



## BRIEFING PAPER

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# Ethnic Minorities in Politics and Public Life

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1. The population of the United Kingdom
2. Parliament
3. The Government and Cabinet
4. Scottish Parliament and Welsh Assembly
5. Local Councils and the London Assembly
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## Summary and key statistics:

Currently more than 6% MPs in the House of Commons and Members of the House of Lords are from an ethnic minority background<sup>1</sup>.

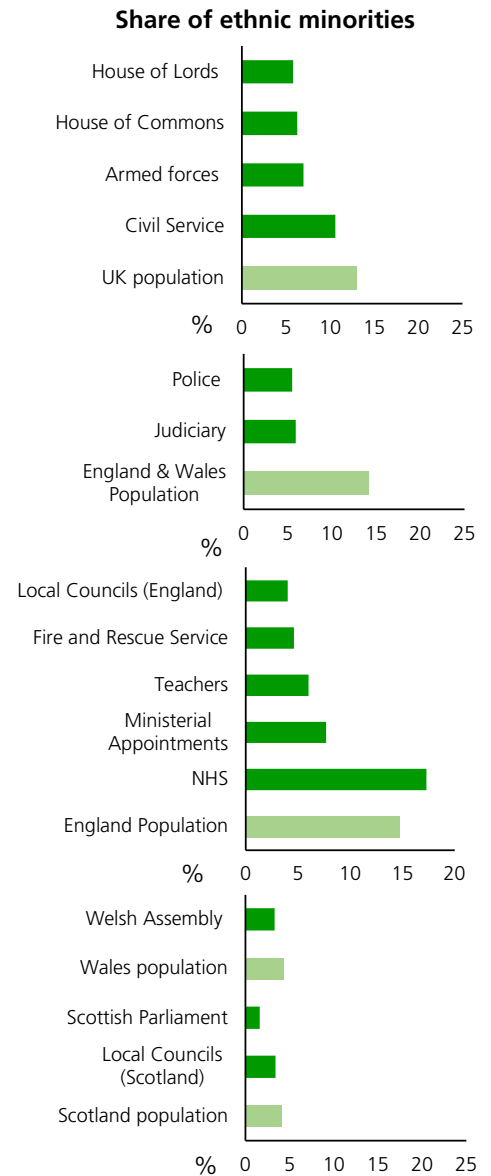
The latest available estimate from the Office for National Statistics (ONS) Annual Population Survey 2015 indicates that 13% of the UK population are from ethnic minority background.

The number of ethnic minority female MPs in the House of Commons nearly doubled after 2015, from 1.5% (11 of 650) in 2010, to 3.0% (20 of 650) in 2015.

Among Government agencies the non-white population is the most proportionally represented in the Civil Service. In 2015, 11% of Civil Servants were from minority ethnic groups.<sup>2</sup> This compares with 7% in the UK Armed Forces.<sup>3</sup>

Among other public sector organizations the NHS has the largest share of ethnic minorities. 17% of all NHS staff and 40% of hospital medical and dental staff in England are from an ethnic minority background<sup>4</sup>. This compares with 5% of National Fire and Rescue service staff<sup>5</sup>.

Analysis of ethnic minority representation is difficult, because ethnicity is both sensitive, and difficult to define. Work such as this generally relies on self-definition. The UK Census includes an 'Ethnicity' section, as do most staff surveys within major public services. However, it is not a mandatory requirement to disclose such information. Data on the ethnicity of Members is not systematically gathered and is an estimate based upon multiple sources.



**Notes:**

- Figures for ethnic minorities in the House of Commons, House of Lords, Armed Forces and Civil services are UK wide.
- Figures for ethnic minorities in Police forces and judiciary cover England and Wales
- Estimates for Fire and Rescue Service, teachers, ministerial appointments and NHS staff are for England only.

