RACIAL INJUSTICE IN THE COVID-19 RESPONSE
COVID-19 IS NOT A SOCIAL EQUALISER. IT IS DISPROPORTIONATELY IMPACTING BAME COMMUNITIES AND WE NEED URGENT ACTION

A LIVE POSITION PAPER
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#CHARITYSOWHITE want the charity sector to take the lead in rooting out racism from within the sector and in our society. We are a group of volunteers from BAME backgrounds, all working in the charity sector. You can find out more about us at www.charitysowhite.org and @charitysowhite

This live position paper provides an overview of the risks and impact of COVID-19 on racial inequalities within the UK. It outlines an urgent call to action, including specific recommendations for civil society and its funders, to put BAME communities at the heart of their response to ensure it addresses root issues and maximises impact. If you are working across any of the principles or issues we have highlighted, please let us know. You can contact us through charitysowhite@gmail.com and a member of our team.

THE IMPACT OF COVID-19 ON THE BAME COMMUNITIES

Without a purposeful, intersectional approach centring Black, Asian and Minority Ethnic (BAME) communities the current outbreak of COVID-19 will lead to severe consequences and will further entrench racial inequalities in our society. We have identified the following key issues in relation to this:

1. **Health inequalities** - BAME groups remain over-represented in the “at-risk” communities identified by the Government, which is concerning given the racialised access and treatment within the UK health system
2. **Emergency measures legislation** - The lack of guidance around emergency measures, such as police powers and school closures is already leading to local variation and disproportionate impact on BAME communities
3. **Risk of destitution** - BAME communities are over-represented in key worker categories, as well as over-represented in low income groups with lower rates of home ownership
4. **Hostile environment** - The hostile environment and particularly No Recourse to Public Funds is preventing migrants from accessing basic rights during the crisis
5. **Protection and Enforcement** - The concern about increases in domestic violence, the rights of those currently in prison or detention, and increased attacks against East Asians

FIVE KEY PRINCIPLES TO GUIDE OUR SECTOR’S RESPONSE TO COVID-19

1. **Now is the time to address racial inequalities in our sector.** This is not about choosing between tackling racial injustice and mitigating the impact of COVID-19. The sector should respond with an intersectional approach, taking racial injustices in our society into account, in order to be effective
2. **Acknowledge the power you hold, don’t distance yourselves from it.** We hold more power as a sector than we admit. It’s time to use that power and to recognise that current models of funding and delivery are struggling, while others which don’t meet our standard metrics are taking the lead
3. **Actively value lived experience and centre “at risk” communities.** Account for the different lived experiences of marginalised communities and prioritise coordinated action to centre them in delivery and funding
4. **It’s time to trust the BAME voluntary sector.** To best reach those most impacted by the crisis, we need to work with organisations closest to them. We urge organisations to avoid knee-jerk relief efforts and ensure they have built in the mechanisms to work directly with community leaders
5. **Recognise and support BAME staff and volunteers.** BAME employees will be disproportionately impacted by the pandemic as they tend to be more junior or on temporary contracts. Senior leadership should account for this, as many employees are at risk of staff cuts and hiring freezes
RACIAL INJUSTICE IN THE COVID-19 RESPONSE

Now more than ever, the charity sector must put marginalised communities at the heart of their work. As we get to grips with the full impact COVID-19 will have on our society, we are already seeing the effects this pandemic is set to have on Black, Asian, and Minority Ethnic (BAME) communities.

From the identified list of people 'vulnerable' to Covid-19, BAME communities are likely to be overrepresented amongst the groups at-risk of facing serious complications if they contract the virus. To truly reach those most at-risk, not just today but looking ahead to the lifelong impact of this new normal, we as a sector must immediately commit to an intersectional approach to tackling the crisis.

The world can’t be simplified into ‘BAME’ issues and pandemic issues. We must look past the headlines and drill down to the detail. It is easy in a crisis to revert to familiar ways of working, but in doing so we risk not only reinforcing existing structures of racial inequality, but further imbedding them. We ask civil society to urgently mobilise and take the lead in centring racial inequalities as they support communities most hard hit by this public health crisis.

It’s unlikely that we will ever return to ‘normal’. The choices made by us today will have a lasting impact for generations to come. We need to work together, openly acknowledging the power and racial imbalances inherent in our sector and seize the opportunity to set a new precedent for the future.

We are #CharitySoWhite - a group of volunteers from BAME backgrounds, all working in the charity sector. We want the charity sector to take the lead in rooting out racism from within the sector and in our society.

We have developed a set of guiding principles to support civil society’s response efforts. We have also identified a number of key issues we believe will disproportionately impact on BAME communities during this outbreak and have made recommendations to help mitigate against these.

Our understanding of the crisis is evolving day to day. As such, we want to acknowledge that our analysis will also shift over time. This is a live position paper which we will keep updating as we gather intelligence and understanding. If you are working across any of the principles or issues we have highlighted, please let us know. You can contact us through charitysowhite@gmail.com and a member of our team will get back to you as soon as we can.

Similarly, our work does not sit in a vacuum. We stand on the shoulders of the many individuals, organisations and movements who have come before us and we work today in solidarity with a number of anti-racist groups across the UK and all those who fight oppression in our society. This is why we are part of the BAME Covid-19 Emergency Planning group and have co-signed this urgent call to action to central government.

We encourage readers to continue to read papers on the issues that we have raised. Throughout this document we have highlighted reports from others and urge everyone to read them. You can find a summary of some of the brilliant work happening in response to COVID-19 at our website www.charitysowhite.org.
OUR APPROACH AND OUR USE OF LANGUAGE

- **Challenging the traditional hierarchies of knowledge and research:** We are doing an open callout for evidence for the paper, including accounts and evidence informed by lived experience. We do this to challenge traditional hierarchies of knowledge and research processes that dismiss lived experience and are rooted in methods that are structurally violent, often furthering injustice for BAME communities. We endeavour, through the development of this paper, to begin to explore and practice models for research that challenge these structurally racist models and envision a better future. Go to our ‘On Our Radar’ section to find out more about how you can contribute.

- **Accessibility:** We are working to make our campaigning work and this paper as accessible as possible. Along with the online paper we provide a downloaded word version of the report [here](#). To keep up with developments the online paper will be updated weekly. If you have any concerns or suggestions for how we can make the paper more accessible please let us know on charitysowhite@gmail.com.

- **Use of the term “BAME”:** The language we have to hand is not perfect. Throughout this report we have chosen to use the term ‘BAME’ as this allows us to make best use of existing research and we feel best captures the range of groups that are affected by structural racism in the UK. We aim to tackle some of the shortcomings of this term and prevent lazy generalisations/assumptions we often see associated with it by breaking it down wherever possible to drill down to evidence and impacts on specific groups.

- **Use of the term “vulnerable”:** Where we use the term ‘vulnerable’ in this paper it is in line with public health guidance, referring to groups who are more at risk of contracting and deteriorating due to underlying health conditions. We are aware of the problematic and paternalistic use of this term and endeavour to be careful in our language and framing of the issues. You can read more about this issue in a [recent blog](#) by the Frameworks institute.

- **Our definition of the term racism:** You can read about the definition of racism we use [here](#).

- **Use of the word “power”:** When we speak about power and people who hold it we are speaking about decision makers in the Third Sectors organisations e.g., Regulatoy bodies, Boards of Trustees, CEOs, Senior Management. It is also important to note that a decision maker in a larger older institution like Oxfam will have more power than one in a smaller BAME led or community organisation.

KEY UPDATES

The key updates between this version and the version published on Monday 4th May April are as follows:

- **Area 1 Health Inequalities:** Data released by the Office for National Statistics examining Covid-19 related deaths and variation by ethnicity has been incorporated into the paper. These show an increased likelihood of death among ethnic minorities. We have also included details about the launch of a Public Health England review into the factors impacted health outcomes, including ethnicity, to be led by Professor Kevin Fenton, Public Health Director for London. A survey by the British Medical Association showing the inadequate levels of PEE provided for BAME doctors compared to their white counterparts has also been cited.

- **Area 2: Emergency Measures and Legislation:** The NASUWT, the Teachers’ Union, has raised concerns that opening schools too early could adversely impact pupil’s and staff from the poorest and BAME community.

- **Area 3 Risk of Destitution:** We have added information about plans announced by Uber to make 3700 employees redundant as a result of the crisis.

- **Area 4 Hostile Environment:** Information regarding allegations made against the Home Office about attempts to block the release of migrants from immigration detention has also been incorporated. A report by The Children’s Society highlighting how NRPF and strict immigration policies are trapping thousands of families in a cycle of poverty and destitution has also been included.

- **Area 5 Protection and Enforcement:** This section has been updated with insight and research regarding the rise in xenophobic attacks against Chinese communities in the UK.
FIVE KEY PRINCIPLES TO GUIDE OUR SECTOR’S RESPONSE TO COVID-19

This is a rapidly evolving crisis, and each area of the charity sector is developing responses tailored to their communities and their expertise. We ask the sector to hold the following principles in their decision making.

