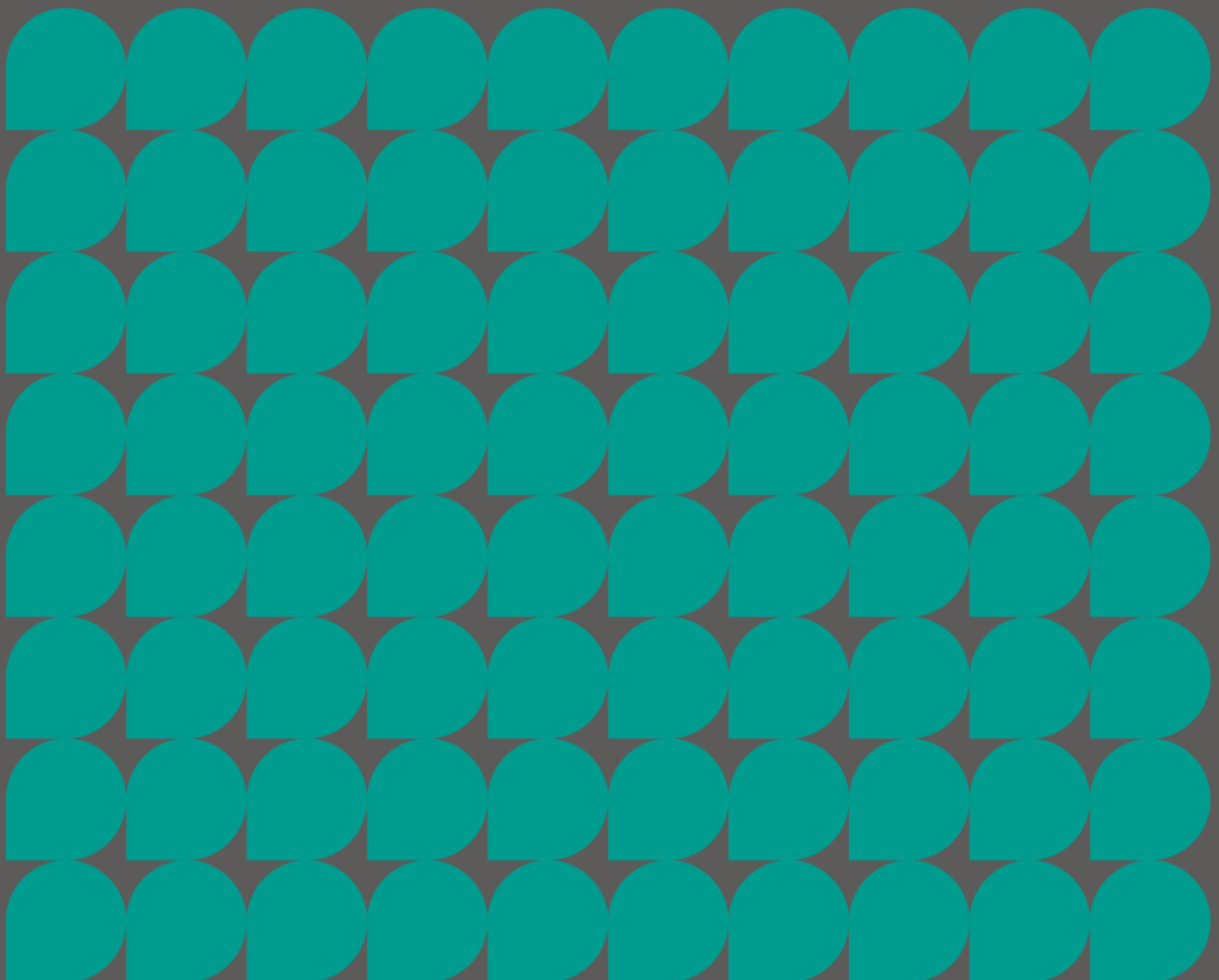


**RACE
EQUALITY
PANEL**

**DOING THINGS DIFFERENTLY
FOR GREATER MANCHESTER**

**Greater Manchester
Race Equality Panel
Annual Report 2023-2024**



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1. Chair Team's Foreword

As the new Co-Chairs and Vice Chairs, we are happy to introduce this year's Greater Manchester Race Equality Panel Annual Report. The report is a summary of the work that has happened over the past year highlighting the enthusiasm of the previous and new panel members to make a difference to the racial inequalities evident in Greater Manchester.