<sup>1</sup> House of Commons Library, (2016) [Briefing Paper – CBP-7483](#), January 2016; Operation Black Vote (2015) [‘BME peers’](#), 2015

<sup>2</sup> ONS (2015) [‘Civil Service statistics 2015’](#), October 2015

<sup>3</sup> Ministry of Defence, (2015) [UK armed forces quarterly personnel report: 2015](#), May 2015

<sup>4</sup> HSCIC, (2015) [‘NHS Workforce Statistics in England. Non-medical staff’](#), March 2015

<sup>5</sup> HSCIC, (2015) [‘NHS Workforce Statistics in England. Non-medical staff’](#), March 2015

<sup>5</sup> Department for Communities and Local Government (2015) [‘Fire and rescue authorities: operational statistics bulletin for England 2014 to 2015’](#) September 2015

# 1. The population of the United Kingdom

The latest available estimate from the ONS *Annual Population Survey 2015* indicates 13% of the UK resident population in non-white groups and 87% white ethnic group.<sup>6</sup> (See table 1)

**Table 1: Ethnic makeup of the United Kingdom (%), Q3 2015**

	England	Wales	Scotland	Northern Ireland	United Kingdom
White	85.3	95.6	95.8	98.6	87.0
All ethnic minority groups	14.7	4.4	4.2	1.4	13.0

Source: ONS, *Annual Population Survey Q3 2015*.

In recent years progress has been made in increasing the representation of black and minority-ethnic groups in many areas of public life. After the 2015 General Election there were 41 minority ethnic MPs, 14 more than in the previous Parliament. 6 % MPs are from ethnic minority background. This is 7 % less compared to overall share of ethnic minorities in the UK.

## 2. Parliament

### 2.1 The House of Commons

#### Into the 20th Century

Struggles by religious minorities to gain representation in Parliament in the 19th Century have parallels with minority ethnic groups' efforts to increase their representation today. Daniel O'Connell was elected Member for County Clare in Ireland in 1828, but was unable to take his seat, as a Catholic. In 1829, the Catholic Emancipation Act was passed, which allowed Catholics to sit in the House of Commons.

Jews traditionally considered themselves a religious group rather than an ethnic one, and it was religion that stood in the way of them wishing to enter Parliament.<sup>7</sup> Lionel Rothschild was the first practising Jew to sit in the House of Commons. He was first elected in 1847 but refused to take the traditional Christian oath of allegiance. Rothschild was elected five times but it was not until the House changed its rules and allowed him to swear on the Old Testament, as a Jew, that he finally took his seat.<sup>8</sup>

The history of non-white Members of Parliament probably begins with David Ochterlony Dyce Sombre, who was of mixed European and Indian descent. In 1841 he was elected as a Radical-Liberal to the seat of Sudbury, in Suffolk. In 1842, however, Parliament overturned the result citing 'gross, systematic, and extensive bribery' during the campaign,

<sup>6</sup> ONS, *Annual Population Survey Q3 2015*.

<sup>7</sup> This is controversial, however. A [report](#) of the Institute for Jewish Policy Research recommended in 2005 that British Jews should present themselves as an ethnic minority.

<sup>8</sup> For more information on Jews and Parliament, see [The Greville Janner Jewish Tour of Parliament](#)

and he and the other Member for the Sudbury division, Frederick Villiers, lost their seats.<sup>9</sup> It is possible that John Stewart, elected as MP for Lymington in 1832, was also from a mixed ethnic background.<sup>10</sup>

Dadabhai Naoroji, born near Mumbai in 1825, was a partner in the first Indian firm established in Britain. He was elected Liberal MP for Finsbury Central from 1892 to 1895. Naoroji was a critic of British rule in India and prominent pro-British Indians decided to put up their own candidate, Mancherjee Bhownaggee (later Sir Mancherjee). He was elected and represented Bethnal Green North-East from 1895 to 1905: the second Indian of unmixed parentage and the first minority ethnic Conservative to sit in Parliament. They were followed by Shapurji Saklatvala who was a Parsi born in Bombay and represented Battersea North for Labour from 1922 to 1923 and as a Communist from 1924 to 1929.<sup>11</sup>

## After 1945

The first minority ethnic MPs since 1945 were elected in 1987: Diane Abbott (Hackney North & Stoke Newington), Paul Boateng (Brent South), Bernie Grant (Tottenham) and Keith Vaz (Leicester East). Diane Abbott was the first black woman MP. Since 1987 the number of non-white MPs has slowly risen, and non-white candidates have been elected by most major parties. (See table 2)

