

GM Race Equality Panel

Action Plan 2022

**GREATER
MANCHESTER**
DOING THINGS DIFFERENTLY

Greater Manchester Race Equality Panel – Action Plan

- Our Race Equality Strategy and Action Plan is a live document that will be reviewed annually, updated, and amended over time, as we progress the identified actions and learn from our communities, our experience and other specific experts in the work.
- We will continue to monitor and review the progress of our action plan and to shape the future development of this work.
- Our challenge is to attract, engage and develop people and staff from ethnically diverse backgrounds, supporting them to reach their full potential.
- To do this, we need to fully recognise the skills, knowledge and experience of communities experiencing racial inequality and the race equality panel members as well as understanding the barriers erected by organisations/society, and proactively develop strategies to overcome them, including assistance required to identify where resources and additional learning may be required to understand the concepts related to race inequality, such as structural, institutionalised, systemic racism, privilege, and intersectionality for example.
- We have consulted with stakeholders and listened to staff, people/community experiencing racial inequalities and exclusion, about the issues they face in relation to inequalities based on their skin colour, culture or religion/belief.
- Our Race Equality Action Plan is the result of this partnership work. We aspire to address the main issues highlighted and focus on actions that aim to manage/avoid conscious and unconscious bias within policies, processes, procedures, practice and people and to improve the representation, progression, and success of people/communities experiencing racial inequalities

GM Race Equality Panel – Aims

The Aims of the Panel are to

- Eliminate unlawful discrimination, harassment, victimisation (and any other conduct prohibited by the Equality Act 2010 and the PSED)
 - Advance equality of opportunity between people who share a protected characteristic and people who do not share it
 - Foster good relations between people who share a protected characteristic and people who do not share it.
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GM Race Equality Panel – Thematic Groups

- Due to the wide-ranging and far-reaching impact of systemic inequalities we have taken the decision to create thematic groups in order to focus our attention on several priority areas.
 - It is our belief that this will provide opportunities for cross-working and collaboration between themes, ensuring a holistic view of the impact of continued inequality and opportunities for authentic progression.
 - The main thematic groups are listed below, with several panel members providing a cross-cutting perspective in respect to voluntary sector and young person's engagement.
 - Criminal Justice
 - Health & Wellbeing
 - Employment, Training & Leadership
 - Education
 - Housing
 - Following a workplan session in October 2021 we have established key priorities for each thematic group which align with the overall aims of the panel.
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GM Race Equality Thematic Groups

The Chair will lead one group, and will attempt to attend others as a participant panel member as availability allows

Theme	Lead	Members
Children and young people (alongside the Youth Combined Authority)	Zara Manoehoetoe	Aba Graham, Elizabeth Cameron, Martin Ingham-Griffith
Policing	Maqsood Ahmad	Falah Ghafori-Kanno, Zara Manoehoetoe, Aba Graham, Elizabeth Cameron, David Berkley, Parkash Bobby Singh
Education	Janice Allen	Zara Manoehoetoe, Aba Graham, Elizabeth Cameron, Charles Leyman Kachitsa, Elinor Chohan
Employment, Training and Leadership	Elizabeth Cameron	Priya Chopra, Saba Mirshafiei, Sharmila Kar, Charles Leyman Kachitsa, Elinor Chohan, Martin Ingham-Griffith
Health and Wellbeing (inc gender abuse)	Sharmila Kar	Faye Bruce, Elizabeth Cameron, Circle Steele, Kush Chottera, Maqsood Ahman, Elinor Chohan, Parkash Singh, David Berkley, Adam Danquah
Housing and homelessness	Jay Charara	Parkash Singh, Elizabeth Cameron
Voluntary sector engagement and resourcing minoritized groups	Aba Graham	Elizabeth Cameron

