic minorities.

6. The job applicant part of the survey, which was conducted from 1 May to 30 September, and will be published as Volume 2 of the Report in early 1983, will give an indication of the number and proportion of people from the ethnic minorities who are currently applying to join the Civil Service in Leeds, and of how they fare.