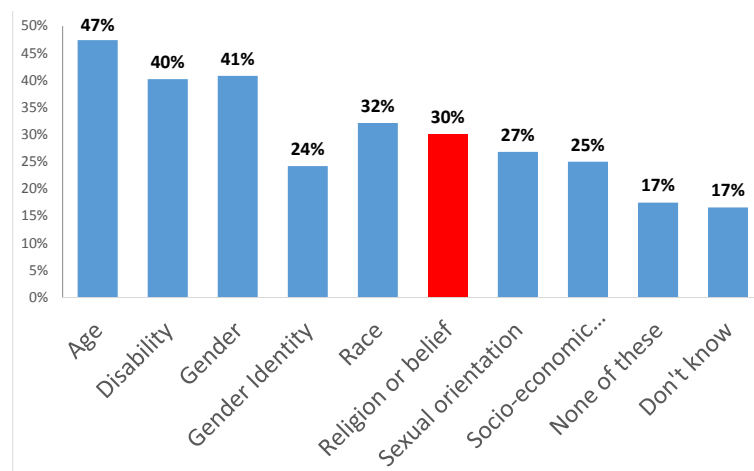


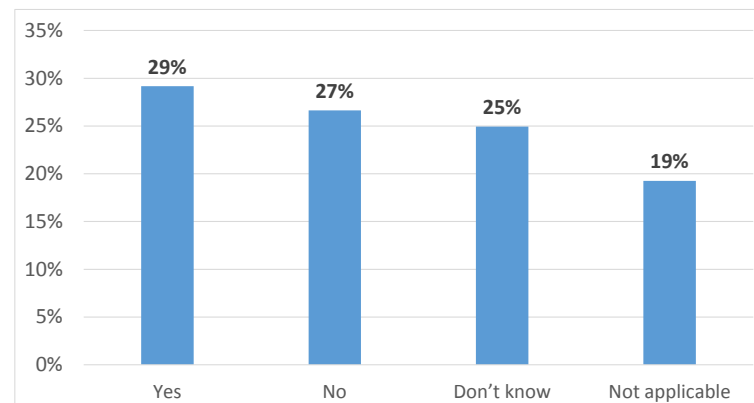
Muslims don't report discrimination with 72% and 61% of respondents saying they did not mention interview or workplace discrimination, respectively, to anyone.

Which of the following issues do you think employees in your organisation are comfortable talking openly about in the working environment?

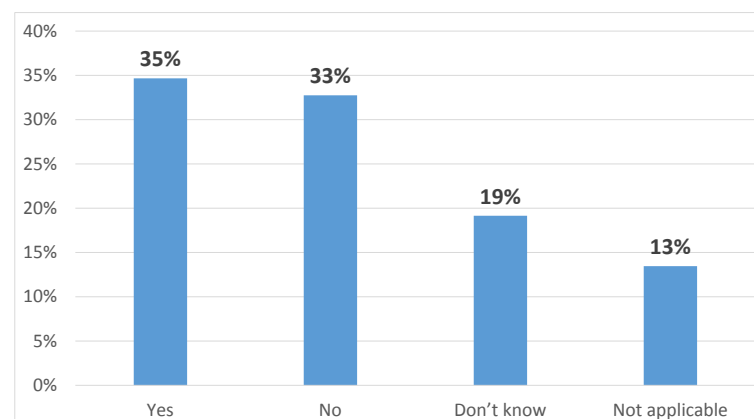


British Muslims were more likely to agree that age, gender and disability issues are comfortably discussed in the workplace than religion/belief or sexual orientation. The results suggest workplaces are adapting to meet the needs of some equality strands more than others.

In the last five years, do you think you have been discriminated against when you have been refused or turned down for a job?



In the last five years, do you think you have been discriminated against at work with regard to a promotion or a move to a better position?



The high proportion of Muslims who 'don't know' if they have faced discrimination suggests the need for greater legal awareness about what constitutes direct and indirect discrimination on grounds of race and/or religion.

Discrimination affects Muslims whether visibly Muslim or not. Nearly equal proportions of Muslims who are visibly so and those who are not reported being discriminated against when being refused/turned down for a job or in promotion at work.

2 in 5 of those Muslims who experienced or witnessed racial harassment or bullying in the workplace in the last 5 years, did so in the last year. 34% and 36% of Muslims said they had personally experienced racist harassment or bullying from managers and customers/clients, respectively, in the last five years.

