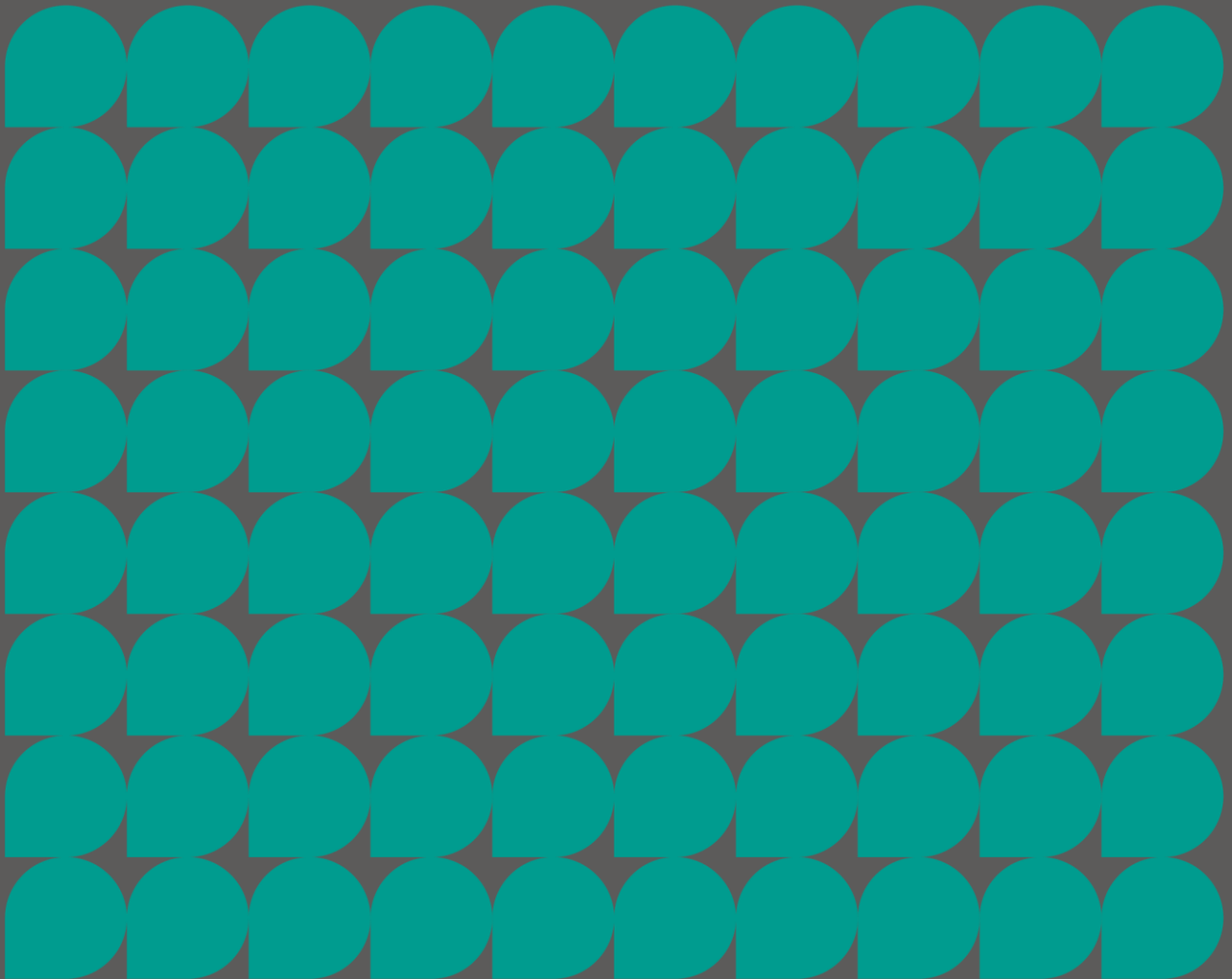


**RACE  
EQUALITY  
PANEL**

**DOING THINGS DIFFERENTLY  
FOR GREATER MANCHESTER**

**Greater Manchester Race  
Equality Panel Annual  
Report 2021-2022**



# 1. The Race Equality Panel

The Greater Manchester Race Equality Panel is one of seven Equality Panels established to advise, support and challenge Greater Manchester's political leaders and policymakers to tackle the discrimination and disadvantage that cause injustice and inequality in society, and champion Greater Manchester as an inclusive city-region. Launched in December 2020, the Race Equality Panel brings together 23 inspiring people from across our diverse communities. Members bring significant professional experience, across public, private and voluntary sectors, and personal experience campaigning for equality and against discrimination for many years.