To support each area, we have provided a list of resources and case studies to demonstrate how these principles apply in practice. We have also provided some prompts to use in decision making to support implementation.

1. NOW IS THE TIME TO ADDRESS RACIAL INEQUALITIES IN THE SECTOR

We have received reports from within civil society that individuals and organisations are refusing to work on racial injustices in the sector, stating that these issues do not hold the same priorities during this scale of a national crisis. This is a false binary that is rooted in a misguided and oversimplified understanding of racism. Racism is deeply embedded in our society. Beyond the sanitised sensitivity training and the too often tokenistic diversity hiring, we must be watchful and concerned about the biases that lead to ineffective programme design and implementation. By taking race out of the equation we are denying the lived experience of racism from the communities we are trying to reach. This is not an issue to be deprioritised but is central to an effective response to the crisis.

So many of our decisions during this crisis will have a lasting impact for generations to come. If we take race out of the conversation, we are damning communities for years to come.

RESOURCES AND CASE STUDIES

- ACEVO webinar on developing an equitable response to the crisis
- Karl Wilding, CEO of NCVO, highlighted the impact of #COVID19 on BAME organisations at DCMS enquiry on 31st March noting that BAME led organisations were in trouble before the crisis. Since these organisations are helping those furthest away from state, he noted it is critical we get support for them during this time
- Resourcing Racial Justice has been launched by a group of people of colour (POC) social change leaders aiming to provide financial support to POC community and grassroots organisations responding to COVID19 crisis.

PROMPTS FOR DECISION MAKING

- FOR FUNDERS: Are we engaging with and supporting grantees to look at how any response acknowledges and champions tackling racial inequality?
- FOR ORGANISATIONS: Is our approach truly intersectional? Have we considered and taken into account the impact of racial bias in our design and implementation?

2. ACKNOWLEDGE THE POWER YOU HOLD, DON’T DISTANCE YOURSELVES FROM IT

We need to learn our lessons as a sector and build from learnings to previous crises like Grenfell. Power is not something to be “given away” - it is our ability to act. We can no longer pretend that we cannot take action on racial inequality. It is past time for the sector to acknowledge its ability to have a wide reaching and lasting impact across society. Too often we absent ourselves from this and the accountability that comes with it. We frame conversations around “risk”, not power and inevitably end up choosing the easy path to short-term, low-risk programmes with the full knowledge that these may well be less effective.

Traditional models of grant giving, and programme delivery are struggling to adapt to the changing times, and local community organised groups and unregistered voluntary organisations have stepped up to fill the void. Our response must protect existing organisations and make room for emerging models. Those
on the front lines are risking their lives and livelihoods to lift us all up. **We must learn to take some risks too. We must learn to utilise the power we have to impact communities and meet them there.**

**RESOURCES AND CASE STUDIES**
- The Social Change Agency has provided [fiscal hosting](https://www.charitysowhite.org) for COVID-19 community groups to allow local groups to easily receive donations and pay expenses
- Peace First have launched a rapid response coaching and grants process to help young people around the world lead projects that address the community impacts of COVID-19

**PROMPTS FOR DECISION MAKING**
- FOR FUNDERS: What power do we hold in the sector? What do we need to do differently to support the current crisis response? What aspects of our governance or traditional policies and processes need to be adapted? Who in our communities holds the information needed to make effective decisions?
- FOR NATIONAL CHARITIES: What power do we hold in the sector? Are we best suited to respond to the crisis? What is the minimum we need to withstand the crisis? How can we provide our supporters direct access to our local partners?

3. **ACTIVELY VALUE LIVED EXPERIENCE AND CENTRE AT-RISK COMMUNITIES**
Lived experience has fast become a buzzword in the sector. It should counterbalance the lack of diversity in the charity sector, give our programmes integrity and ensure their success. However, as a sector, we rarely do more than play lip service to the idea. **Those with lived experience are often put on a pedestal and tokenised if they get past the case study at all. They aren’t actually at the decision table.** Our favourite buzzword has fast become a shield to continue to make the same choices we would have made before. Actively acknowledging lived experience brings groups into the decision making, it acknowledges past failings - it **widens the circle of “we”**.

There is a sense of urgency to release new programmes, new funds or new legislation. How much lived experience is being held in this design? Are we truly centring the communities we want to support? **Whilst it is important to reach quickly, we shouldn’t take shortcuts on the path to implementation.**

**RESOURCES AND CASE STUDIES**
- Ubele Initiative are conducting an [ongoing live survey](https://www.charitysowhite.org) to measure the impact of COVID-19 on BAME VCS organisations and inform funders, civil society leaders and policy makers on how they may respond.
- [Synergi Collaborative is due to launch an online survey](https://www.charitysowhite.org) to gather and document the lived experience of ethnic minority groups who have experienced severe mental illness. They also want to collate carers experiences regarding how they are coping during the Covid-19 lockdown. The findings will inform a new online journal platform and community.

**PROMPTS FOR DECISION MAKING**
- FOR FUNDERS: Are we behaving and seeing ourselves as equal partners? Are we valuing what communities are bringing to the table?
- FOR POLICY MAKERS AND PROGRAMME LEADS: How do we know for sure what is and isn’t working? How can we ensure that lived experience is informing and directing our policy/ programme design?
- FOR CHARITIES: Are we identifying, building trust and working directly with local community leaders to deliver emergency responses, and structuring their response in relation to this information?

4. **IT’S TIME TO TRUST THE BAME VOLUNTARY SECTOR**
Civil society is at its best when we work to support and advocate those who are most at risk and those who are overlooked by the state and policymakers. In the midst of this crisis we are seeing that it is local community groups, newly formed mutual-aid cooperatives, and local faith groups (the organisations
overlooked by the charity sector and not easily accessible by policymakers), who are quickly providing the most meaningful opportunities for communities to feed into local emergency response plans.

In addition it is estimated that there are between 9,000 -10,000 BAME charities and community groups operating nationally, 65% of which have an average turnover of less than £10k annually. Over the last decade we have seen the decimation of the BAME voluntary sector. Research by the Ubele Initiative finds that 9 out of 10 BAME micro and small organisations is set to close if the crisis continues beyond 3 months following the lockdown. Most existing BAME led organisations are small, community-based charities working directly with those with the greatest needs. They have limited resources to showcase their value to funders or tick the boxes needed. These same groups are seeing rising demand for their services. Many are on the brink of closure, lacking reserves due to years of under-funding. This would leave many communities without essential and trusted specialist support and infrastructure.

Analysis by CharitySoWhite of the National Lottery Community Fund’s grants reveals that only 7.74% on last year’s funds went to BAME VCS organisations, whilst the BAME population in London is 44%. UK Community Foundations (UKCF), whose Oxford Community Foundation have only distributed 2.66% of their funds to BAME VCS organisations so far in 2020, despite Oxford having a 22% ethnic minority population. This confirms the historic and consistent underfunding of BAME VCs, and in a crisis where BAME groups are dying and being left destitute at a disproportionate rate, they will struggle to survive post-COVID19 unless funds are ringfenced and prioritised by senior leadership teams, 99% of whom are white.

Previous crises have shown that larger charities are more resilient and more able to effectively raise funds during emergency situations. BAME VCS groups need an urgent and adequate injection of funds to ensure their continued existence but will not be able to compete unless larger charities cede their ground, and funders actively seek their inclusion.

**RESOURCES AND CASE STUDIES**

- Future Foundations UK have shared a powerful statement offering a vision for how funders can deliver radical change in solidarity with those most harshly affected.
- Small Charities Coalition have developed a resource hub to guide small charities in their response to COVID-19.

**PROMPTS FOR DECISION MAKING**

- **FOR FUNDERS:** How can we actively target, have conversations with local leaders or fundamentally change traditional applications? Is there a pilot to reach community groups that could be trialled now? What policies and processes do we need to implement to support small charities and grassroots groups to access funding? How do we hold ourselves accountable to this? How can we use our power in the sector to remove the red tape? How can we ring-fence funding for organisations led by BAME and other marginalised groups?
- **FOR NATIONAL CHARITIES:** How can we actively listen to and understand the needs of our local partners? How can we share resources and divert funding to smaller grassroots charities who might struggle to meet funding requirements or compete against larger charities for grants, including staff and resources?

### 5. RECOGNISE AND SUPPORT BAME STAFF AND VOLUNTEERS

BAME individuals and their families are likely to be disproportionately impacted by COVID-19, across a wide variety of factors including their employment. We know from recent evidence by the Resolution Foundation that BAME employees are more likely to work in low-paid sectors and be in more junior positions. We are concerned that BAME staff will make up a higher proportion of those furloughed, have their salaries reduced or lose their job altogether. It is important that senior leadership teams and Boards acknowledge and account for this when planning how to provide adjustments and support for their teams.
A Note on the Whitewashing of the Coronavirus response
It is more important than ever to celebrate the BAME staff and volunteers at the front line of our collective response. BAME communities have a long history of working within the NHS and wider health and social care services. Around 1 in 5 NHS employees come from BAME backgrounds based on current reported figures and BAME medics make up 43% of senior NHS doctors and 47% of junior doctors. Before the crisis these individuals are still often treated as ‘outsiders’ and their efforts overlooked.