The results show that discrimination affects all Muslims, whether they are visibly so or not.

Yet, being able to practice religion in the workplace remains an important factor for those Muslims in employment and those currently out of work but who are seeking to enter the labour market.

34% of British Muslims regard being able to practice religion at work as one of the top three things that are most important when considering a career or job; (top response is good pay, 62% and work/life balance, 58%).

According to a YouGov poll conducted in June 2015, when asked about their 'personal experience' of British Muslims, most respondents said they have never had close contact with Muslims during their education, leisure time or professional life. The second largest proportion said their 'personal experience' of Muslims was in the workplace (32%).

Workplace relationships can play a vital role in tackling anti-Muslim stereotypes, prejudice and discrimination. Our survey shows British Muslims experience discrimination at recruitment stage and in employment and the majority do not report these experiences.

At a time when racial and religious prejudice is rising, we need to examine the role workplaces can play in bringing people together, fostering friendship, tackling discrimination and addressing Islamophobia.

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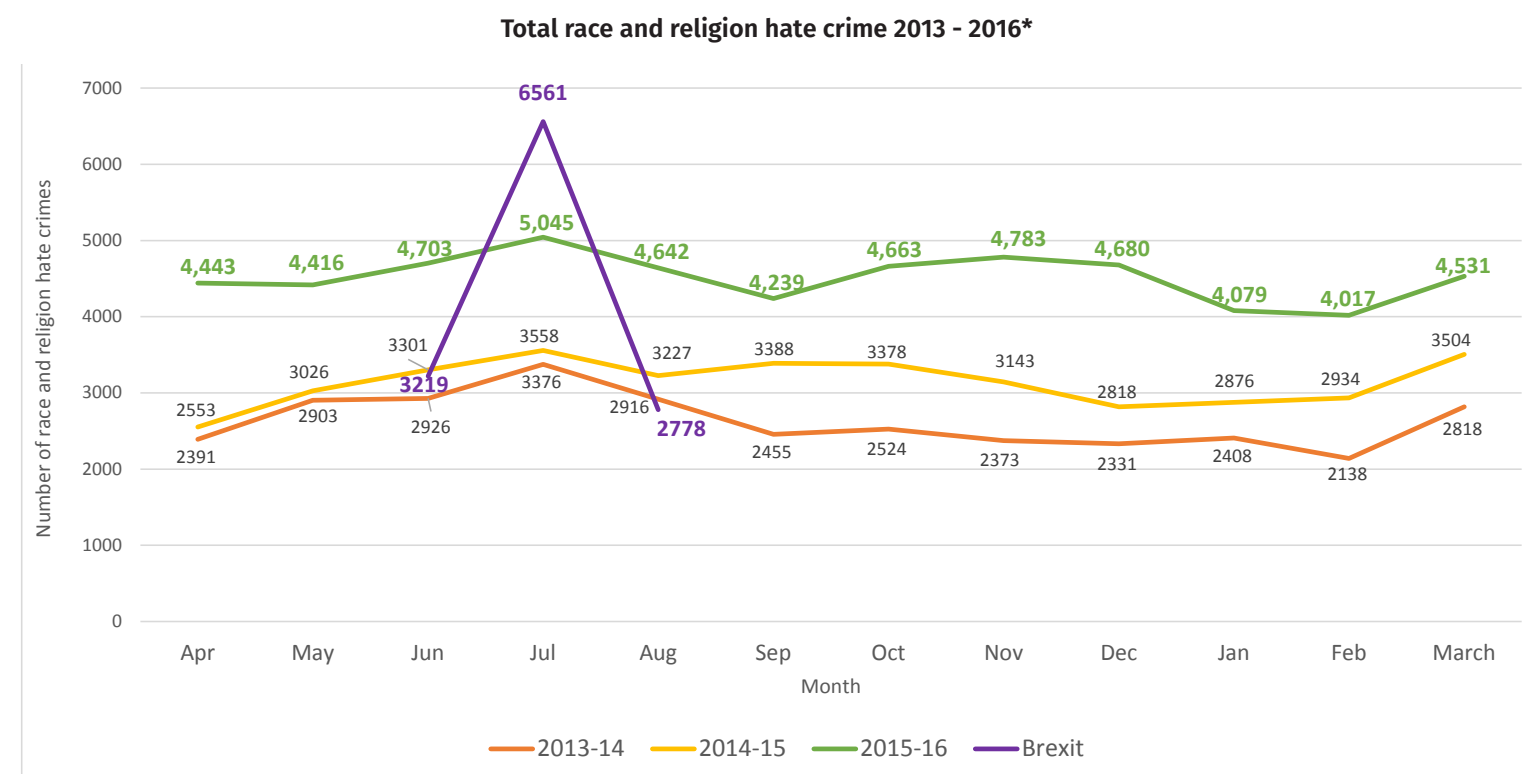
mend
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Tackling racism and employment discrimination in the UK