Policing

Objective	Actions for the Panel	Key Priorities for the next 3 months	Expected Outcomes	Key Person/s responsible & Key Stakeholders	Comments / Updates
<p>Engage in activity which tackles all forms of racism and discrimination within policing.</p> <p>identify the structures which this contributes to and the consequences.</p> <p>Key areas for action include:</p> <ul style="list-style-type: none"> • Building Trust & Confidence • Hate Crime • Gender in Policing • Disproportionality 	<ul style="list-style-type: none"> • Review police practices to ensure they are anti-racist. • Monitor progress made in tackling racial inequality, racism and discrimination, highlighting concerns and successes. • Secure the commitment of public sector bodies to lead and facilitate change. 	<ul style="list-style-type: none"> • Continue engagement with Greater Manchester Police (GMP) regarding their DEI strategy and their plans to implement national guidance. • Organise a community engagement seminar in conjunction with GMP where groups from across GM have an opportunity to discuss its strategy. • Respond to the NCPP's Race and Policing Action Plan. • Begin to establish a network where the Panel can work closely with existing scrutiny structures; Ethics Committee, Police and Crime Panel, Independent Advisory Group etc. • Identify how the Panel can continue to add value and connect with key stakeholders. 	<ul style="list-style-type: none"> • The Police are more sensitive to the issue of racial inequality and adopt practices which reflect this. • Policing bodies begin to take specific actions to mitigate for the occurrence of racism. • Actions and policy are communicated more effectively as a means of building greater community trust. • Data is collected which demonstrates the progress being made in tackling inequality. 	<p>Group Members:</p> <p>Maqsood Ahmad</p> <p>Falah Ghafori-Kanno</p> <p>Zara Manoehoetoe</p> <p>Aba Graham</p> <p>David Berkley</p> <p>Parkash Bobby Singh</p> <p>Elizabeth Cameron</p> <p>Key Stakeholders:</p> <p>GMP</p> <p>Communities experiencing racial inequality</p>	<p>Community engagement seminar provisionally planned (Autumn 2022). Discussions to be held with GMP on what this might involve.</p>

Health & Wellbeing

Objective	Actions for the Panel	Key Priorities for the next 3 months	Expected Outcomes	Key Person/s responsible & Key Stakeholders	Comments / Updates
<p>Support in the development of a charter of good mental health practice to tackle continued inequalities in access, experience and outcomes for communities experiencing racial inequality.</p>	<ul style="list-style-type: none"> • Include the voice of people with lived experience to inform new policy and evaluation of services • Develop, collect and report effective data and intelligence to highlight the impact of Covid-19 and current inequalities to inform the creation of a charter. • Organise a roundtable discussion with key stakeholders in which the Panel can explore how it can work more effectively with the GM system on mental health with a specific focus on race. 	<ul style="list-style-type: none"> • Assess current availability and appropriateness of data related to mental health access, experiences and outcomes. • Explore possibilities for qualitative data collection relating to experiences with mental health services • Develop a set of racial equality standards for the creation of a mental health charter 	<ul style="list-style-type: none"> • Mental health policies and processes are adapted • Mental health equality data improves • Services sign-up to mental health charter which includes specific racial equality standards. 	<p>Group members</p> <p>Sharmila Kar (Lead)</p> <p>Adam Danquah</p> <p>Faye Bruce</p> <p>Elizabeth Cameron</p> <p>Khadijah Diskin</p> <p>Parkash Bobby Singh</p> <p>Dr. Maria Zubair</p> <p>Key Stakeholders:</p> <p>Warren Heppolette (HSCP)</p>	
<p>Influence The Greater Manchester Strategy which aims to tackle inequality and increases equity for ethnic communities</p>	<ul style="list-style-type: none"> • Include the voice of people with lived experience to inform new policy and evaluation of services • Raise awareness of services within communities 	<ul style="list-style-type: none"> • Influence GMS in respect to race and racism language • Connect existing GM structures 	<ul style="list-style-type: none"> • Improvement actions are agreed at thematic sessions with policyholders • Delivery / data is monitored • A time period is agreed upon for evaluation 	<p>Cath Prescott (GMMH)</p> <p>Sarah Price (Chief Officer - GM Health and social care partnership)</p> <p>GM Interfaith group</p> <p>GM VCSE MH Leaders Group</p> <p>Communities experiencing racial inequality</p>	