We rely on our health and social care professionals now more than ever and are grateful to them for putting their lives at risk to save lives. They deserve support and recognition. Yet the faces of those on ‘frontline’ in the fight against coronavirus are portrayed by the media and the NHS as exclusively white. This is an inaccurate representation and reinforces the message that BAME NHS workers are seen as outsiders. This is despite the fact that we know the first four doctors to die after contracting Covid-19 were all Black and Muslim.

RESOURCES AND CASE STUDIES
• Equalities Expert, Pari Dhillon recently shared a list of questions that senior leadership should ask themselves as they make decisions regarding furloughing, redundancies and salary cuts.
• #POCIMPACT are working to develop a COVID-19 response to keep PoC staff connected and supported during this uncertain period.

PROMPTS FOR DECISION MAKING
• FOR BOARDS/ SENIOR LEADERSHIP re. BAME NETWORKS: Have you met with them to discuss their specific needs during this time? How are your new working policies and practices impacting BAME staff and volunteers? How can you provide additional support during this time?
• FOR BOARDS/ SENIOR LEADERSHIP re. WORKFORCE PLANNING: Have you made an assessment of workforce planning around the crisis to ensure that it does not have a disproportionate and negative impact on their BAME employees and volunteers? This includes staff that are contracted by organisations, such as cleaning staff.
• FOR MARKETING AND COMMUNICATIONS OFFICERS: Have you checked your materials and language to ensure it is inclusive? How can your campaigns avoid reinforcing racial stereotypes?
KEY AREAS FOR URGENT AND COORDINATED ACTION

Over the last month civil society has shown its ability to coordinate and enact pressure on government through the #EveryDayCounts campaign and call for urgent funding. We know that many of the challenges that BAME communities face will not be solved solely through civil society funding, and we call for solidarity in holding policy makers accountable on these issues. We need every person to act in the spirit of the social impact sector and support those who are marginalised by government policy.

Based on our current understanding we have outlined the following key areas for investment and action. We recognise that this is an evolving crisis and will update these areas as needed. We also acknowledge that we do not hold deep expertise across all these areas and will continue to work with our allies and peers to develop them. We will continue to work to elevate the voices of those closest to tackling these issues and provide updates on issues as they arise.

AREA 1: HEALTH INEQUALITIES

• Invest in developing culturally sensitive, accessible, and translated advice and information about the services you are providing to support BAME people affected by the crisis
• Invest and increase access to phonebank translation services to mediate conversations. As COVID testing expands, campaign to prioritise testing family members and those who can provide translation services and lift restrictions of no visitor policies for those who have recovered to provide this support.
• Work alongside BAME grassroot organisations to design campaigns and implement recruitment of key people in communities. Where possible, share staff, resources and funds to enable them to reach their communities
• Campaign and develop support services to ensure access to palliative care, advice and autonomy over decision-making for the end of life care for BAME communities.
• Campaign for the provision of alternative accommodation for key workers to prevent higher risk to their family’s health, prioritising those living in multi-generational households or with people at higher risk.

AREA 2: EMERGENCY MEASURES AND LEGISLATION

• Campaign for the introduction of a national monitoring process to track the use and impact of Covid-19 emergency measures on BAME communities.
• Prioritise funding and building capacity of groups tackling racial disparities in application of emergency police powers.
• Develop guidance around the implication of the emergency measures on BAME communities.
• Support the recommendation called for by the Runnymede Trust and other key experts that an Equality Impact Assessment should be undertaken on the final GCSE and A-Level grade predictions.
• Gather evidence of where emergency measures will cause educational disadvantage and share with the education select committee as part of their parliamentary inquiry into the impact of COVID-19 on education and children’s services.
• Coordinate work with government, parents and community leaders to develop and disseminate appropriate resources to support home education requirements, considering issues such as language requirements, parental literacy rates and internet accessibility.

AREA 3: RISK OF DESTITUTION

• Prioritise providing advocacy and legal advice for individuals facing redundancy, furlough or unlawful action from employers, not just to the employers
• Develop a pooled fund to directly support individuals falling through the gaps of government support for self employed
• Coordinate action to develop targeted guidance and support for those living in overcrowded housing
• Coordinate pressure on the government to provide better support for renters including rent holidays and a ban on all evictions in rented properties and traveller camps
• Ensure adequate consideration and funding for culturally appropriate food poverty strategies

AREA 4: HOSTILE ENVIRONMENT
• Support #PatientNotPassports campaign to put pressure on government to develop a firewall between NHS and Home Office to ensure undocumented migrants that need healthcare and welfare support can access without risk of arrest, detention or deportation.
• Campaign for the immediate suspension of no recourse to public funds condition, Portugal announced they will migrants as residents during the virus crisis.

AREA 5: PROTECTION AND ENFORCEMENT
• Increase investment in local and BAME-led domestic violence services.
• Take the lead in rooting out racism in our society by tackling hate crime and prejudice within their organisations and support beneficiaries who may be impacted by it, for example, reporting hate crime incidents to the police and providing or signposting to hate crime support services.
• Uphold the rights of all prisoners and detainees during the Covid-19 response, including granting early release to those whose sentences are nearing an end. Coordinate with and invest in local community organisations and probation services to support the transition.
THE IMPACT OF COVID-19 ON BAME COMMUNITIES: WHY WE MUST FOCUS ON THIS NOW

If we do not act now, the current outbreak of Covid-19 will lead to devastating consequences for BAME communities in the UK and will further entrench racial inequalities in our society. We have already expressed our concerns about how our response to the crisis may further deepen these inequalities. Below we have outlined five areas that need direct, immediate attention.

In outlining these areas, we have begun to summarise a wide range of resources including research papers, industry surveys and anecdotal reports through our own channels. We recognise that much of this information will be incomplete and we welcome further input to continue to develop these sections.

It is important for us to note that much of the evidence we are drawing from comes through structurally violent or procedurally unjust methods. Where possible, we have tried to parse through this, but we recognise that there will be limitations, including breaking down ‘BAME’ and understanding impacts on specific ethnic groups. We welcome any input to develop our understanding further.

AREA 1: HEALTH INEQUALITIES

Racial bias exists within a number of public institutions in the UK and the health service is no exception. In our battle against Coronavirus, we must ensure we don’t overlook the impact this can have in our response. The disproportionate representation of BAME people among Coronavirus cases relative to their share of local populations is troubling and must be explored and addressed.

BAME GROUPS ARE OVER-REPRESENTED IN “AT RISK” COVID-19 GROUPS

BAME communities are facing barriers to health care access and are at greater risk of developing serious and long-term health conditions. BAME groups are, as a result, overrepresented across many of those identified as ‘vulnerable’ to COVID-19 by the Government. For example, South Asians have a higher prevalence of diabetes and Black Africans are disproportionately affected by HIV and hypertension, conditions which categorise them as vulnerable and increase their risk of developing a critical case of coronavirus. It is important to note those with disabilities are likely to fare worse outcomes. There are real concerns at the moment around people with disabilities not getting the treatment they need for Covid-19 due discrimination in the health system.

When discussing comorbidities, however, it is crucial to recognise that this is a nuanced issue and we must be cautious not to engage in biological racism, for example the blind assumption that individuals from BAME backgrounds are inherently more likely to have diabetes. Such assertions erase the important intersection of poverty and race in health inequalities.

What is growing increasingly clear is the need for BAME-centred research. BAME patients are under-represented in health research and this must be rectified in order to understand why minority ethnic communities are experiencing this disease burden.

#CharitySoWhite has lifted the lid on the level of structural racism still in the charity sector - healthcare charities are no exception. As provisions become increasingly stretched, the importance of an approach rooted in lived experience and an intersectional understanding of needs is critical.

Research in race and poverty has found that the UK poverty rate is twice as high for BAME communities than for white groups. Combined with the increased likelihood of employment in low-paid, precarious, and public-facing work, as well as living in multigenerational households where social isolation may not be possible, we can see why there is a corresponding higher risk in contracting the virus amongst BAME communities.
Government figures confirm that overcrowded housing is far more likely to pose an issue for BAME communities. For example, 30% of the UK Bangladeshi population are considered to live in overcrowded housing compared with 2% of the white British population.

This heightened exposure is reflected in new data indicating that BAME groups could also be at greater risk of developing critical Coronavirus. The Intensive Care National Audit and Research Centre found that 35% of critically ill Coronavirus patients are from BAME backgrounds, nearly triple the 13% proportion in the UK population as a whole. A study by Imperial College London has found that a third of patients who are admitted to hospital in the UK with Covid-19 are dying. The team who carried out the study are also looking closely at why a disproportionate number of admissions and deaths are seen in black people and those from south-east Asian backgrounds.

