



# Liberal Democrat **policies for racial equality**



**change that works for you**  
BUILDING A FAIRER BRITAIN



Liberal Democrats will build a fair, united society in which opportunity is open to everyone, no matter their background, faith or race.

It is a scandal that in Britain in 2010 if you're black, Asian or from another ethnic minority you are still more likely to be poor, out of work, and the neighbourhood you live in is more likely to be deprived. Young black and Asian men in particular are far more likely to be stopped by the police when they have done nothing wrong. And the total mismanagement of the immigration system has undermined tolerance, stoking up fear and tensions between communities.

Labour has had 13 years to build a fair and equal society. They've failed, and they've taken for granted the votes of people from Black, Asian and Minority Ethnic (BAME) communities for too long.

Liberal Democrats will build a fair, united society in which opportunity is open to everyone, no matter their background, faith or race. When the fastest growing minority group is mixed race, it's time to move beyond tick-boxes and embrace Britain's strength as a diverse, multi-ethnic and multi-faith society.

Unlike Labour and the Conservatives we will never posture on immigration. Instead we'll make the immigration system firm and fair to restore confidence without pandering to hatred. We'll fight terrorism by prosecuting terrorists not persecuting innocent people or communities. And we will ensure that everyone is protected from violence, discrimination and harassment, and that people from all races are treated fairly by the police.

It's that approach that has helped us take on the BNP and win towns and cities across Britain. On top of our commitment to fairness for all we make the following pledges to deal with specific issues that disproportionately affect BAME communities:

- Protecting the innocent and focussing on catching the guilty
- Supporting religious freedom
- Creating a fair but firm immigration system to restore confidence
- Ending race discrimination in employment

Please join with us to build a fair, united society for all the people of the UK. Only Liberal Democrats will bring change that works for you.

A handwritten signature in blue ink that reads "Nick Clegg". The signature is written in a cursive, flowing style.

Nick Clegg  
Leader of the Liberal Democrats

## building a fair society

Our core policies to make Britain fair will make a huge difference to improving lives for people from BAME communities.

Under a Liberal Democrat government, you will not have to pay any income tax on the first £10,000 you earn. This will put £700 back into the pockets of millions of people on low and middle incomes and free 3.6 million more people on low incomes from having to pay any income tax at all.

We will cut class sizes and give every child a fair start in life by introducing a pupil premium. This will provide an extra £2.5 billion to our schools, allocated according to the number of disadvantaged pupils they take on. Headteachers will be free to spend it in the best interests of children. It will allow schools to reduce class sizes, recruit more teachers to improve discipline and provide more one-to-one tuition to help pupils who are struggling.

We will renovate empty homes that so often blight inner city communities. Liberal Democrats will bring 250,000 empty homes back into use with cheap loans and grants as part of our job creation plan, and begin a national programme to insulate more homes paid for by the savings from lower energy bills.

## protecting the innocent and focussing on catching the guilty

Labour wants to throw away more than half a billion pounds on wasteful and ineffective ID cards, for that same amount of money we can afford to put 3000 more police on the streets to keep people safe. We will also scrap plans for expensive, unnecessary second-generation passports that will require your fingerprints.

Britain has the largest DNA database in the world, with details of a million innocent people's genetic profile. Black people are hugely over-represented because they're so much more likely to be stopped by the police. Liberal Democrats will remove innocent DNA from the database, and stop storing DNA from innocent people and children.

Liberal Democrats will scrap Control Orders and replace them with measures designed to secure convictions of terror suspects, because it's vital to convict terrorists rather than putting entire communities under suspicion. We support efforts to make it easier to charge suspects genuinely suspected of terrorism through a temporary lowering of the 'threshold test', the use of the post-charge questioning and intercept evidence.

## supporting religious freedom

Liberal Democrats are committed to combating discrimination in all its forms, including on the grounds of race and/or religion. We supported the passage of the Racial and Religious Hatred Act 2006 and, more recently, we have supported the passage of the Equality Bill.

We will allow parents to continue to choose faith-based schools within the state-funded sector and allow the establishment of new faith schools. We will ensure that all faith schools develop an inclusive admissions policy and end unfair discrimination on grounds of faith when recruiting staff, except for those principally responsible for religious instruction.

## creating a fair but firm immigration system to restore confidence

We will create a fair immigration system that works and promotes integration. We'll make sure visa applications, especially for relatives, are dealt with fairly. We will allow people who have been in Britain without the correct papers for 10 years, but speak English, have a clean record and want to live here long-term to earn their citizenship. Deportation targets will be re-focused on criminals and people-traffickers.

Britain has a responsibility to welcome refugees fleeing wars and persecution around the world. Liberal Democrats will abide by our international obligations and restore confidence in the asylum system by making it firm and fair. We will allow asylum seekers to work, saving taxpayers' money and allowing them the dignity of earning their living instead of having to depend on handouts. We will end the detention of children in immigration detention centres and end deportations of refugees to countries where they face persecution, imprisonment, torture or execution.

## ending race discrimination in employment

It's too easy for people from BAME communities to be cut out of the job application process right at the start because their background is clear from the name on their CV or application form. Liberal Democrats will require employers to use name-blind job application forms to reduce sex and race discrimination in employment, initially in companies which employ over 100 people. Employers will not be able to include questions intended to reveal the gender, age or race of an applicant. This policy already works in organisations which use standardised application forms and remove personal details.

To stamp out discrimination, Liberal Democrats will ensure that every company that employs more than 100 people should have its pay arrangements examined with an Equal Pay Audit. Under these proposals, companies would be required to compare the pay people doing equal work. Any pay gaps identified that cannot be satisfactorily explained would require the company to produce plans to eliminate them, giving everyone a fair deal.



Liberal Democrats have championed the devolution of powers to Scotland and Wales, and many decisions made in Westminster now apply to England only. That means that policies in those nations are increasingly different from those in England – reflecting different choices, priorities and circumstances. Our Scottish and Welsh Parties make their own policy on those issues. This document sets out our priorities for a Liberal Democrat Government in Westminster.

Published & promoted by Chris Fox on behalf of the Liberal Democrats, both at 4 Cowley Street, London, SW1P 3NB  
[www.libdems.org.uk](http://www.libdems.org.uk) Design and printed by APDA, [www.apda-london.com](http://www.apda-london.com)