Employment, Training and Leadership

Objective	Actions for the Panel	Key Priorities for the next 3 months	Expected Outcomes	Key Person/s responsible & Key Stakeholders	Comments / Updates
<p>The diversity of the public service workforce, including volunteers and senior leadership, is increased.</p> <p>Priority area:</p> <ul style="list-style-type: none"> - Diversity in leadership, especially in the public sector and political systems 	<ul style="list-style-type: none"> • Explore current public bodies recruitment processes and practices in relation to diversity and inclusivity • Explore the quality and provision of anti-racism training at senior leadership level across public bodies • Increase representation of communities experiencing racial inequality at board level • Increase profile and work of race equality panel and its members • Align more closely with wider GMCA initiatives and objectives 	<ul style="list-style-type: none"> • Explore recruitment practices and processes in public and private sector with reference to the Good Employment Charter • Engage with influential leaders and key stakeholders across public sector organisations 	<ul style="list-style-type: none"> • Equality and Recruitment policies and processes are adapted • Workforce equality data improves • Increased diverse representation at senior leadership & board level across public bodies • Increased engagement in the provision of anti-racism training in organisations • Recording of the ethnicity pay gap • Enhanced understanding of the impact of race discrimination in the workplace • Correct recording of ethnicity data • Advised and reviewed EIAa • Establishment of independent support for survivors of race discrimination at work. 	<p>Group members</p> <p>Elizabeth Cameron (Lead)</p> <p>Adam Danquah</p> <p>Sharmila Kar</p> <p>Priya Chopra</p> <p>Saba Mirshafiei</p> <p>Dr. Charles Leyman Kachitsa</p> <p>Key Stakeholders</p> <p>Ian MacArthur (Growth Company)</p> <p>John Herring (Workforce Race Equality Strategy)</p>	<ul style="list-style-type: none"> • Roundtable event held on the 19th May with the Good Employment Charter. Exploring recruitment practices and processes ongoing - to be assisted by GMCA/Facilitator – December 2022 deadline. • Engagement with key stakeholders from across public sector now conducted. GMCA/Facilitator to share information to assist in ongoing efforts to create a network of key contacts. October 2022 deadline.

Employment, Training and Leadership

Objective	Actions for the Panel	Key Priorities for the next 3 months	Expected Outcomes	Key Person/s responsible & Key Stakeholders	Comments / Updates
<p>Positive role models, particularly in leadership positions, public services, civic society and with the business community are promoted</p> <p>Priority area:</p> <ul style="list-style-type: none"> Career development and progression for young people from communities experiencing racial inequality 	<ul style="list-style-type: none"> Explore opportunities for shadowing, buddying and mentoring schemes to promote aspirational career progression Engage in initiatives to encourage increased university applications from communities experiencing racial inequality. Explore the provision of asset building schemes for young people to empower and upskill 	<ul style="list-style-type: none"> Explore current employment and training schemes to better understand the provision, barriers and opportunities. Explore university recruitment practices Increase opportunities for Panel members representation on panel discussions/at events Consistently promote the work of the Panel within our respective communities 	<ul style="list-style-type: none"> Increased community awareness of the work of the panel and its members. Increased dialogue and awareness of the contribution of ethnic minorities in public discussions, events Greater numbers of university applications from communities experiencing racial inequality in 2022 The creation of asset building schemes to support career development and progression 	<p>Group members</p> <p>Elizabeth Cameron (Lead)</p> <p>Adam Danquah</p> <p>Sharmila Kar</p> <p>Priya Chopra</p> <p>Saba Mirshafiei</p> <p>Key Stakeholders</p> <p>Ian MacArthur (Growth Company)</p> <p>John Herring (Workforce Race Equality Strategy)</p>	<ul style="list-style-type: none"> Exploring current employment and training schemes to better understand provision ongoing – to be commenced in stage 2. October 2022 deadline. Explore university recruitment processes – Saba and Adam to lead this process. December 2022 deadline. Increasing opportunities for Panel members ongoing – Chair constantly visible at community events and other members taking up lead roles in theme group meetings. Alyson involved with Operation Black Vote, Sharmila with Women & Girls Panel. Promotion of the work of the Panel within communities ongoing