Analysis done by Institute of Fiscal Studies has found that the death rate of British black Africans and British Pakistanis in English and Welsh hospitals is more than triple that of the white population. It was also found that the number of deaths of people from a black Caribbean background were 1.7 times higher than for White British people. Disparities based on underlying conditions of BAME people and regional areas they live in cannot currently be accounted for by non-hospital deaths.

The Office for National Statistics examined COVID-19 related deaths by ethnic group that occurred in the period between 2nd March to 10th April. The findings show that Black males are 4.2 times more likely to die from a COVID-19-related death and Black females are 4.3 times more likely than White ethnicity males and females. People of Bangladeshi and Pakistani, Indian, and Mixed ethnicities also had ‘statistically significant’ raised risk of death involving COVID-19 compared with those of White ethnicity. This is partly due to socio-economic disadvantage and other circumstances, but the rest remains unexplained.

Children and young people
BAME children and young people experience the health consequences of these comparatively higher rates of poverty even more acutely in light of the crisis. For example, the rapid school closures will hit families who depend on free school meals for their children. Given the higher poverty rate for BAME communities, we know these children will be particularly affected. The increased rates of overcrowding in BAME households will invariably mean that children and young people have less space to play and exercise, this is compounded by a comparable lack of access to parks and green spaces.

The Covid-19 crisis has had a huge impact on the mental health of children and young people, with NSPCC delivering over 900 counselling sessions about the virus, and over 50 with children having suicidal thoughts in light of the crisis. With BAME children and young people often living on the sharper edges of inequality, they face considerable risk regarding their mental health.

BAME GROUPS ARE AT HIGHER RISK OF DEVELOPING MENTAL ILL HEALTH
BAME communities are at higher risk of developing serious mental ill health as they are disproportionately impacted by the social determinants associated with mental illness, such as poverty according to analysis by the Racial Equality Foundation. Findings from their research also shows that BAME individuals are 40% more likely to access mental health support via a criminal justice route rather than voluntarily seeking and accessing support. This can lead to their rights, liberties and autonomy being temporarily limited. We are concerned that the new measures introduced to loosen the safeguards around the use of the Mental Health Act may lead to an increase in this trend during the crisis.

It is also well-documented that those exposed to racism may be more likely to experience mental health problems such as psychosis and depression; this can interlink with the current need to self-isolate as well as existing forms of oppression to detrimental consequences.
A recent Survey of Londoners showed that loneliness and social isolation is more common amongst those facing wider disadvantage, with Black Londoners indicating particularly high rates of social isolation. With closure of cultural spaces and places of worship, particularly as important religious festivals like Ramadan, Passover, Vaisakhi and Easter approach - we expect risk of isolation and loneliness to be further compounded. We have already heard of numerous anecdotal examples of elderly and disabled BAME people who live alone struggling to access support and basic amenities.

Spark have launched a resource hub with curating links to organisations and information designed to help those from BAME backgrounds. A new free text service has been created by a group of trans activists to support the non-binary and transgender community. The Validation Station has over 500 signups and sends out daily reminders reinforcing their identify and reminding them how great they are.

THERE IS NO EQUAL ACCESS TO HEALTHCARE AND SUPPORT
Quality of healthcare provision and access is a postcode lottery. BAME people are much more likely to live in densely populated and deprived areas where NHS services are already overstretched, and this comparative lack of access to healthcare services compounds the risks they face.

It is also critical to bear in mind that the top ten areas in England hit hardest by Covid-19 are all in London, where 40% of the population are from minority ethnic backgrounds. 60% of all British Jews live in or around London for example.

The London borough of Brent has had 250 cases for every 100,000 people, the highest proportion in the country. This borough also has the second highest percentage of populations from BAME backgrounds. During this crisis, anticipating a disproportionate number of BAME people needing healthcare support, their ability to access services will be even more challenging.

Language barriers also provide a restriction to access. These issues will be compounded by the COVID-19 no visitor policy, individuals will be less able to communicate symptoms and needs. For example, the assessment of pain scales can be culture-dependent; the horizontal pain scales used in the UK may be confusing for those originally from China, as Chinese languages are traditionally written and read vertically. Powerful anecdotes have emerged from the front lines of the crisis documenting the scale of impact of this unmet need.

The government must prioritise health funding for the most deprived regions in the aftermath of the coronavirus crisis, politicians and public health experts have demanded, after new data analysis revealed the devastating scale of the death toll in the poorest parts of England and Wales.

In findings one expert said highlighted the fact that Covid-19 “is not a leveller” as politicians have repeatedly claimed, the Office for National Statistics (ONS) said that those living in the poorest parts of England and Wales were dying at twice the rate of those in the richest areas.

UNCONSCIOUS BIASES LEAD TO UNEQUAL CARE AND TREATMENT
There are false, racialised perceptions surrounding pain tolerance and subsequent treatment. Many of these are rooted within racist beliefs that have been long embedded within various schools of medicine, some of which have been institutionalised within modern day practice. For example, BAME women tend to be taken less seriously and therefore see their choices limited, and their lives endangered, as a result of this when accessing maternal care; the most recent figures indicate that black women are 243% more likely to die of complications in pregnancy and childbirth. Research has demonstrated that black women are 22% more likely to die of heart disease than white women.

Studies show that these false beliefs about the perceived biological differences between black people and white people abound. For example, the false ideas that black skin is thicker than white, and that black people are inherently stronger than white people.
Medical professionals are using a scoring system called NEWS2 to check suspected Covid19 patients. Ultimately, medical professionals are human, and as such, are not immune to their own racial bias, especially in times of heightened pressure and stress. We are concerned that some of these beliefs and practices will be magnified during the crisis, meaning many BAME people with Coronavirus will not receive access to timely support. This has been highlighted in the recent tragic passing of Kayla Williams who died from a suspected case of Covid-19 and the family of Anand who recounted the trauma of having to plead with paramedics to admit him to hospital.

We must acknowledge that the prejudice BAME individuals face from healthcare professionals who are simply not listening or not willing to believe what they are hearing due to racialized perceptions can have fatal consequences.

**Funeral Ceremonies**
Guidance about funeral ceremonies was published on March 23rd, restricting the numbers of people who can attend funeral ceremonies. Some councils have gone as far as to ban all funeral ceremonies. Many people are not able to attend the funerals of their loved ones. Furthermore, there are delays and backlogs burials, meaning that Muslim and Jewish burials may not be able to take place in timings that are in accordance with their religious beliefs. The Inter Faith Network has provided some guidance from faith communities and organisations on funeral rites and practices in light of the Coronavirus pandemic.

A mosque in central England has converted its car park into a morgue for those who have died from Covid-19. This volunteer-run mortuary has spaces for 150 bodies, and is evidence of the toll that the virus is having on British Muslims and the ethnic minority community.

**BAME COMMUNITIES MISS OUT ON ADEQUATE PALLIATIVE CARE SERVICES**
There is evidence that when it comes to making decisions between saving a life or preserving quality of life, BAME communities are more likely to opt for life saving measures. Existing evidence indicates that minority ethnic groups may have more unmet palliative care needs than people from white backgrounds and experience a number of barriers to accessing high quality end of life care.

The Care Quality Commission has documented that BAME groups, who may have specific end of life care needs, are often less considered in published care strategies. This lack of consideration will invariably be magnified in the midst of this crisis, where healthcare professionals are having to make difficult decisions at an increased rate.

The lack of culturally sensitive approaches and translated resources is likely to impact the quality of palliative treatment that people receive and support their bereaved families and loved ones will be offered.

**BAME COMMUNITIES HAVE POORER DIGITAL ACCESS AND LITERACY**
Even in 2020 access to internet and digital skills is not universal, evidence shows that marginalised ethnic groups have worse internet access. This has wide ranging impacts in the current context including higher likelihood of isolation and being less able to access important public health guidance and key services such as online food ordering.

For example, specific concerns were raised recently by Jewish Leaders that public health guidance was not being effectively disseminated to ultra-Orthodox communities. It is important for charities to consider this as they move services online.
BAME HEALTH WORKERS FACE HEIGHTENED RISK IN THE COVID-19 RESPONSE

Health and social care staff, who are particularly exposed to the virus, are disproportionately drawn from minority ethnic communities.

As previously stated, 1 in 5 NHS employees come from BAME backgrounds. This number rises acutely in London, the virus’ UK epicentre, where BAME staff represent 44% of the entire NHS workforce.

This has tragically translated into the disproportionately high number of deaths of BAME health and care staff. The first 10 doctors and 50% of the nurses in the UK named as having died with the virus all coming from BAME backgrounds, numbers so troubling that the British Medical Association has called on the government to investigate BAME groups’ vulnerability to the Coronavirus.

Carol Cooper, Head of equality, diversity and human rights at Birmingham Community Healthcare NHS Trust, spoke to the Nursing Times about how BAME staff feel they are being put to work on covid-19 wards more so than their white colleagues. She spoke about how some staff were taken from the wards they usually worked in and placed in covid-19 wards, and how staff felt there was a bias – “the same bias that existed before”.

Then there is the impact that the covid-19 pandemic is having on the Filipino community in the UK. At least 23 Filipino people have died in the UK since the beginning of the pandemic, many of them healthcare workers. 18,000 Filipinos work in the NHS, the community providing the backbone of the NHS.