This report will specifically highlight the work completed around the panel's priority areas of Employment, Crime and Policing, and Housing. While we are still very new to role, we have already seen the dedication and commitment from our panel members to address the systemic inequalities evident in public services and outcomes for our communities.

We would like to use this opportunity to thank our panel members for hearing the Call to Action and dedicating their time to the cause. We are looking forward to collaborating with our partners, various organisations and facilitating organisations as we embrace the challenge ahead to create a Greater Manchester where Race is no longer a barrier but is embraced as a representation of unity and strength.

Paula Watt, Race Equality Panel Co-Chair

David Mutai, Race Equality Panel Co-Chair

Leala Yewdall, Race Equality Panel Vice-Chair

Martina Witter, Race Equality Panel Vice Chair

2. Executive Summary

The Race Equality Panel has been leading the way in promoting race equality in Greater Manchester, influencing policies to create a fair and inclusive city-region. This annual report provides an overview of the panel's activities, achievements, challenges, impact on policy development in the region, and recommendations for the future.

During the past year, the Panel engaged in various initiatives to drive meaningful change across different systems, focusing on three priority areas:

- **Employment**
- **Criminal Justice & Policing**
- **Housing**

The panel's engagements have not been exclusively limited to these areas, also providing input in other areas such as Education, Transport and Fire and Rescue, exploring the impact of new and existing policies on race equality and providing constructive feedback to improve services and address systemic inequities.

The ongoing work of the Race Equality Panel to influence policy development in Greater Manchester has the potential to be highly significant. This collective action offers a tangible influence on policymakers, leading to positive policy changes that directly address race-related concerns.

The panel recognises and values collaborative partnerships with organisations, community groups, and governmental bodies that are dedicated to its work. These partnerships showcase the effectiveness of collective action in bringing about change and have also enhanced the panel's advocacy efforts.

Looking ahead, the Race Equality Panel remains committed to its vision of a truly inclusive Greater Manchester. The panel's plans encompass continued listening to communities and the development of evidence-based policy recommendations by advocating for policies that dismantle systemic barriers and promote racial equity, creating a more just and equal society for all residents of Greater Manchester.

3. About the Panel

3.1 Background and introduction

The Race Equality Panel is one of seven Equality Panels established to advise, support, and challenge Greater Manchester's political leaders and policymakers to tackle discrimination and disadvantage that cause injustice and inequality in society. The panel was launched in March 2021 and has continued to develop its operations and engagement with various cross-sector stakeholders in Greater Manchester. Our commitment remains to promoting race equality and influencing policies that create a fair and inclusive society for all.

Promoting race equality involves actively working to eliminate discrimination and prejudice based on race. This includes striving to ensure that people of all races have equal access to opportunities and resources. It involves advocating for policies that address systemic racism and promote diversity, equity, and inclusion in all aspects of society. Additionally, it involves working to combat biases, stereotypes, and creating a culture of respect, understanding, and acceptance for people of all racial backgrounds.

3.2 Panel Aims, Objectives and Priorities

The aims and objectives are to:

1. Eliminate unlawful discrimination, harassment, victimisation (and any other conduct prohibited by the Equality Act 2010 and the Public Sector Equality Duty)

- Public agencies tackle all forms of racism and discrimination within their organisation and the structure they contribute to.
- Public sector bodies are proactive in their approaches to meet their Public Sector Equality Duty

2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it

- The Greater Manchester Strategy tackles inequality and increases equity for ethnic communities.
- The diversity of the public service workforce, including volunteers and senior leadership, is increased.

- Positive role models, particularly in leadership positions, public services, civic society and with the business community are promoted.

3. Foster good relations between people who share a protected characteristic and people who do not share it.

- Greater Manchester's cultural heritage and history of community inclusion and social justice is championed.

Furthermore, it is felt that most issues are the consequences of institutional racism, and this is a focus for the Panel throughout its work.

3.3 Panel Membership

In the third quarter of 2023, the Panel underwent a membership renewal. Following a rigorous selection process, the Panel welcomed 23 new members.

Representing diverse backgrounds across Greater Manchester, the panel strives to serve as a representative advocate for racially minoritised individuals in the city region. The members bring substantial community and professional expertise spanning public, private, and voluntary sectors, along with extensive personal involvement in advocating for equality and combatting discrimination over many years.