Education

Objective	Actions for the Panel	Key Priorities for the next 3+ months	Expected Outcomes	Key Person/s responsible & Key Stakeholders	Comments / Updates
<p>Take action to address the inequality and structural, institutional and interpersonal racism that can be found in our education system.</p>	<ul style="list-style-type: none"> • Raise awareness about rights within the education system, particularly with those who may be new to the country as well as families who are already within the system. • Influence other partners within the education system to explore what it means to recognise race and equality and to take steps to address them. • Continue to develop links between local authority officers and multi-academy trust CEOs, offering bespoke support and training to governors and leaders as required. 	<ul style="list-style-type: none"> • Develop ongoing work with the Greater Manchester Learning Partnership as part of their system-led approach. • Continue to make progress with schools on safeguarding as it is recognised that this is an ongoing challenge. • Foster a closer working relationship between school leaders and the subgroup. • To be involved directly with the training delivery and development in the 10 identified pathfinder schools (one in each borough). • Identify whether there is the capacity within the terms of reference to respond directly to 'live' events and if there is, outline how this can be done. 	<ul style="list-style-type: none"> • GMLP to incorporate on their website materials developed by the Panel dedicated towards race and equality, implementing good practice and advice for schools (September 2022). • Key staff will be identified from across Greater Manchester who can continue to lead work in partnership with the GMLP. • The 10 pathfinder schools who are taking seriously their commitment to best practice on race and equality to be identified by December 2022. • Pathfinder schools to be able to feed directly into the work of the Panel so far (early 2023). 	<p>Group Members:</p> <p>Janice Allen (Lead)</p> <p>Zara Manoehoetoe</p> <p>Aba Graham</p> <p>Dr. Charles Leyman Kachitsa</p> <p>Alyson Malach</p> <p>Elinor Chohan MBE</p> <p>Elizabeth Cameron</p> <p>Key Stakeholders:</p> <p>GMLP</p> <p>Laura Stuart (GMCA Young Persons Employment)</p> <p>Tim Bowman (Children and Young Persons Board)</p>	<p>Janice and Alyson already directly involved in training with the GMLP in Salford. Janice to begin working in Oldham with plans to extend into other boroughs.</p> <p>Education event on the 27th June with staff from primary, special and secondary schools from across GM providing feedback about ongoing efforts to decolonise the curriculum.</p> <p>Three practising school leaders to join Education subgroup meetings in the near future. This will allow for an easier transition period when JA passes over lead responsibilities.</p>

Housing

Objective	Actions for the Panel	Key Priorities for the next 3 months	Expected Outcomes	Key Person/s responsible & Key Stakeholders	Comments / Updates
<p>Take action to reduce real or perceived inequalities based on race when it comes to accessing housing for minoritised people.</p>	<ul style="list-style-type: none"> • Raise awareness of housing and homelessness issues and race in our wider community. • Directly engage with communities on a grassroots level at peer-group meetings. Listen to first hand experiences of minoritised people in the housing system, including refugees and asylum seekers. • Engage with system leaders, researchers and influencers to shape GM initiatives. • Develop a network which will allow for the contribution to wider thinking. 	<ul style="list-style-type: none"> • Continue to explore the topic of race and housing in our local community. Develop an understanding of the impact of the ongoing cost of living crisis. • Meet and engage with stakeholders who are conducting research, mapping information and designing surveys to discuss collaboration with the Panel. • Join the homelessness programme board panels for GM. Here, the Panel can request for continuous data assessment of homelessness in relation to race and contribute to discussions on schemes and solution finding programmes. 	<ul style="list-style-type: none"> • The Panel will raise its profile through engagement, adopting both a grassroots and 'top-down' approach. • Engagement with system leaders will allow for opportunities to shape policy and eradicate inequality in GM public services. • Subgroup becomes a two-way body that hears of race issues from the community and raises those issues with decision makers directly. • Using the contacts of Panel members, the subgroup's network will expand, allowing for greater visibility of its activity in the community. 	<p>Group Members:</p> <p>Jay Charara (Lead)</p> <p>Elizabeth Cameron</p> <p>Parkash Singh</p> <p>Joe Donohue (GMCA)</p>	

All Panel Aims & Actions

Objective	Actions for the Panel	Key Priorities for the next 3 months	Expected Outcomes	Key Person/s responsible & Key Stakeholders	Comments / Updates
<p>Public sector bodies are proactive in their approaches to meet their Public Sector Equality Duty</p>	<ul style="list-style-type: none"> • Advise and assist public sector bodies with Equality Impact Assessments • Monitor the completion and influence of EIA in new policies and services • Hold to account organisational and system leaders for meeting the statutory requirements and leading positive change 		<ul style="list-style-type: none"> • Number of EIA advised and reviewed • Outcomes recorded from reviewed assessments • Quarterly report to portfolio Leader 		
<p>Greater Manchester's cultural heritage and history of community inclusion and social justice is championed</p>	<ul style="list-style-type: none"> • Have a presence in communities and in public life, reflecting the skills, knowledge, and experience of a diverse range of racially diverse communities. • Support diversity and inclusion events and activity taking place in the ten districts of Greater Manchester. • Support campaigns on behalf of the community, influencing local, regional, and national decision-makers. • Contribute to internal and external research, commissions, and reviews, and support the wider engagement of communities where required. 		<ul style="list-style-type: none"> • The Panel regularly communicates its activity • Panel members are actively involved in their community on behalf of the Panel 	TBC	