**Table 2: Ethnicity of MPs elected at General Elections 1987 to 2015**

	LAB	CON	LD	SNP	Other	Total
<b>White</b>						
1987	225	376	22	3	20	646
1992	266	335	20	3	21	645
1997	409	165	46	6	24	650
2001	400	166	52	5	24	647
2005	342	196	62	6	25	631
2010	242	295	57	6	23	623
2015	209	313	8	55	24	609
<b>Non-white</b>						
1987	4	0	0	0	0	4
1992	5	1	0	0	0	6
1997	9	0	0	0	0	9
2001	12	0	0	0	0	12
2005	13	2	0	0	0	15
2010	16	11	0	0	0	27
2015	23	17	0	1	0	41
<b>Total</b>						
1987	229	376	22	3	20	650
1992	271	336	20	3	21	651
1997	418	165	46	6	24	659
2001	412	166	52	5	24	659
2005	355	198	62	6	25	646
2010	258	306	57	6	23	650
2015	232	330	8	56	24	650

Source: House of Commons Library Research Papers 08/12, 10/36, CBP7186.

<sup>9</sup> Oxford Dictionary of National Biography, Oxford University Press, Sept 2004

<sup>10</sup> [History of Parliament online, personal communication](#)

<sup>11</sup> Biography of Shapurji Saklatvala The Fifth Commandment Sehri Saklatvala, Shapurji's daughter, originally published in the UK in 1991 by Miranda Press – available at <http://www.maze-in.com/saklatvala/index.htm>

After the 2015 General Election 56% (23 of 41) of all ethnic minority MPs are Labour, followed by 41% (17 of 41) Conservative. The first BME SNP MP - Tasmina Ahmed-Sheikh was elected in 2015. No BME Liberal Democrat MPs have been elected at a General Election, although Parmjit Singh Gill won a by-election for them in 2004 in Leicester South; he lost the seat at the subsequent General Election.

At present there are 41 non-white MPs elected to the House of Commons<sup>12</sup>, 6.3% of all 650 MPs. If the non-white population were represented proportionally in the House of Commons, there would be around 84 minority ethnic MPs.

**Table 3 Ethnic Minority Members of Parliament (February 2016)**

<b>Name</b>	<b>Constituency</b>	<b>Party</b>
1 Adam Afriyie	Windsor	Conservative
2 Alok Sharma	Reading West	Conservative
3 Chi Onwurah	Newcastle Central	Labour
4 Chuka Ummuna	Streatham	Labour
5 David Lammy	Tottenham	Labour
6 Diane Abbott	Hackney North & Stoke Newington	Labour
7 Helen Grant	Maidstone	Conservative
8 Keith Vaz	Leicester East	Labour
9 Khalid Mahmood	Birmingham, Perry Barr	Labour
10 Kwasi Kwarteng	Spelthorne	Conservative
11 Lisa Nandy	Wigan	Labour
12 Mark Hendrick	Preston	Labour
13 Nadhim Zahawi	Stratford upon Avon	Conservative
14 Pritti Patel	Witham	Conservative
15 Rehman Chishti	Gillingham & Rainham	Conservative
16 Rushanara Ali	Bethnal Green & Bow	Labour
17 Sadiq Khan	Tooting	Labour
18 Sajid Javid	Bromsgrove	Conservative
19 Sam Gyimah	East Surrey	Conservative
20 Seema Malhotra	Feltham & Heston	Labour
21 Shabana Mahmood	Birmingham Ladywood	Labour
22 Shailesh Vara	North West Cambridgeshire	Conservative
23 Valerie Vaz	Walsall	Labour
24 Virenda Sharma	Ealing Southall	Labour
25 Yasmin Qureshi	Bolton	Labour
26 Alan Mak	Havant	Conservative
27 Clive Lewis	Norwich South	Labour
28 Dawn Butler	Brent South	Labour
29 Imran Hussain	Bradford East	Labour
30 James Cleverly	Braintree	Conservative
31 Kate Osamor	Edmonton	Labour
32 Naz Shah	Bradford West	Labour
33 Nusrat Ghani	Wealden	Conservative
34 Ranil Jayawardena	North East Hampshire	Conservative
35 Rishi Sunak	Richmond (Yorks)	Conservative
36 Rupa Huq	Ealing Central and Acton	Labour
37 Seema Kennedy	South Ribble	Conservative
38 Suella Fernandes	Fareham	Conservative
39 Tasmina Ahmed-Sheikh	Ochil and South Perthshire	Scottish National
40 Thangam Debbonaire	Bristol West	Labour
41 Tulip Siddiq	Hampstead and Kilburn	Labour