Panel members are enthusiastic and dedicated to championing the cause of minoritised people from across Greater Manchester (GM). They are encouraged by the opportunity to discuss issues directly with policymakers. The Panel is not without its challenges; securing consensus across a diverse membership is difficult, as well as balancing the expectations of the community with the pace of change in public services. Whilst the discussions with policymakers can be challenging, they are constructive, with Panel members committed to supporting public services to make positive changes.

## **1.1 Aims and Objectives**

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

The priorities for the Panel were identified by residents through a series of listening exercises that took place in 2020.

- Discrimination in policing and criminal justice
- Employment and labour market inequalities, including ethnic diversity in leadership
- Health and wellbeing inequality
- Educational inequalities and achievement
- Financial inclusion and poverty
- Hate crime and preventing discrimination
- Housing and homelessness, including hidden homelessness

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

## 2. Thematic Activity

Since its formation, the Panel has met with policymakers to discuss a variety of topics. This has created an opportunity to provide insight into the experiences of diverse communities and to suggest implementing new practices. Due to the wide-ranging and far-reaching impact of systemic inequalities, the Panel has decided to create thematic groups in order to focus attention on several priority areas.

Opportunities are provided for collaboration between themes and members are of the view that this enables them to develop a more holistic understanding of racial inequality. Four main thematic groups have been created;

- Criminal Justice (Policing)
- Health & Wellbeing
- Employment, Training & Leadership
- Education

In October 2021, each of these thematic groups identified key priorities which inform the overall action plan, which is updated regularly.

### **2.1 Criminal Justice**

As part of its remit of reviewing public service policies to ensure that they are anti-racist, members of the Panel have directly responded to issues highlighted in the community such as recruitment, leadership and use of force. The Panel's Criminal Justice working group is continuing efforts to build a more constructive relationship between Greater Manchester Police (GMP) and local communities, acting as a 'bridge'. Over the last year the Panel has met with the Chief Constable of GMP, Stephen Watson. Discussions at this meeting focused on the force's commitment to inclusivity and Panel members were able to articulate their concerns about community trust in policing. The group have welcomed the subsequent opportunity they have been provided to consult on GMP's internal review of its practices and are encouraged by the potential of jointly establishing a community engagement session later this year where those affected by racism can directly contribute.

As part of endeavours to engage with system leaders to explore the causes of structural racism, the Panel also hopes to strengthen its existing relationship with the Deputy Mayor's office. Alongside existing work, the forward plan is informed by a necessity to understand what is missing from existing services so that the Panel can add value and continue to support local communities.

## **2.2 Health & Wellbeing**

The establishment of the Health & Wellbeing working group in July 2021 has allowed the Panel to develop its relationship with key stakeholders and to review existing mental health provision to ensure that it is appropriate. Ongoing work is designed to tackle continued inequalities regarding access, experience and outcomes for communities facing racial inequality. There is a recognition from Panel members that Covid-19 has exacerbated these issues.

The working group has dedicated time to exploring the national transition to Integrated Care System (ICS) and what implications this may have on communities across GM. Through dialogue with the Health & Social Care Partnership, members have reiterated the importance of reshaping leadership and restructuring the approach taken towards Equality, Diversity and Inclusion (EDI) in the health sector.

The forward plan for the working group is to focus on Mental Health, exploring good practice and identifying criteria for organisations to work towards, achieved through direct liaison with mental health professionals and people with lived experience.

## **2.3 Employment, Training & Leadership**

Having identified the lack of diversity in leadership roles in the public sector as a priority area, the Panel established its Employment, Training and Leadership working group in the Autumn of 2021. Through both the lived experience of its members and its engagement with wider communities in Greater Manchester, the Panel recognises that the employment sector often fails communities experiencing racial inequalities. Workplace discrimination is largely a manifestation of the sustained inequality affecting communities across the employment lifecycle.