Given the heightened risk they face daily, health and social care professionals deserve recognition and protection. A recurring complaint among healthcare workers has been inadequate personal protective equipment (PPE). With BAME staff twice as likely not to raise concerns over fears of recrimination and as they face higher levels of bullying and harassment, this could be having fatal consequences. This need for protection is all the more urgent in light of Dr Abdul Mabud Chowdhury’s appeal for appropriate PPE just five days before being admitted to hospital, before ultimately dying with the virus.

As well as a lack of availability, feedback from BAME NHS staff highlighted that some forms of PPE are not suitable for some minorities. Some health and care workers wear hijabs or have beards for religious and cultural reason, this impacts the fit of PPE.

NHS England bosses sent a letter on 30th April 2020 to hospital trusts, providers of mental health care, ambulance services and organisations providing community-based healthcare. It stated that NHS staff from BAME backgrounds will be “risk-assessed” and could be given different roles away from the frontline. We will continue to assess how this is incorporated into specific NHS trusts. Somerset NHS foundation trust has begun asking BAME staff if they feel safe at work, giving them priority for testing and ensuring that they undergo a “fit-test” in order to wear an FFP3 ventilator mask.

British Medical Association survey of frontline doctors shows inadequate PPE provided for BAME doctors compared to their white counterparts and as well as increased pressure to work in higher COVID exposure settings. Only 4/10 BAME GPs said they had sufficient PPE to carry out consultations with patients with possible or confirmed COVID-19, compared to 4/10 doctors who identified as white.

NATIONAL RESPONSE TO HEALTH INEQUALITIES FOR BAME COMMUNITIES

The disproportionate number of BAME people with critical cases of coronavirus has been so troubling that the British Medical Association has called upon the Government to investigate BAME groups’ vulnerability to the Coronavirus. There has also been a call for research investigating the emerging evidence of the association between ethnicity and COVID-19 incidence and adverse health outcomes from National Institute of Health Research and UK Research and Innovation, who are seeking to fund this research.

The government has appointed Trevor Phillips and Richard Webber to review the impact of coronavirus on BAME communities. Phillips’s appointment has sparked a great deal of criticism from BAME communities, with
many calling the choice ‘alarming’ and ‘shameful’ in light of his suspension from the Labour party for Islamophobia and other racist comments. The Muslim council of Britain has described the move as ‘wholly inappropriate’ given that so many doctors who have died during this pandemic are Muslim. The reactions are unsurprising in light of Phillips' comparison of Grenfell Tower (another disaster disproportionality affecting working class BAME people) to a ‘Tower of Babel’.

Further controversy has been reported regarding Trevor Phillips as his Origins software used in his consultancy firm has been used to identify whether different ethnic groups “specialise” in particular types of crime, with people criticising that this promotes stereotypes and stigmatisation.

Labour leader, Keir Starmer, has appointed Baroness Doreen Lawrence, campaigner and mother of Stephen Lawrence who was murdered in a racist hate crime in 1993, as the party’s race relations adviser. She will lead a review into the impact of coronavirus on the BAME community. The launch of the review was attended by Lawrence, Marsha de Cordova, Muslim Council of Britain, Operation Black Vote, Royal College of Nursing and the Sikh Network - key organisations that work with communities of colour.

Public Health England has launched a review into factors impacting health outcomes from COVID-19, to be led by Professor Kevin Fenton, Public Health Director for London. The review will look into how different factors – including ethnicity, gender and obesity – impact on people’s health outcomes from COVID-19. In addition, available data on health outcomes for NHS staff will also be examined, to develop a better understanding of how the virus affects frontline workforce.

**AREA 2: EMERGENCY MEASURES AND LEGISLATION**

The Coronavirus Act 2020 sets out sweeping emergency measures to support the nation’s response to the Covid-19 outbreak. However, there are concerns that many of the measures set out on the Act will disproportionately affect BAME communities. This includes the measures to ‘relax’ legal duties such as the completion of Care Assessments, temporary amendments to Mental Health Act, and increased police and immigration officer powers to contain the spread of the virus.

Currently, there is a lack of clear guidance on how these changes should be applied in practice and this therefore risks local variation as well as the potential abuse of power. Furthermore, the legislation, though time-limited, gives the government enabling powers that will go unchallenged for potentially up to two years. We will continue to monitor the use and impact of these new measures on BAME communities as the crisis goes on.

**ENHANCED POLICE POWERS ARE LIKELY TO PREJUDICE THE BAME COMMUNITY**

The Coronavirus Act 2020 gives police and immigration officers new powers to enforce social distancing and isolation measures. This includes enhanced powers to stop and search people believed to be breaching public health advice, including detaining people suspected to have the virus who are out in public or socialising. In the financial year 2018-19, there were four stop and search cases for every 1,000 White people, compared with 38 for every 1,000 Black people, finds government figures. Increasing stop and search powers raises concerns for even further disproportionately in their application.

Guidance produced by the College of Policing and the National Police Chiefs Council in response to the Coronavirus Act 2020 has caused both dismay and confusion. For example, while the guide stresses enforcement actions such as fines and arrests be used as a last resort, there are a number of areas that require officers to ‘use their own judgement and common sense’. This includes determining whether a vehicle that has been stopped is travelling to an exercise site that is deemed within reasonable distance. There is a risk that these new powers will be used inconsistently leading to disproportionate use and criminalisation of BAME communities.
Evidence of police officers using disproportionate force in the enforcement of social distancing and government guidelines is starting to emerge as the lockdown continues. For example, on 10th April in Manchester a police officer repeatedly threatened a BAME man with pepper spray, handcuffing him, and leaning him against a car. His crime? Dropping off a parcel of food to vulnerable family members.

Police officers now also have the power to use reasonable force to remove a child or young person from outside and either take them home or arrest them. They can fine parents and carers who are not able to keep their children at home, despite many parents and carers reporting already struggling to juggle work, home education and family life. Given the evidence of racialised policing in the past and data that is starting to emerge in other nations, we anticipate that this will disproportionately be used against BAME children and young people.

We support the youth justice charities bodies call for the limited use of arrests; avoiding the use of police cells to hold children while COVID-19 is a risk and the suspension of overnight detention in police custody.

SCHOOL CLOSURES ARE IMPORTANT BUT WILL DISPROPORTIONATELY IMPACT BAME STUDENTS

We welcome the introduction of school and college closures to help stem the spread of Covid-19. However, the announcement was met with huge confusion and uncertainty. Plans for examinations to be replaced by teacher assessments, ranking and predicted grades rightly ring alarm bells, particularly as recent studies have shown there is systematic undermarking of BAME children, particularly Black Caribbean boys and Gypsy, Roma and Traveller students. Education thinktank LKMco’s found that non-black teachers (85.9% of teachers in English state schools were white British in 2018) tend to have lower expectations of black British students and severely punish ethnic minorities. In examination, the gap between Black British pupils of all three categories, Caribbean, African or Other (within the 2009 cohort) are predicted A grades a minimum 12% less than white students (this trend is similar for Bangladeshi and Pakistani pupils).

This is evident when we look at SEND (Special Educational Needs and Disability) and behaviour. Black British Caribbean pupils are twice as likely to be diagnosed with a SEMH need. Black British Caribbean pupils’ education is severely impacted as they ‘suffering an inappropriate and narrowed curriculum, from unwarranted over-identification, particularly [in] secondary schools.’ Teacher’s expectations and perceptions of behaviour heavily influence their assessment of special educational needs and are prone to racial bias. We see that a black British boy receiving free school meals and special educational needs is 168 times more likely to be excluded than a white girl without free school meals or those needs.

This level of bias can have a significant impact on young people’s life chances, particularly those going on to apply for further and higher education. There is now significant risk that these biases will impact BAME pupils’ futures as cancelled GCSE and A-Level exams are replaced by teacher assessed grading. Teachers across the country are being asked by Ofqual to “make a fair and objective judgement” of the grades they feel pupils would have achieved had the exams not been cancelled. Yet Ofqual has rejected calls to delve into school level GCSE and A-Level grades to correct for bias. Worse still pupils will not be able to appeal against their teacher assessed grades for their performance, instead Ofqual recommend appeals are made to exam boards by centres on behalf of one or more pupils. This could make it harder for BME pupils to highlight and challenge potential teacher bias.

We echo the concerns raised by a group of race equality experts that these proposals will fail a generation of young people as BAME pupils are more likely to have their final grades under-predicted in comparison with their more advantaged peers. We urge the Department for Education to issue clear and comprehensive guidance on how teachers will accurately assess and reduce inconsistencies between different groups of pupils.

The current emphasis on home learning to compensate for pupils missing time from school is a justifiable measure. However, having access to a computer and high broadband is an issue for many BAME pupils. One
of the seven disadvantages in education is access to this technology. This lack of technology has the 2nd highest attainment penalty behind SEND and will further compound inequality in our education system.