Source: [Operation Black Vote, 2016](#)

<sup>12</sup> Operation Black Vote (2016) [OBV online data](#).

## 2.2 Ethnic minority women in Parliament

Chart 1 illustrates ethnic minority MPs distribution by gender and Party. After 2015 General Elections there are 3% (20 of 650) ethnic minority female MPs. This is almost double compared to 1.5% (11 of 650) in 2010. 60% (14 of 23) of non-white Labour MPs are women, compared to 29% (5 of 17) of Conservative MPs. Prior to 2010, there had only been two black female Members and no Asian woman had been elected. The 2010 General Election saw the first Asian women MPs<sup>13</sup>.

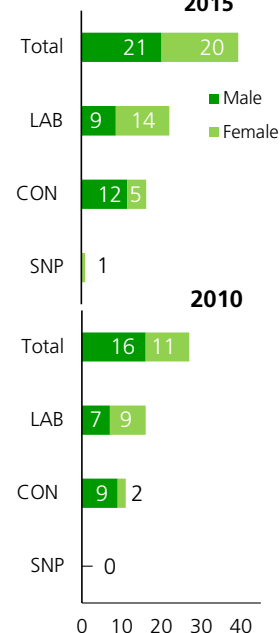
## 2.3 The House of Lords

Information for the House of Lords is difficult to collate, as no definitive list of ethnic origins exists. In February 2012 following a Freedom of Information request the House of Lords confirmed that information about ethnic origins of the Members is not held<sup>14</sup>.

There has been several cases when the ethnicity of the peers was identified on individual basis. The first Indian peer and probably the first non-white peer, was Sir Satyendra Sinha, created Baron Sinha of Raipur, an hereditary peerage, in 1919.<sup>15</sup> The first peer of African descent is widely reported to have been the Trinidadian cricketer and lawyer Learie Constantine, created Baron Constantine of Maraval and Nelson in 1969.

Based on information from various unofficial sources, including [Operation Black Vote](#), there are currently 51 minority ethnic members of the House of Lords, 6.3% of the total membership of 816 peers.<sup>16</sup>

**Chart 1: Ethnic minority MPs by gender and Party: 2015**



**Table 4: BME Members of House of Lords, by gender and group, 2015**

Party/group	BME			% of Total by group	All Members of House of Lords		
	Total	Male	Female		Total	Male	Female
Bishops	1	1	0	3.8%	26	24	2
Conservative	8	5	3	3.2%	250	192	58
Crossbench	13	8	5	7.3%	178	139	39
Labour	15	9	6	7.0%	213	146	67
Liberal Democrat	9	4	5	8.3%	108	70	38
Non-affiliated	5	4	1	20.0%	25	21	4
Other	-	-	-	-	16	14	2
<b>Total</b>	<b>51</b>	<b>31</b>	<b>20</b>	<b>6.3%</b>	<b>816</b>	<b>606</b>	<b>210</b>

Sources: House of Lords (2016) ['Lords by party, type of peerage and gender'](#), February 2016

Operation Black Vote (2015) 'BME peers', 2015;

The Orator (2015) 'New peers, yet nothing new for black and minority ethnics', September 2015

House of Lords (2014) ['Membership of the House of Lords: Ethnicity, Religion and Disability'](#), June 2014

<sup>13</sup> House of Commons Library, (2016) [Briefing Paper – CBP-7483](#), January 2016

<sup>14</sup> House of Lords (2012) ['Freedom of Information Request 796'](#), February 2012

<sup>15</sup> Columbia Encyclopedia, 6<sup>th</sup> edition, Columbia University Press, 2008

<sup>16</sup> Operation Black Vote (2015) ['BME peers'](#), 2015;

Table 5 provides a list of Ethnic minority Members of the House of Lords by Party/group.