As part of our submission to the Review by Baroness McGregor-Smith on the **Issues Faced by Businesses in Developing Black and Minority Ethnic Talent**, our submission to the Home Affairs select committee inquiry into **Hate Crime and its Violent Consequences**, and in preparation of our annual submission to the **Office for Security and Co-operation in Europe Hate Crime Report 2015**, we have undertaken two pieces of data analysis: Muslim experiences of discrimination in the workplace and anti-Muslim hate crime in the UK.

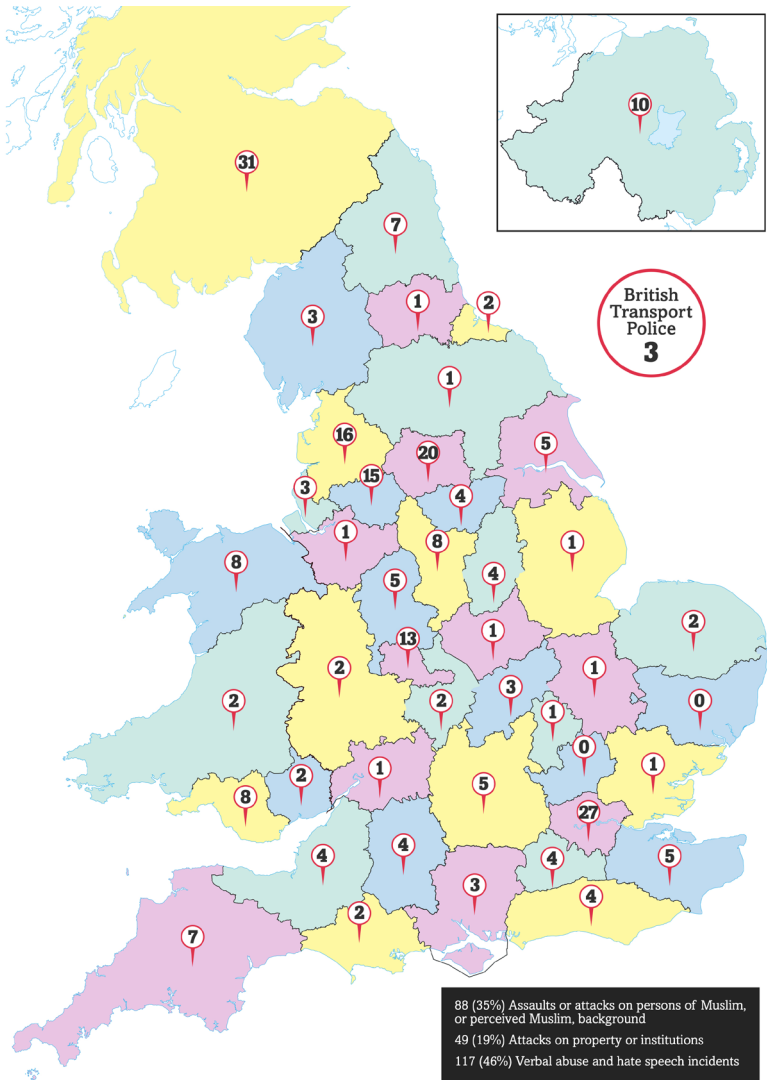
Hate crime in the UK has been rising year on year in the recent past. The chart below shows the annual growth in racial and religious hate crime in England and Wales (including British Transport Police), broken down by month. The purple line denotes the sudden spike in hate crime and incidents post-Brexit as documented by the National Police Chiefs Council.