In December 2021, Panel Chair Elizabeth Cameron wrote a letter to public sector leaders across the city-region to outline this position and to urge them to reflect on whether their organisations were truly inclusive.

Members of the working group subsequently hosted an event, bringing together members of the public, private and third sector to discuss how to implement good practice. Held in May 2022 in partnership with the Good Employment Charter and hosted by the Panel Chair, the Employment Roundtable Discussion saw the Panel welcome attendees from across all ten GM boroughs. As well as sharing their own personal experiences, Panellists were pleased to welcome speakers from a variety of organisations to explore the barriers to equality that exist in the workplace, before shifting focus to think about possible solutions. The event proved successful, with guests enthused by the constructive dialogue and the innovative solutions proposed which were widely applicable. The discussion also allowed the Panel to promote its work to a wider audience and establish a network which will be useful for future activity. Work is ongoing to identify existing recruitment processes and to increase opportunities for members to represent the Panel at similar events.

## **2.4 Education**

The Panel's Education working group was set up with a remit to work to address the structural and institutional racism that exists in the education system. Over the last year, members have been involved in the creation of the Charter for Race Equality in Schools, which has been recognised and endorsed by the Greater Manchester Learning Partnership (GMLP). The Charter champions inclusion by recognising the intersectionality of neurodiversity, ethnicity, class and gender as part of its overall framework.

By establishing a relationship with the GMLP, the working group have been able to connect with school leaders and form a network where those in the system can discuss methods of implementing good practice. Members have also been involved directly in delivering anti-racism training to school governors and will continue to work to develop links between local authority officers and multi-academy trust Chief Executives to provide support as required throughout the next year.

This will co-exist alongside ongoing work dedicated to safeguarding. The working group recently attended a meeting with the Chair of the Safeguarding Board to discuss policing in schools in response to the case of Child Q. This has been identified as a priority area and will inform the group's forward plan.

#### **4.5 Other activity**

**Housing** - Panel members remain dedicated to tackling housing inequality. Efforts are ongoing to raise awareness of housing and homelessness issues and race locally, including working to establish the Greater Manchester Homelessness Action Network Task Groups. Work in this area includes highlighting the additional challenges caused by Covid-19 and the evolving cost of living crisis. Advice is currently being provided on an ad-hoc basis for those with language barriers who are at risk of eviction. Members are continuing to use established networks to provide support and guidance on a grassroots level to those experiencing systemic racial inequality. Future action will hopefully see further development of the relationship with GMCA and local authorities to advocate on race sensitive issues within existing structures.

**Voluntary, Community and Social Enterprise** - Those involved with the Panel continue to foster relationships with organisations in the VCSE sector and hope in the near future to develop a closer connection with the VCSE Leadership Group to shape its approach to race equality. Work is ongoing in this area and the Panel hopes this builds as its network expands.

**Race Equality Research** – The Panel has supported new research exploring racial inequality in Greater Manchester by the GMCA Research Team and the Centre on Dynamics of Ethnicity, University of Manchester. The research highlights inequalities across education, employment, criminal justice and health. This will support the Panel to engage with policymakers on the issues that impact people experiencing racial inequalities.

## 3. Future plans

Through its working groups, the Panel aims to continue to facilitate progress on its priority areas. As highlighted above, each group has identified key stakeholders who they hope will be able to assist in this process. Members are keen to further develop relationships with public sector leaders to implement the structural change that is required. The Panel Chair will continue her active role on the Tackling Inequalities Board and members are encouraged by the opportunity for further integration with the other Equality Panels to challenge discrimination. Alongside ongoing work, Panellists are seeking to engage with the Independent Inequalities Commission and to play a role in the implementation of the Greater Manchester Strategy going forward.

Over the next year the Panel aims to broaden its network as a means of achieving its aims and objectives. Through their extra-curricular work across the city-region, members will persist in being proactive about public sector duty. With the support of GMCA, it is expected that the Panel will continue to be able to challenge leadership structures and provide an independent voice, one which champions minoritised people from across Greater Manchester and is representative of our wider community.

## 4. Further information

For further information on the Race Equality Panel, please visit the Panel's page on the [GMCA website](#)

You can contact the Panel by email through the facilitating organisation, the Caribbean and African Health Network, via [racepanel@cahn.org.uk](mailto:racepanel@cahn.org.uk)