**Table 5: Ethnic minority members of House of Lords (February, 2016):**

Title	Name		Party / group
1 Lord	Victor	Adebowale	Crossbench
2 Lord	Tariq	Ahmad	Conservative
3 Lord	Nazir	Ahmed	Non-affiliated
4 Lord	Waheed	Alli	Labour
5 Baroness	Valerie	Amos	Labour
6 Baroness	Haleh	Ashfar	Crossbench
7 Baroness	Floella	Benjamin	Liberal Democrat
8 Lord	Amirali	Bhatia	Non-affiliated
9 Lord	Kumar	Bhattacharyya	Labour
10 Lord	Karan Faridoon	Bilimoria	Crossbench
11 Lord	Paul	Boateng	Labour
12 Lord	Ara Warkes	Darzi	Labour
13 Lord	Meghnad Jagdishchandra	Desai	Labour
14 Lord	Navnit	Dholakia	Liberal Democrat
15 Baroness	Kishwer	Falkner	Liberal Democrat
16 Baroness	Shreela	Flather	Crossbench
17 Lord	Khalid	Hameed	Crossbench
18 Lord	Michael John	Hastings	Crossbench
19 Baroness	Rosalind Patricia-Anne	Howells	Labour
20 Baroness	Meral	Hussein-Ece	Liberal Democrat
21 Lord	Qurban	Hussain	Liberal Democrat
22 Lord	Ajay	Kakkar	Crossbench
23 Baroness	Oona	King	Labour
24 Baroness	Doreen	Lawrence	Labour
25 Lord	Rajinder Paul	Loomba	Liberal Democrat
26 Baroness	Zahida Parveen	Manzoor	Liberal Democrat
27 Baroness	Ruby	McGregor-Smith	Conservative
28 Lord	William Manuel	Morris	Labour
29 Lord	George	Ouseley	Crossbench
30 Lord	Bhikhu Chotalal	Parekh	Labour
31 Lord	Adam Hafejee	Patel	Labour
32 Lord	Kamlesh Kumar	Patel	Labour
33 Lord	Narendra Babubhai	Patel	Crossbench
34 Lord	Swraj	Paul	Non-affiliated
35 Lord	Dolar	Popat	Conservative
36 Baroness	Usha Kumari	Prashar	Crossbench
37 Lord	Diljit Singh	Rana	Crossbench
38 Lord	Bernard Francisco	Ribeiro	Conservative
39 Baroness	Patricia Janet	Scotland	Labour
40 Archbishop	John Mugabi Tucker	Sentamu	Bishop
41 Lord	Mohamed	Sheikh	Conservative
42 Baroness	Shas	Sheehan	Liberal Democrat
43 Lord	Indarjit	Singh	Crossbench
44 Lord	John	Taylor	Non-affiliated
45 Baroness	Manzila Pola	Uddin	Non-affiliated
46 Baroness	Shriti	Vadera	Labour
47 Lord	Rumi	Verjee	Liberal Democrat
48 Baroness	Sandip	Verma	Conservative
49 Baroness	Sayeeda Hussain	Warsi	Conservative
50 Lord	Nathanael	Wei	Conservative
51 Baroness	Lola	Young	Crossbench

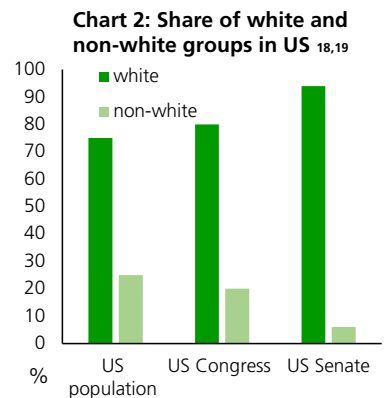
Sources: House of Lords (2016) '[Lords by party, type of peerage and gender](#)', February 2016  
 Operation Black Vote (2015) '[BME peers](#)', 2015;  
 The Orator (2015) '[New peers, yet nothing new for black and minority ethnics](#)',  
 September 2015  
 House of Lords (2014) '[Membership of the House of Lords: Ethnicity, Religion and Disability](#)', June 2014