Panel members are dedicated to championing the cause of equality across Greater Manchester. Their meetings provide members with an opportunity to openly discuss their concerns and aspirations in a safe, inclusive and supportive space. They eagerly embrace the opportunity to directly engage with policymakers to drive change. Despite the challenges of securing consensus and balancing community expectations, the panel remains steadfast in their commitment. While discussions with policymakers may be demanding, the panel members are resolute in their support for public services to initiate positive changes.

4. Summary of activities (2023/24)

4.1 Greater Manchester Race Equity Framework 2024

Over the last two years, the panel have played a leading and ongoing role in shaping the new Greater Manchester Race Equity Framework. The framework sets out the importance of

- clear and effective leadership in race equity,
- accountability to the communities served,
- commitment and resources from public, private, and voluntary services,
- transparent and agreed-upon performance measures, and the
- removal of employment barriers to fair recruitment from local communities and supportive workplace environments.

Panel members have attended stakeholder engagement workshops and provided direct feedback during their meetings. In October the Panel Chair attended the Greater Manchester Combined Authority meeting to present the framework. Through powerful words, the Chair challenged the leaders to do more to tackle racial inequalities and secured their commitment to implanting the framework within GMCA and all ten Councils.

Looking forward they will continue to advise, support and challenge progress in implementing the framework, including informing the development of a Race Equity dashboard and an inclusive workforce programme.

4.2 Employment

Through the experiences of its members and engagement with wider communities in Greater Manchester, the panel recognises that the employment sector frequently neglects communities facing racial inequality. Their priority is to encourage diversity in the public service workforce and ensure that there is increased representation in senior leadership positions. Engagement meetings with senior leaders were strategically organised to provide panel members with a deeper understanding of the current key issues and responses, across the public and private sectors, including GMCA and the Good Employment Charter.

The Panel will be delivering a session during this year's Good Employment Week in October 2024 and supporting the ongoing implementation of the Workforce Inclusion Programme

4.3 Criminal Justice and Policing

Throughout the year, the panel supported and challenged the criminal justice and policing systems to review policy and practice from an anti-racist perspective.

The panel have worked closely with key stakeholders, including the Deputy Mayor of Greater Manchester, Chief Constable of Greater Manchester Police, and officers within GMP and GMCA, addressing community concerns

- Building trust through community engagement
- Police recruitment and retention of diverse communities
- Cultural competency training and skills

The Deputy Mayor is committed to working collaboratively with the panel, supporting her in holding GMP to account for achieving racial equity in policing. In addition, the Panel are represented at the Greater Manchester Hate Crime Working Group.

4.4 Housing

Following the death of Awaab Ishak as a result of poor-quality housing, the Mayor of Greater Manchester committed to greater understanding of racial inequalities and discrimination within housing. A research project was launched, led by the Chair of the Race Equality Panel in partnership with the Greater Manchester Housing Partnership. The project will inform the Good Landlord Charter and other housing programmes, ensuring race is an essential focus on these interventions, with the panel at the heart of this work.

4.5 Civic Leadership Programme

The Panel have supported development and delivery of both years of the Civic Leadership Programme, with panel members attending the launch and graduation ceremonies, and the stakeholder group. This includes two participants from the first year, who have gone on to become panel members.

4.6 Other Activities

Panel members have contributed to a range of other activity, including the Greater than Violence Strategy, Bee Well and the recruitment of the new GMCA Chief Executive. In addition, the panel have been represented at community events including Africa Day, Windrush and International Women's Day.

5. Priorities for next year (2024/25)

The panel will continue the hard work and progress of the previous membership, striving forward on building confidence in policing, improving employment access, experience and outcomes, tackling racial inequalities in housing. In addition, there will be a greater focus on health and wellbeing, in collaboration with Greater Manchester Integrated Care Board.

6. Conclusion and further information

The Greater Manchester Race Equality Panel is seeing progress in race equality across various domains in the region. Through rigorous policy advocacy and stakeholder engagements, the panel is successfully highlighting racial disparities and pushing for positive changes in policies and practices.

The panel remains committed to its vision of a Greater Manchester where every individual, regardless of their racial background, has equal opportunities and experiences fair treatment in all aspects of life. By continuing to dialogue with stakeholders, advocate for change, and push for the implementation of innovative strategies, it is hoped the panel can contribute to a Greater Manchester that truly reflects the needs of its communities.

If you have any questions about the Greater Manchester Race Equality Panel or would like to remain aware of the panel's engagements, please visit

<https://www.greatermanchester-ca.gov.uk/what-we-do/equalities/race-equality-panel/>

Or contact the panel by email at gmracepanel@blackbeetlehealth.co.uk