THE CORONAVIRUS ACT FURTHER EXCLUDES YOUNG PEOPLE

MAC UK outlines four key areas where they believe excluded young people are at increased risk of further exclusion or psychological distress by the measures put in place by the Coronavirus Act. They recommend ways in which the government and public institutions could prevent this. Recommendations include statutory services connecting with organisations that hold strong relationships with excluded young people and making sure their experiences are heard. Issues for concern include:

- The ability to maintain social connection remotely, via telephone or internet communication, is a privilege - for example approximately 12% of 11-18-year olds for example report having no internet access at home
- The young people who are most excluded from society are often the same young people who might become involved in the criminal justice system, have insecure home lives, and potentially be those who are least able to follow the new government guidelines. It is important that we do not criminalise these young people, and that every effort is taken to understand the context in which they are living before any action is taken to arrest them.
- Young people in care are particularly vulnerable to having their support networks diminished and yet we know require as much support and interaction with others as possible, especially in times of high levels of anxiety.

We echo their call for local and national governments to include young people in the decision-making processes so that their needs are taken into consideration while addressing the challenge faced by the nation.

PLANS TO REOPEN SCHOOLS AFTER LOCKDOWN SHOULD CONSIDER AND INVOLVE THE BAME COMMUNITY

The NASUWT, the Teachers’ Union, have published a blog by their General Secretary Patrick Roach raising concerns that opening schools to early could negatively impact on pupils and staff from poor and BAME communities. Roach calls on Government to be guided by the scientific evidence to ensure that school staff and pupils are not being treated as an experiment to test the easing of lockdown. The NASUWT has written to all UK education ministers setting out five key points that must be addressed before any relaxing of the current arrangements for school closure. This includes measures such as providing school staff with PEE and ensuring schools and colleges conduct robust risk assessments prior to reopening – these assessments should involve the workforce.

AREA 3: RISK OF DESTITUTION

Evidence shows that BAME individuals and families are overrepresented in low income groups and are more likely to be living in poverty than their white counterparts. We know that poverty is a powerful predictor of homelessness, and there is a significant risk that these inequalities will be exacerbated as a result of Covid-19 as many BAME individuals and families lose their livelihoods and struggle to access social security.

BAME EMPLOYEES FACE UNIQUE CHALLENGES DURING THE CRISIS

Recent research highlighted that BAME young people are more likely to be in precarious work, and government statistics show particularly high rates of unemployment amongst Pakistani and Bangladeshi groups. Many individuals are still falling through the gaps of government support for self-employed because they do not earn enough from self-employment to be eligible; earn more than the £50,000 threshold; or only started out working for themselves within the past year and therefore missing the threshold to prove their past income to receive wage subsidies.
It is worth noting that BAME communities are less likely than their white counterparts to be paid the living wage. It has been documented that the ethnic group least likely to be paid below the minimum wage was white males (15.7%); and that which was most likely was Bangladeshi males (57.2%). This will undoubtedly contribute to the financial difficulties that minority ethnic communities will experience facing this crisis.

As highlighted earlier in our paper, BAME people are at greater risk of experiencing issues related to their employment and workplace during the Covid-19 crisis. This risk of redundancy and unemployment is likely to push many of these individuals into poverty.

BAME workers are likely to make up a high proportion of our ‘key workers,’ particularly in more urban areas, and are unable to work from home. They, as well as their families, are subsequently more at risk of exposure to the virus.

**BAME HOUSING AND FOOD CONCERNS ARE NOT SUFFICIENTLY ADDRESSED**

Prior to the Covid-19 outbreak, we knew that BAME communities were disproportionately affected by homelessness. Government publications and independent research have documented that 1 in 3 homeless households are BAME compared with 1 in 7 of the general population. Institutional racism has played a continuing role in perpetuating racial discrimination and disadvantage in housing, and we are concerned these will be further magnified amidst this crisis.

Government guidance does not sufficiently cover the specific challenges some BAME groups may face in adhering to public health guidance regarding social distancing and isolation. As stated earlier in our paper, high proportions live in multi-generational households. BAME households are more likely to experience housing stress, such as overcrowding, poorer quality housing, and fuel poverty. Evidence shows that Black African and Bangladeshi groups face particularly serious issues of overcrowding.

Lower rates of home ownership amongst BAME groups (particularly Black African groups at 20%), mean that these communities lack stability and are not eligible for government support announced for home ownership in the form of mortgage holidays. Increasing reporting of evictions compounds these concerns. Increasing reports show that many fear that if they are infected by covid-19 they could be evicted by landlords to avoid contagion. The tragic case of Rajesh Jayaseelan, a Bengaluru Uber driver who died of covid-19 on 11th April, shows the perilous situation that some BAME renters face within the covid-19 pandemic. Rajesh hid in his room for days when he fell ill because he was fearful that if his landlord discovered that he had covid-19 he would be evicted. His fear was founded on his experience, as just weeks before he was evicted by his landlord as they feared that as an Uber driver he posed a risk of contracting covid-19 and infecting him and his family. His wife Mary, who lives in Bangalore with their two children, shares her traumatic experience of hearing how her husband got ill and died. Since this tragic case, Uber has announced that it will be making about 14% of its workforce redundant, this is equivalent to around 3700 employees. It is unclear yet how this will impact their employees around the world.

Gypsy, Roma and Traveller groups may face immediate risks from evictions of traveller camps, concerns have also been raised regarding the lack of appropriate public health guidance on sanitation. White Gypsy and Irish Traveller households are seven and a half times more likely to experience housing deprivation than White British households

With the overrepresentation of BAME groups amongst the key worker population, they face heightened risk of arbitrary evictions and harassment due to the fear that they are putting other people in their buildings at risk of infection. Anecdotal evidence of this has been documented in both traditional and social media, indicating that this could disproportionately affect BAME communities.
BAME COMMUNITIES WITH NO RECOURSE TO PUBLIC FUNDS (NRPF)
NRPF is a condition imposed on individuals due to their immigration status; a person will have NRPF if they are “subject to immigration control.” This includes: people who are appeals rights exhausted, EU and EEA migrants, people with existing visas, those whose status is not regularised, domestic workers and other migrant workers, and victims of trafficking and torture. This disproportionately affects BAME communities and will compound the healthcare and housing insecurity risks that they face.

In real terms, having NRPF means individuals cannot access benefits, healthcare, homelessness assistance from the council, or an allocation of social housing through the council's register, this can lead to extreme vulnerability to homelessness. Those who have NRPF might not even have access to basic food and sanitation, heightening the risk they face of contracting Covid-19.

A report by The Children’s Society, A Lifeline for All, highlights how NRPF and strict immigration policies are trapping thousands of families in a cycle of poverty and destitution. Analysis of the Migration Observatory of Home Office data shows there were 142,496 children under 18 and 1,002,091 adults who had ‘leave to remain’ in the UK at 31 December 2016, most of whom have NRPF. Most parents in these families are of African, Asian and Caribbean nationalities (former British colonies), and many serve in frontline positions such as care workers, cleaners, NHS staff or in food preparation. The Children’s Society are calling on government to suspend NRPF conditions, immigration fees and the Immigration Health Surcharge so families can access welfare benefits and prioritise their savings and income to feed and protect their children. Government should also extend all leave to remain and to ensure Local authorities, many of whom are using alternative powers and funding, are adequately resourced to support these families with NRPF affected by COVID-19.

BAME FOOD CONCERNS ARE NOT BEING ADEQUATELY ADDRESSED
Ethnic minority groups in the UK are also more at risk of food insecurity. Organisations tackling food poverty must consider culturally appropriate food, beyond halal and kosher provisions this will mean considering what constitutes as essential foods to different communities.

Given the link between healthy diets and good immune systems this is an essential part of the strategy to directly reduce risk of contracting Covid-19.

RACIAL INEQUALITIES IMPEDE A FAIR AND RESILIENT ECONOMY
The Runnymede Trust’s report The Colour of Money released in April 2020, exposes shocking levels of economic and racial inequality in Britain. An example top line is how white British people have 10 times more wealth than black African and Bangladeshi households.

The report lays out several recommendations including a need to target policies to tackle longstanding inequalities, stronger discrimination laws, and ensuring racial inequalities are fully considered when creating a fair economy.

Significant racial inequalities were found in the following areas:

- **Savings:** BAME people generally had much lower levels of savings or assets than white British people.
- **Poverty:** poverty rates varied notably by ethnicity; however, it was found that all BAME groups were more likely to be living in poverty.
- **Education:** BAME people are more likely to have a university degree, but the monetary value of that qualification is seen to be worth less in the labour market when compared to white people.
- **Employment:** findings revealed that Black and minority ethnic men have much higher unemployment rates than white British men.

MUTUAL AID GROUPS
With the rise of mutual aid groups offering much-needed grassroots support across the UK, it is also important to recognise the origins of these groups that lie in support networks of marginalised people. It is crucial to respect these origins, and have leaders take care to acknowledge the leaders that have come before, and
actively ensure they do not co-opt the movement with ‘white saviour complex’ that prioritises the feelings of people delivering the aid over the people in need of it.