## 2.4 International comparisons

In the 114th US Congress (2015-2017) of 435 members of the House of Representatives, 85 (20%) are non-white. Only 6 (6%) of the 100 Senate members are minority ethnic.<sup>17</sup> Following the 2010 US Census that 75% of US citizens identified themselves as white and 3% reported more than one race. Charts two and three visualize the non-white distribution in US and UK.<sup>18</sup>

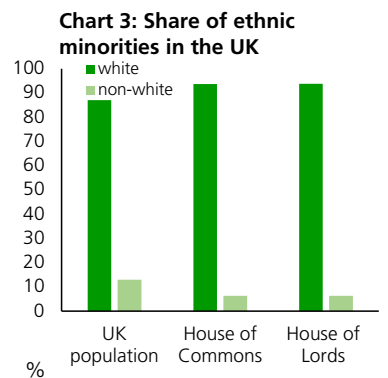
In 2013, around 6% of German Federal Parliament members were from migrant background, compared with 19% of total population<sup>19</sup>. In 2012, 1.5% of ethnic minority in the French National Assembly represented 12.6% of the general population<sup>20</sup>.



## 3. The Government and Cabinet

Currently there is one BME Cabinet Minister, Sajid Javid (Secretary of State for Business). Priti Patel (Minister of State for Employment) attends the Cabinet.<sup>21</sup>

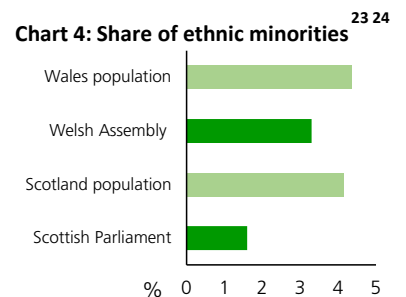
The first minority ethnic minister was probably Baron Sinha, who, after being the first Indian to serve in the Indian government and the first Indian to take silk and become a QC, was made Parliamentary Under-Secretary of State for India in the House of Lords in 1919. The first black government minister was Paul Boateng, who went on to be the first black Cabinet Minister when he was appointed Chief Secretary to the Treasury in 2002. In 2010 he was appointed to the House of Lords.



## 4. Scottish Parliament and Welsh Assembly

Two of the Scottish Parliament's 129 members (1.6%) elected in 2011 are minority ethnic, Humza Yousaf (SNP) and Hanzala Malik (Labour), both were elected from the Regional List for Glasgow.<sup>22</sup>

The number of minority ethnic Members of the National Assembly for Wales went from one to two following the 2011 elections. Vaughan Gething (Labour) joined Mohammad Asghar (Conservative) who had previously been elected for Plaid Cymru in 2007. Together they are 3.3% of the Assembly's 60 AMs.<sup>23</sup>



<sup>17</sup> Pew Research Center (2015) '[114th Congress is most diverse ever](#)', January 2015

<sup>18</sup> Fact finder (2010) '[US population](#)', US Census 2010 data, 2010

<sup>19</sup> PSA (2013) '[Germany's new parliament: tiny steps towards better immigrant representation](#)', November 2013

<sup>20</sup> France 24 (2012) '[Record number of women and minorities in new French Parliament](#)', June 2012

<sup>21</sup> Institute for Government (2015) '[Whitehall statistics: Getting to know the new government](#)', May 2015

<sup>22</sup> Scottish Parliament (2011) '[The 2011 Election](#)', May 2011

<sup>23</sup> National Assembly for Wales Research Service (2011) '[Key Issues for the Fourth Assembly](#)', 2011

## 5. Local Councils and the London Assembly

The 2013 census of local councillors in England showed that 4% came from an ethnic minority background and 96% were white.<sup>24</sup> The highest representation for ethnic minorities was in London, with 16% of councillors being non-white. For Scotland the percentage of non-white councillors was similar to that of its population at 3.4%<sup>25</sup>. The latest available date for Wales was recorded in 2004. Then 99.2% of councillors were white and 0.8% had an ethnic minority background.<sup>26</sup>

Almost a third of councillors in England are women (31.7%), but minority ethnic women are particularly under-represented. The 2010 census of councillors found around 2% of women councillors were non-white, this is around half the 4% rate for men.