The figures for April 2015 – March 2016 are from FOI requests presented to all police forces in England and Wales, and BTP.*



* 2015-16 data from FOIs, Leicestershire police not included (data not received), Hampshire police not included, (monthly breakdown not provided)

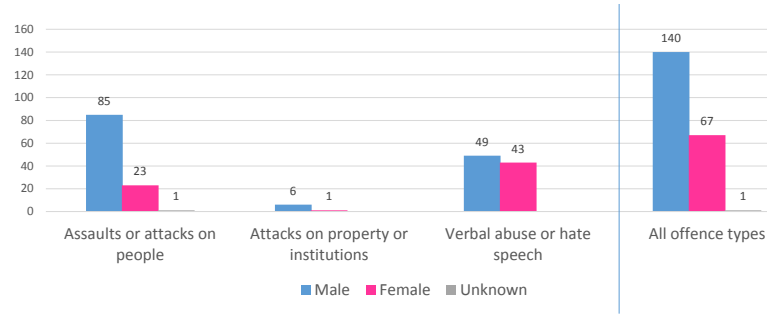
The map shows the anti-Muslim hate crimes we logged in our 2015 OSCE Hate Crime Report submission, by police force area.



There are 284 incidents in our 2015 hate crime report with 254 incidents occurring in 2015 (others took place in 2014, or earlier but were prosecuted in 2015 – these are not included in the data analysis). Just under half (46%) were verbal abuse and public order crimes (117 cases); over a third (35%) were assault offences (88 cases) and 19% were criminal damage offences (49 cases).

We identified 208 victims from 162 of the incidents which occurred in 2015. In 92 hate crime cases, the victim was unknown or in the case of criminal damage or social media posts, there was no direct victim. Most identified victims were male.

Victim gender (by offence type)

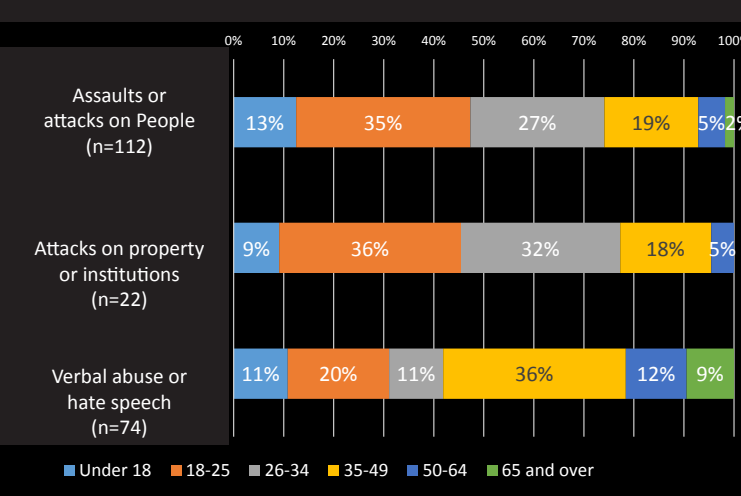


We also examined perpetrator profiles. In total, 351 perpetrators were identified across 216 hate crime offences. 187 carried out attacks or assaults on people, 29 criminal damage and 135 perpetrators committed offences of verbal abuse/public order.

Where the perpetrators age was recorded, 24 perpetrators were aged under 18, while 62 were between 18 and 25. 45 were aged

between 26 and 34, while 52 were between 35 and 49. 16 offenders were between 50 and 64, and 9 were aged over 65 (n=208).

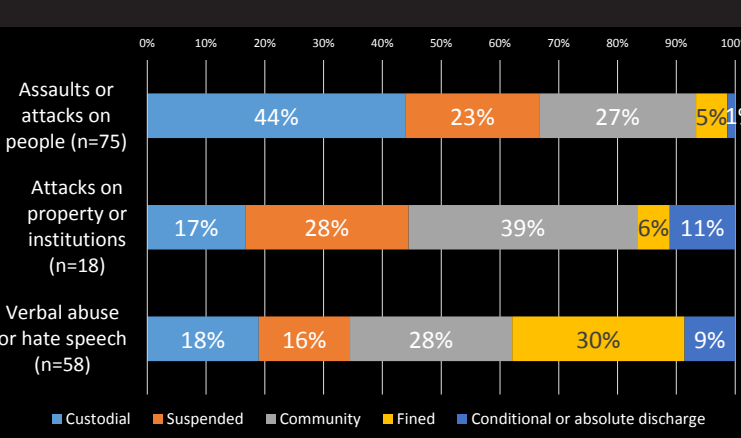
Perpetrator age categories (by offence type)



The breakdown of perpetrator age by offence type shows a large proportion of physical assault and criminal damage offences were committed by people under 35 and a high proportion of verbal abuse/public order offences were committed by people aged 35 and over.

