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27th July 2020

The Rt Hon Kemi Badenoch MP
Minister for Equalities
King Charles Street
Whitehall
London, SW1A 2AH

Dear Ms Badenoch

Implementation without further delay of the recommendations of the Lammy, Angiolini, Windrush and McGregor-Smith reports and Race Disparity Audit

At the Full Council meeting on 13 July 2020 Saffron Walden Town Council unanimously resolved to call on the Government to: “Implement without further delay the recommendations in the Lammy review into the treatment and outcome of BAME people in the criminal justice system (35), the Angiolini review into deaths in police custody (110), Home Office Windrush review (30), and the McGregor-Smith review into workplace discrimination (26); as an immediate start to addressing the systemic and structural racism in the UK.”

The Council’s resolution arises from the examination of structural and system racism in this country, following the extra-judicial killing of George Floyd by the Minneapolis police on 25 May 2020, and in the light of significant or meaningful action still being awaited on the reports listed above.

- **Macpherson 1999** - the police investigation into Stephen Lawrences’ murder had been hampered by incompetence and institutional racism.
- **Lammy 2017** - that BAME people face “overt discrimination”, little was implemented, some said to be completed had been dismissed.
- **Race disparity audit 2017** - May called “uncomfortable truths” about vastly different experiences for ethnic groups in schools, workplaces, hospitals and the justice system.

- **Angiolini 2017** (ordered by May in 2015) - “there is evidence” of racial disproportionality in police restraint deaths: recommendations some of which yet to be introduced included video cameras in police vans, and an end to officer conferring before they submit statements.
- **McGregor-Smith 2017** - concluded that a combination of managers tending to promote people similar to themselves, and some outright discrimination, tended to hold back BAME workers. She called for employers to publish data on workforce by ethnicity and pay and only some do.
- **Windrush 2020** - it concluded that the Home Office showed an inexcusable “ignorance and thoughtlessness”, and that the repercussions from the so-called ‘hostile environment’ for immigration, was “foreseeable and avoidable”. Home Secretary Patel gave an apology, but no notable policy changes, leaving the hostile environment still in place.

You will understand therefore that we are both extremely disappointed and angered by just another announcement of yet just another review. This time by the PM, who expressed its purpose to stop the “sense of victimisation” among BAME people and did not include a timetable, staffing or remit. Later it was stated that it “will be examining, in detail, racial and ethnic inequalities in Britain but it will also look at other, wider, inequalities”.

We reject this as an exercise in time wasting and a further affront and endangerment to our BAME citizens and ask, that without further delay or prevarication, you implement the recommendations of the Lammy, Angiolini, Windrush and McGregor-Smith reports.

Yours sincerely



Councillor Heather Asker
Mayor Saffron Walden Town Council