Of the 25 members of the Greater London Assembly, there are six ethnic minority members (Jennette Arnold, James Cleverly, Murad Qureshi and Navin Shah, Onkar Sahota, Kemi Badenoch)<sup>27</sup>.

## 6. Civil Service

In 2015, 10.6% of civil servants in GB were from an ethnic minority<sup>28</sup> - an increase of 0.5 percentage points from 2014. This proportion, however, is strongly related to grade - for the senior civil service the proportion is 7.0%.<sup>29</sup>

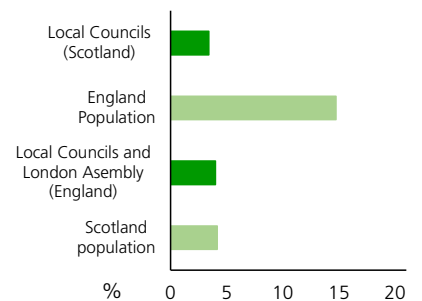
## 7. Other public sector organisations

### 7.1 Police

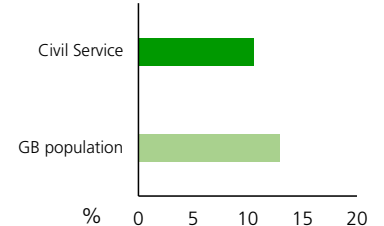
There were 6,979 FTE minority ethnic officers in the 43 English and Welsh police forces as at March 2015, 5.5% of total strength. The forces with the highest representation are the Metropolitan Police, with 11.7% minority ethnic officers, the West Midlands (8.6%), and Leicestershire (7.2%).

Despite the improvement in their overall representation in the ranks of the police, minority ethnic officers remain less well represented in the highest ranks, with only 3.4% of officers at Chief Inspector or above being from an ethnic minority, compared with 6.0% of Constables, the lowest rank.<sup>30</sup>

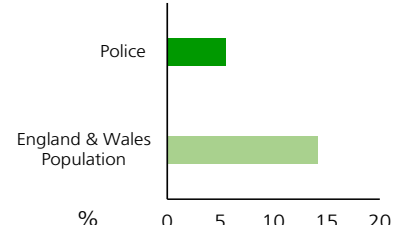
**Chart 5: Share of ethnic minorities:** <sup>25,26</sup>



**Chart 6: Share of ethnic minorities:** <sup>30</sup>



**Chart 7a: Share of ethnic minorities:** <sup>31</sup>



<sup>24</sup> Local Government Association (2014) [National Census of Local Authority Councillors 2013](#), May 2014

<sup>25</sup> Improvement service (2014) , [Scotland's Councillors, 2013](#)

<sup>26</sup> Welsh Local Government Association, '[National Census of Local Authority Councillors 2004](#)',

<sup>27</sup> London Assembly (2016) '[Assembly Members](#)', February 2016

<sup>28</sup> For employees with a known ethnicity

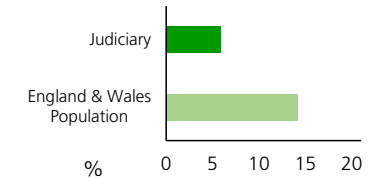
<sup>29</sup> ONS (2015) '[Civil Service statistics 2015](#)', October 2015

<sup>30</sup> Home Office Statistical Bulletin 3/13, [Police Service Strength England and Wales](#), July 2015

## 7.2 Judges

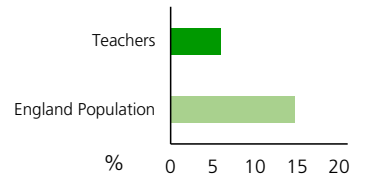
The 2015 figures from the Judiciary of England and Wales show that 6% of the total judicial workforce are of ethnic minority backgrounds; however the figures differ by type of judge. The most ethnic diverse appointment at 10.7% is Deputy District Judges for Magistrate Courts, compared to 6.4% in 2011. The proportion non-white decreases for higher ranked judges<sup>31</sup>.