**BAME led community groups serving BAME communities are battling to stay afloat**, needing more funding and resources. Organisations such as Sickle Cell Society and Southall Black Sisters are in strong demand by ethnic minority groups in light of Covid-19, but they lack the digital infrastructure and do not have enough resources to meet demand. More funders are unlocking pots of money to support community groups, but it is still not currently enough.

**AREA 4: HOSTILE ENVIRONMENT**
The impacts of the current healthcare pandemic are compounded by the government’s hostile environment. The Home Office’s response makes clear the government has not learnt lessons from the Windrush disaster and continues to show a lack of respect for the investment that migrant communities have made in the UK. A number of migrant rights organisations continue to raise urgent concerns that inadequate steps have been taken to protect migrant populations at risk of COVID-19.

**DATA SHARING BETWEEN THE NHS AND THE HOME OFFICE PREVENTS ACCESS**
There is evidence that NHS charging and data sharing between the NHS and Home Office is a deterrent to access healthcare - despite exemptions for COVID-19. The UK can learn from international examples - in Ireland, a firewall has been set up so migrants can access healthcare without fear, and visas have been automatically extended. There is increasing evidence that migrants are dying of covid-19 because they are too afraid to seek help and treatment. 60 cross party MPs have written to Health Secretary Matt Hancock calling on the government to suspend all charging of migrants and end data sharing with the home office. They highlight the case of Elvis, a Filipino man who died at home of suspected covid-19 after not accessing healthcare over fears of being reported to the Home Office.

**ASYLUM ACCOMMODATION AND DETENTION FACILITIES ARE NOT FIT FOR PURPOSE**
Overcrowding and lack of sanitation at both asylum accommodation and detention facilities leads to high risks of infection spreading quickly. Alarm has been raised as reports emerge of asylum seekers forced to eat in communal areas in breach of public health guidance.

The Home Office has been accused of pressuring judges to stop releasing migrants from immigration detention. An official public letter from the Department to a top immigration judge said that the Home Office was “somewhat surprised” that judges had agreed to release so many people on immigration bail during the coronavirus crisis.

**THE HOSTILE ENVIRONMENT IS PREVENTING FUNDS REACHING THOSE IN THE GREATEST NEED**
The impact of having No Recourse to Public Funds (NRPF) is compounded in the current environment where individuals are more likely to lose employment without safety nets of government support. This leaves many families facing an impossible situation when required to self-isolate and many are at higher risk of destitution. There have been concerns raised about the lack of consideration of NRPF conditions in responses to the crisis, for example in protection and support of rough sleepers. The NRPF Network factsheet provides more detail on these issues.

**MIGRANT WORKERS ARE ALLOWED TO STAY AT LEAST UNTIL THE CURRENT CRISIS IS OVER**
The fight for rights of migrant workers under the hostile environment which imposes undue stress and financial burden has been going on for years. The current approach to supporting migrant workers, particularly those classified as ‘key workers’ shows continuation of contempt for the investment that migrant communities have made in the UK. Joint Council for the Welfare of Immigrants has written an open letter to the Home Secretary calling for urgent changes to ensure the safety of migrants in light of the Covid-19 pandemic.
A new report published today by the Women’s Budget Group and Coventry Women’s Partnership highlights that migrant women are more likely to hold frontline ‘key worker’ positions. They are also expected to pay for the NHS twice through the Immigration Health Surcharge and their taxes.

Charities and church leaders call for all migrants, asylum seekers and refugees to be given temporary leave to remain in Britain to decrease their risk of exploitation, destitution and homelessness in an open letter to the government.

UNDOCUMENTED MIGRANTS DYING OF CORONAVIRUS BECAUSE THEY’RE TOO AFRAID TO SEEK HELP
The deaths of undocumented migrants form suspected cases of Covid-19 are being linked to unaffordable NHS charges for non-EU patients and fears of being reported to the Home Office. Despite the government reassuring that no charges would be made for an overseas visitor for testing and treatment of the virus, the Hostile Environment policy and messaging has created a fear of immigration enforcement if they are to access public services. Sixty cross-party MPs have signed a letter to Matthew Hancock calling for the immediate suspension of charging for migrants and all associated data-sharing and immigration checks. Undocumented immigrants often live in crowded conditions with other undocumented workers, and many have lost their job due to this crisis. Stigma, exclusion and discrimination of migrant communities undermines the government’s pandemic response.

PUBLIC HEALTH EXPERT HIGHLIGHTS THE RELATIONSHIP BETWEEN HEALTH AND INEQUALITY IN BRITAIN
Harmful and unfounded eugenics-led discourse is creating narratives of genetic differences causing the disproportionate deaths of BAME communities from Covid-19, ignoring the very real areas of vulnerability for these communities. BAME communities are more likely to live in low-income and over-crowded housing; overrepresented in the prison and homeless populations; more reliant on ‘gig economy’ roles and zero hour contracts; and ignored by the policies designed for public safety such as domestic violence support, access to information, and access to the NHS. Closing the disparity between health and inequality will create greater progress for UK society.

COVID-19 CRISIS IN THE UK CAUSING FINANCIAL WOES FOR EXTENDED FAMILIES IN SOMALIA
The Somali community of the UK is being hit hard by Covid-19 itself, being disproportionately affected health-wise while also being left financially vulnerable. London’s community of Somalis is one of the largest in our diaspora and a regular ritual for its members is to send money to their families back home through Dahabshiil, the Somali money transfer company. Cuts to income and the closure of these shops have left families unable to send back vital funds for living expenses, with older residents unsure how to use digital transfer services. Somalis in London often work in vital, but low-paid jobs, and are part of London’s migrant workforce: the care workers, nurses, bus drivers and cleaners who work in the most precarious jobs, often on insecure contracts. The closure of businesses and job insecurity will leave many Somalis in London jobless for a long time, in debt and facing serious financial woes for years to come.

CHILDREN DENIED CANCER TREATMENT DUE TO IMMIGRATION STATUS
Calls for NHS charging regulations to be revoked have strengthened as a report found children were having treatments delayed or denied due to the policy requiring hospital staff to demand proof of entitlement to free healthcare. The report also found that pregnant women were deterred from seeking medical assistance, leading to intrauterine deaths. The report links both scenarios to the fear of accessing the NHS, and are making conditions that could be treated with early intervention emergency cases. The study was conducted prior to the Covid-19 outbreak, but its findings are being demonstrated with migrants dying from suspected cases out of fear of accessing the NHS.
AREA 5: PROTECTION AND ENFORCEMENT
We are concerned about increases in domestic violence, the rights of those currently in prison or detention, and increased attacks against East Asians.

RISK OF INCREASED DOMESTIC ABUSE
Concerns have been raised of a likely increase of domestic violence cases during this period of lockdown and social distancing. We have seen that calls to the National Domestic Abuse Helpline increased by 120% overnight and visits to the online helpline have increased by 700% since the Covid-19 outbreak. BAME women have been shown to be less likely to access and receive support due to racism and the barriers it perpetuates. Migrant women with unsettled immigration status are particularly under protected as existing safeguards already fail to recognise their specific needs. Many of these women are unlikely to seek support from authorities for fear of persecution.

Latin American Women’s Rights Service, Amnesty International UK and more than 20 BME specialist frontline services, migrant and human rights organisations have written to the Home Secretary calling for emergency support to help migrant victims of domestic abuse amidst the Covid-19 crisis.

In order to ensure a truly inclusive service, money must be invested into services that increase communication and support access for survivors, like translation services, ensuring that people have phone’s with credit on them, access to telephone or video counselling and free transportation services to refugees.

The Home Secretary has stated that anyone who is at risk of, or experiencing, domestic abuse, is still able to leave and seek refuge. We are concerned about the police making a judgement about who is a victim of abuse and who isn’t. Given the increased ‘discretionary’ powers it is a genuine worry that these exceptional measures may not extend to BAMER women.

A group of MPs have demanded an urgent cross-government action plan on how to tackle increasing levels of domestic abuse under the lockdown, with a warning that without intervention, “society will be dealing with the devastating consequences for a generation”.

A recent report published, shows that the home affairs select committee has called for increased measures from the government, which includes an emergency package of funding to support services for domestic abuse victims and vulnerable children. Recommendations from the cross-party committee include a call for the government to remove a time limit on prosecuting certain offences, and that the government should sponsor a broadening of ‘safe spaces’ so that victims can access support through supermarkets or retailers.

Over 30 charities, including Southall Black Sisters and Compassion in Politics have joined together to issue a call to the government and hotels to support survivors and their children with accommodation. They are also pushing for this to be offered together with specialist support to ensure women are safe and are unable to be located by perpetrators.

Sisters Uncut released their statement on Covid-19 calling for six demands to be addressed. The statement recognises that staying at home and social distancing does not support those who do not have safe indoor spaces, particularly for domestic violence victims they are in confinement with those who harm them. This problem precedes Covid-19 but is felt more by those who live with intersecting protected characteristics, as women of colour are being turned away from refuges.

