



CABINET OFFICE

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From the Chancellor of the
Duchy of Lancaster
Lord Gowrie

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Mark Addison esq
Private Secretary
10 Downing Street
LONDON SW1

Prime Minister. (2)
The forward plans were
indicated in a general way at the January
announcement.

21 MAY 1985

Dear Mark,

MEA 22/5 mk

ETHNIC MONITORING IN GOVERNMENT DEPARTMENTS

On 28 January 1985 the Government announced that it had decided to follow the ethnic surveys on non-industrial staff in the North West and the County of Avon with surveys of all non-industrial staff in a phased programme during 1985-88, beginning with the East and West Midlands (now fixed for summer 1985); that all new entrants to the Civil Service would also be covered as soon as the necessary arrangements could be made (now fixed for autumn 1985); that separate arrangements were being worked out for industrial staff; and that consideration would be given to further monitoring of recruitment schemes in the light of the results of the recruitment surveys undertaken in 1984 in the North West and County of Avon, which were expected to be published in the Spring of 1985.

A report on the North West and Avon recruitment surveys has now been prepared and the Prime Minister may wish to know that Lord Gowrie proposes to announce its publication, together with some plans for follow-up action, by means of an arranged PQ on Thursday (23 May). At the same time Mr Hayhoe will make a similar announcement in the Commons. A copy of the draft Answer, on which officials in the Home Office and Department of Employment have been consulted, is attached.

I am copying this letter to the Prime Secretaries to the Lord President of the Council, the Home Secretary, the Secretary of State for Employment, the Minister of State (Treasury) and Sir Robert Armstrong.

Yours,
Sonia

SONIA PHIPPARD
Assistant Private Secretary

WRITTEN
MAY 1985

MANAGEMENT AND PERSONNEL OFFICE

No. To ask [Her Majesty's Government] [the Minister for the Civil Service] whether the Government has completed the evaluation of the surveys of the ethnic origins of applicants in Civil Service recruitment schemes held in the North West and the County of Avon; and if he will make a statement.

[LORD GOWRIE] [MR BARNEY HAYHOE]

A report on the surveys is being published today. Copies have been placed in the Library. The surveys covered non-industrial recruitment during March to August 1984. A high response rate was achieved. The proportion of respondents classifying themselves as being of ethnic minority origin was, overall, close to the estimated proportion in the working population as a whole, but was lower for those in the younger age range. Because of the small numbers involved, it was not possible to draw firm conclusions from the results.

Building on this experience, a comprehensive twelve month survey of Executive Officer recruitment will be conducted nationally, starting at the end of this year; there will be a continuing programme of sample surveys in the main areas of departmental recruitment; and there will be a Service-wide study to follow the long term progress of all staff who enter some of the main recruitment grades during 1986. In addition, ways will be explored of giving further encouragement to ethnic minority school leavers, in particular, to apply for Civil Service posts.

[Equal Opportunities Branch]

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22 MAY 1985