**Chart 7b: Share of ethnic minorities: 32--37**



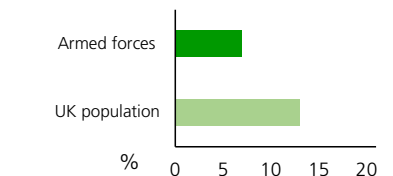
## 7.3 Teachers

In November 2014, 6.0% of all teachers in publically funded schools in England were from non-white ethnic groups, compared to 6.2% in 2010. The equivalent figure for head-teachers is 2.9%, compared to 2.3% in 2010.<sup>32</sup>



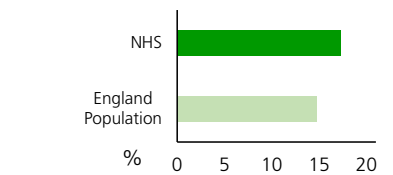
## 7.4 Armed forces

In April 2015, 7.0% of the total service men and women in the regular forces are from ethnic minority backgrounds. However, only 2.4% of the officer ranks come from ethnic minorities, compared to 7.5% of other ranks.<sup>33</sup>



## 7.5 National Health Service

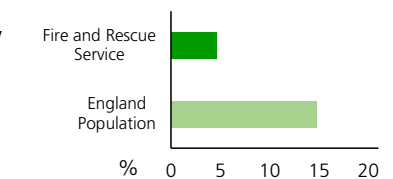
NHS workforce statistics for England indicate that 17.3% of all staff were from ethnic minority background in 2014. The most diverse group in NHS is hospital medical and dental staff, 40.2% from a non-white group, although the proportion falls to 34.8% for the highest staff grade of consultant<sup>34</sup>.



The share of ethnic minorities is lower among non-medical staff. 15.1% of all non-medical staff are non-white. Likewise 8.4% of managers and senior managers are from an ethnic minority background.<sup>35</sup>

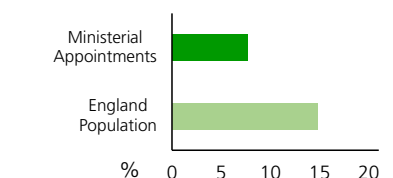
## 7.6 National Fire and Rescue Service

Operational figures from the fire and rescue authorities in England show that in 2015, the proportion of ethnic minority personnel was 4.6%; up from 4.2% in 2010. The total number of whole-time firefighters from ethnic minority backgrounds in 2015 was 1,149, compared to 1,252 in 2010.<sup>36</sup>



## 7.7 Ministerial Appointments

Statistics by the Commissioner for Public Appointments show that in 2014/15 7.7% of appointments were given to those from ethnic minority background, up from 5.5% in 2012/13.<sup>37</sup>



<sup>31</sup> Courts and Tribunals Judiciary (2015), [Diversity Statistics: Judiciary of England and Wales](#), July 2015

<sup>32</sup> Department for Education (2011) [School Workforce in England Nov 2010](#), April 2011; Department for Education (2015) [School Workforce in England Nov 2014](#), July 2015;

<sup>33</sup> Ministry of Defence, (2015) [UK armed forces quarterly personnel report: 2015](#), May 2015

<sup>34</sup> HSCIC, (2015) [NHS Workforce Statistics in England, Medical and Dental staff](#), March 2015

<sup>35</sup> HSCIC, (2015) [NHS Workforce Statistics in England, Non-medical staff](#), March 2015

<sup>36</sup> Department for Communities and Local Government (2015) [Fire and rescue authorities: operational statistics bulletin for England 2014 to 2015](#) September 2015

<sup>37</sup> Commissioner for Public Appointments (2015) [Annual survey of ministerial Appointments and Reappointments](#), 2015

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