In terms of sentencing, more than half of assault/attack on a person offences resulted in non-custodial sentences. In nearly a quarter of cases (23%) a suspended sentence was imposed and in 27% of cases, a community sentence.

Sentence distribution by offence type



Key findings:

- Racial and religious hate crime in the UK is rising
- Police recorded crime data does not adequately capture anti-Muslim hate crime nor is gender breakdown of Islamophobic hate crime easily available
- Most victims of hate crime analysed in our report were male, suggesting women may not be reporting hate crimes to the police and third party reporting centres are vital to assist in collection of intersectional hate crime (race, religion and gender).
- Sentencing in hate crime cases is not proving to be an adequate deterrent with a high proportion of cases in our hate crime report resulting in suspended or community sentences, including in cases of serious assault.

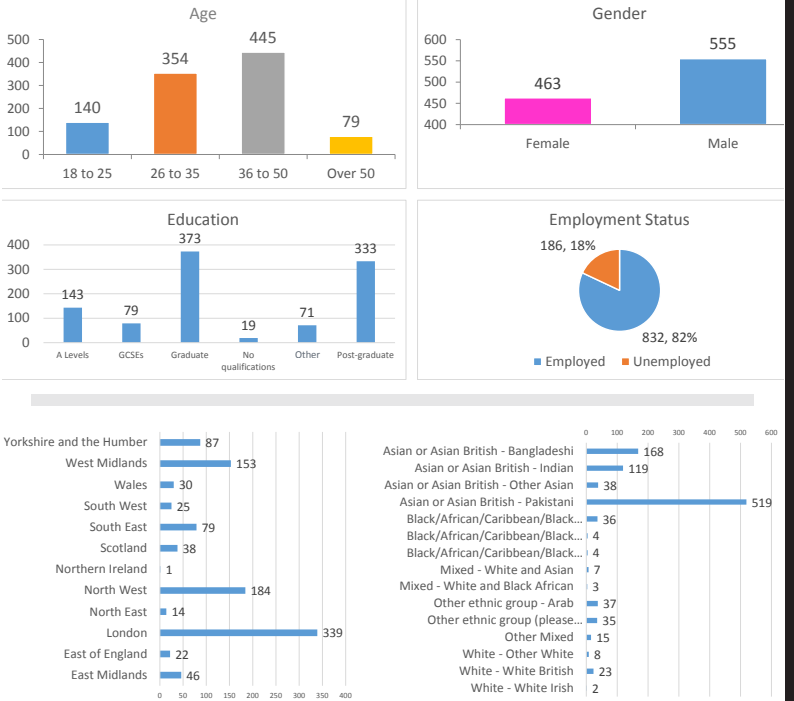
We conducted a national survey of British Muslims replicating questions from the Race at Work survey by Business in the Community and YouGov in 2015.

Our sample of 1,018 British Muslims presents startling facts about the prevalence of racial and religious discrimination in the workplace.

Key findings***:

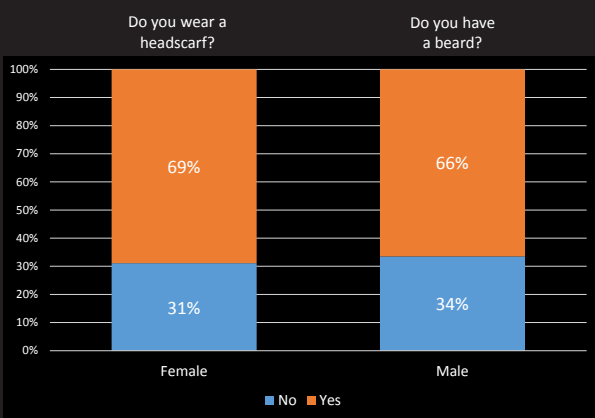
- Nearly a third of British Muslims feel they have been treated differently in interviews because they are Muslim (29%). Over two thirds of those who felt they were treated differently never mentioned it to anyone (72%).
- Over a half of British Muslims feel they have been treated differently in the workplace because they are Muslim (58%) and almost two thirds (61%) say they have never mentioned this to anyone.
- Over a third of veiled British Muslim women who took part in our survey feel they have been treated differently at interviews because they are Muslims (37%), and nearly two thirds (61%) felt they have been treated differently in the workplace because they are Muslim.
- Almost a third of British Muslims feel they have been discriminated against when turned down for a job in the last five years (29%) and over a third of British Muslims feel they have been discriminated against in job promotion in the last 5 years (35%).
- Of those British Muslims who experienced racist harassment or bullying in the workplace in the last five years, more than a third (41%) did so in the last year.
- Over a third of British Muslims have personally experienced racist harassment or bullying from managers (34%) or customers (36%), and nearly a quarter (24%) from colleagues, in the last five years.
- A third of British Muslims (34%) regard being able to practice religion at work as one of the top three things that are most important when considering a career or job; (top response is good pay, 62% and work/life balance, 58%)

Profile of respondents:



Two thirds of our sample across gender were 'visibly' Muslim; that is wearing a headscarf for women and having a beard for men.

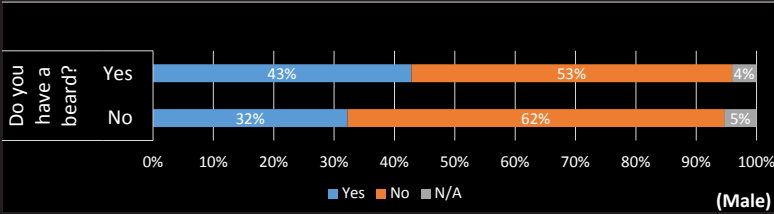
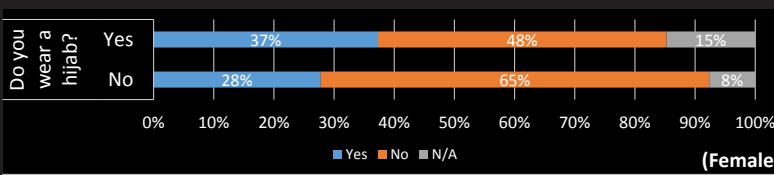
Religious appearance



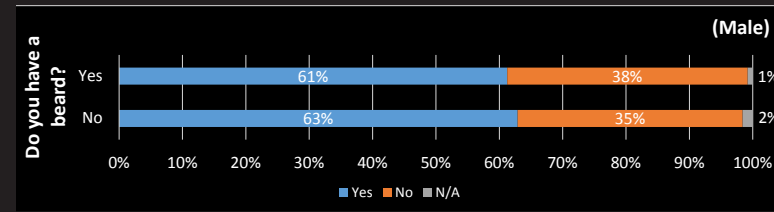
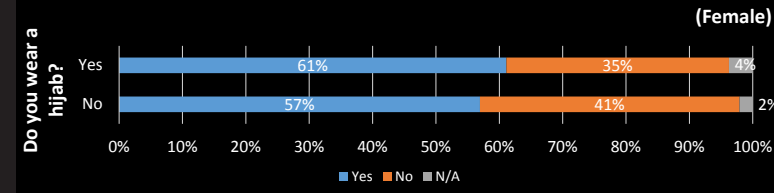
82% of our sample were employed, and 18% unemployed although women were a higher proportion among the unemployed, 64% compared to 36% male.

Unemployed Muslim women were highly educated with 37% having graduate level qualifications (compared to 32% of men), and 17% having postgraduate qualifications (compared to 27% of men).

In interviews have you felt you were treated differently because you are Muslim?



Do you feel there are any instances in work where you have been treated differently because you are Muslim?



'Visible' Muslims were more likely to report being treated differently in interviews because they are Muslims; 37% of women who wear hijab and 43% of men who have beards compared to 28% of women and 32% of men who don't.

***MEND – British Muslims and Employment Discrimination survey. Online survey using the largest email client base of British Muslims, fieldwork from 25th August to 5th September 2016. 1,018 respondents. Survey results weighted to be representative of the UK Muslim population.

*** Key findings based on weighted survey data. All other data taken from survey sample (unweighted).