The statement also identifies how state sanctioned isolation impacts many marginalised groups. Women with precarious immigration status, as they fear reaching out to shelters as it could result in deportation. Police enforced isolation has led to increased state surveillance which disproportionately impacts black and brown people. Women and non-binary people continue to be at increased risk of violence in shelters. The impact on
sex workers has meant that the industry has evaporated almost overnight. Those with disabilities or chronic illnesses are not able to practice social distancing as they require support from carers.

The Violence Against Women & Girls sector called for at least £65 million of the £750 million package announced by the Chancellor to be ringfenced for specialist VAWG service providers. They also urged funding to be ring-fenced for specialist VAWG services led by and for BAME women, deaf and disabled women, and LGBT survivors. These services are essential for fulfilling duties under the Equality Act and Public Sector Equality Duty, as well as meeting the specific support needs of survivors who have been marginalised and excluded from existing funding systems. Their inclusion, through a specific ring-fence, is essential for an equitable funding system which does not further entrench inequality and social injustice, which has been exacerbated in this pandemic.

RISE IN XENOPHOBIA AND HATE CRIME
The rise in hate crime cases involving people of Chinese and East Asian descent have been closely associated with the Coronavirus outbreak. Many around the world now live in fear of abuse and xenophobia, this includes children. The rhetoric surrounding the outbreak and its origins also fuels the idea that China, and the Chinese, are responsible for the virus. There is also a risk that responses to hate crime incidents may be de-prioritised during the crisis.

Recent polling by the HOPE not hate Charitable Trust showed 54% of people in the UK blame China for the virus while politicians including Nigel Farage and Donald Trump have stoked up nationalism in the wake of the crisis, directing people’s legitimate fears over the pandemic towards Chinese people by blaming China, often labelling it the “Chinese Virus”.

Xenophobia related to Coronavirus is also disproportionately impacting on Chinese and East Asian businesses with many of them being forced to close prior to Government guidance. Many of these are family-run and independent establishments who already struggle to keep their businesses afloat. Research carried out by academics from the Open University, University of Surrey and Trinity College Dublin shows an increase in reports of discrimination against Chinese students, with 100% of the 22 students interviewed experiencing xenophobic comments, increasing levels of anxiety and researchers warning of longer terms effects on global mobility. Drag artists Sum Ting Wong and Yuhua Hamasaki have also spoken out about the outbreak of Coronavirus sparking a surge of anti-Chinese sentiment, with them facing a double onslaught of homophobia and racism.

Racist groups are using technology to further facilitate hate by coordinating racist attacks. As we shift a more digitalised way of gathering, racist groups have taken advantage of open online gatherings for Jewish groups through ‘Zoombombs’. Pupils in this LA high school, emboldened by the anonymity that comes with having your camera switched off, racially abused a BAME author during a zoom author visit. Racist online trolls are using sites like 4Chan to share links to video conferences with BAME speakers and encouraging people to ‘Zoombomb’ speakers with racist abuse.

An attack on a Jewish congregation is being investigated as a hate crime. A synagogue in Toronto experienced in the racist incident whilst delivering a service on Zoom, when up to six accounts joined the call and began to scream slurs and use their screens to show pornography. The traumatic incident was reported to the police and they are working on tracking down these accounts with Zoom. As a result, Zoom has introduced new security features including a function for hosts to remove participants from a call.

Far-right groups have used the coronavirus crisis as an opportunity to stoke Islamophobic sentiment by falsely accusing Muslims of violating social distancing rules by gathering at Mosque and encouraging others to share these false allegations. High profile accounts targeting Muslim communities during Coronavirus have included Tommy Robinson and Katie Hopkins.
WE NEED TO DO MORE TO SUPPORT THOSE IN DETENTION AND IN PRISONS

BAME groups are significantly over-represented in the prison system, with over a quarter (27%) of the overall prison population coming from BAME backgrounds. It is estimated that without further action, around 800 incarcerated people will die as a result of Coronavirus.

While we welcome the announcement to temporarily release pregnant prisoners, the measures announced by the government to date, largely overlook the specific needs and challenges faced by those in prison or detention settings. Prisons and detention centres are often overcrowded and unhygienic which means Covid-19 is likely to spread rapidly, risking the lives of prisoners and staff alike. We can easily infer that these increased stressors, which are known to increase what is known as the allostatic load, will thereby lower the immune response of such prisoners.

A programme of deliberate exposure of prisoners to a virus, using presumptions about risk assessment as a means of circumventing the positive obligation to make arrangements on release to protect their life, is criminally reckless. The group of prisoners most adversely affected will be overwhelmingly drawn from BAME groups, which is entirely predictable given the wealth of data at the Government's disposal.

We support calls made by a coalition of criminal justice charities to temporarily stop short term prison sentences in order to reduce the churn of people vulnerable to Covid-19 coming in and out of prisons and to keep staff and other prisoners safe.

We also support advocating for the release of low risk prisoners, and non-imprisonment for the disadvantaged BAME prisoners who are more likely to attract adverse outcomes throughout the criminal justice system; from sentencing to restrictions within the prison estate itself.

On 4 April the Ministry of Justice stated that the Prison Service would free up to 4,000 prisoners who were within two months of their release date as long as they had passed a risk assessment. However, a bungled plan meant that instead of a few hundred prisoners being released on April 16, the scheme was suspended because six inmates were mistakenly freed and had to be recalled. Only thirty-three prisoners were released including pregnant women. In a paper written by the national lead for health and justice in Public Health England, data suggested that outbreaks of Covid-19 that were expected, did not come to fruition because of physical distancing and a reduction in prisoner transfers. MP David Lammy challenged Robert Buckland, the justice secretary, on plans to keep prisoners in their cells for 23 hours a day, saying it was not sustainable and potentially breached human rights.

ON OUR RADAR

This is not a comprehensive overview of issues and in our weekly updates we will look to incorporate emerging issues and evidence. We are doing an open callout for evidence for the paper, including accounts and evidence informed by lived experience. We are working to develop a collaborative process for identifying, reviewing and including evidence in this paper that centres the experiences of those affected by the issues.

We are currently looking at evidence of impact on the following areas:

- Homelessness and rough sleeping
- Changes to social care under emergency measures
- Unaccompanied children
- Re-traumatisation for migrants and refugees

Please email us if you are aware of evidence on any of these topics and the racialised impact of COVID-19 or if you want to bring to our attention any other issues not currently covered in the report. We are particularly interested in how these issues are impacting Jewish and Traveller communities.
OUR WRITERS AND CONTRIBUTORS

This paper has been written and coordinated by the #CharitySoWhite committee who are a team of volunteers:


Since we launched our call for evidence and desire for this paper to be shaped through a collaborative process that centres lived experience we have been overwhelmed by contributions. Each week this section will be updated to recognise the individuals who have submitted evidence and shared their invaluable expertise.

We strongly encourage you to recognise their contribution and expertise through following, supporting, commissioning and donating to further their work directly.

- Karl Murray, Ubele Initiative
- Sara Gvero, NCVO
- Pran Patel, DecoloniseTheCurriculum.com
- Sue Henry
- Katie Boswell, NPC
- Kushal Sood, InstaLaw

We are currently working on a policy to recognise our contributors through financial means, we will update here when our policy is in place.

If you would like to contribute to the paper please check out the ‘On Our Radar’ section for more information.
OTHER RESOURCES AND ORGANISATIONS

GENERAL
Race equalities organisations co-signed letter
Equally Ours collection of resources
Ubele Initiative research on impact of COVID on BAME VCS
Future Foundations UK call to funders
Runnymede blog
Race Equality Foundation briefing

HEALTH INEQUALITIES
Doctors of the World translated Public Health guidance
BMJ Racism in medicine
BAME medics make up

EMERGENCY MEASURES AND LEGISLATION
The Coronavirus Act and Health Protection Regulations: Implications for children
Coronavirus – Children in police custody
African Americans Have Contracted and Died of Coronavirus at an Alarming Rate

PROTECTION AND ENFORCEMENT
Joint Statement from VAWG sector on Covid 19
Revolving doors - Coalition to prevent the use of short prison sentences

RISK OF DESTITUTION
Covid-19 Mutual Aid UK: Guide for Supporting Migrants During Coronavirus
Migrant Rights: Letter to Local Authorities-Urgent action needed to support vulnerable migrants during the Covid-19 crisis
JCWI COVID-19: Briefing to the Home Affairs Committee
Supporting people with no recourse to public funds during the coronavirus (Covid-19) pandemic
COVID-19: GUIDANCE FOR SUPPORTING PEOPLE LIVING ON TRAVELLER SITES, UNAUTHORISED ENCAMPMENTS AND CANAL BOATS
Traveller Movement: The needs and rights of Gypsy, Roma and Traveller communities
Stay at home: guidance for Gypsy, Traveller and Liveboard boater households

HOSTILE ENVIRONMENT
The Refugee Action Good Practice and Partnerships Team: Coronavirus Asylum Handbook

EDUCATION
Race Equality Organisations warn education secretary of ‘grave’ injustice.