

# Greater Manchester Race Equality Panel

## Terms of Reference (updated November 2021)

### Greater Manchester's Equality Panels

The Equality Panels have been established to tackle the structural and organizational prejudice and discrimination that causes inequality and injustice in society, through the advancement of equity, fairness and positive relationships in public organisations and the services they deliver.

The Panels do this by:

- **Champion** Greater Manchester's cultural heritage and history of community inclusion and social justice
- **Advise** the Mayor of Greater Manchester and the Greater Manchester Lead for Ageing and Equalities of the challenges and opportunities faced by people linked to their identity.
- **Constructively challenge** political and system leaders to tackle prejudice and discrimination within their organisations and structures
- **Proactively support** the Greater Manchester Combined Authority (GMCA) and its public, private and voluntary sector partners to develop effective solutions that tackle inequality and increase equity.

### Greater Manchester Race Equality Panel

#### 1. Aims and Objectives

The Aims and Objectives of the Panel are to:

- I. 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. Priority area:
    - o Discrimination in policing and criminal justice
  - Public sector bodies are proactive in their approaches to meet their Public Sector Equality Duty
- II. 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. Priority areas:
    - o Hate crime and community cohesion
    - o Health and wellbeing inequality
    - o Employment and labour market inequalities
    - o Educational inequalities and achievement
  - The diversity of the public service workforce, including volunteers and senior leadership, is increased. Priority area:
    - o Diversity in leadership, especially in the public sector and political systems
  - Positive role models, particularly in leadership positions, public services, civic society and with the business community are promoted

- III. 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

Further details can be found in the Race Equality Panel's Action Plan.

## 2. Priorities

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

- Educational inequalities and achievement, including Science, Technology, Engineering, and Maths
- Employment and labour market inequalities
- Financial inclusion and poverty
- Hate crime and preventing discrimination
- Health and wellbeing inequality; and
- Housing and homelessness, including hidden homelessness
- Discrimination in policing and criminal justice; and
- Ethnic diversity in leadership, especially in the public sector and political systems.

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

## 3. Operating principles

- The Panel strengthens the voice of people from different communities in shaping and influencing policy development, decisions and delivery.
- The Panel works collaboratively with public service officers to design new ways of working, which
  - positively uses the assets, strengths and resources in our community,
  - engages partners and local people at the earliest possible stage, and
  - prioritises equitable access and tackling inequality in their intended outcomes
- The Panel tackles issues using
  - people who have experience of the discrimination and inequality being tackled (expert by experience)
  - people senior enough within institution(s) who are able to take decisions that make a difference
  - subject matter experts who have knowledge and some solutions to these issues
- The Panel takes an intersectional approach where appropriate, collaborating with other GM Equality Panels and networks.
- The Panel has a work programme, with defined objectives, actions and measures to evidence their impact.
- The Panel prioritise its workload, focusing its efforts to maximise impact
- The Panel is aligned to the principles of an inclusive society recognizing that all races and ethnicities have full and equal rights.
- The Panel is transparent, with its work open to all communities across Greater Manchester.

#### **4. Accountability**

The Panel is an independent advisory body, informing and influencing political and policy leads through dialogue, support and challenge.

Its position outside the formal democratic structures enables credibility with communities, whilst at the same time its strong links to the Combined Authority ensures can have a positive impact. The Panel is valued by Political Leaders, who have committed to engage with the Panel across all Portfolios and provide financial investment to support the Panel's facilitation.

The Panel operates within the Equalities Portfolio, ensuring it retains a high profile, can influence positive change, and overcome any barriers they face. The Panel prepares and maintains a work plan and reports success and challenges against their plan to the Portfolio Lead, and in an Annual Report to the Combined Authority, its partners and the wider community.

The Panel is not part of the statutory legal governance framework and does not have any decision-making authority.

#### **5. Meeting frequency**

The Race Equality Panel meets bi-monthly, with activity in thematic groups taking place between meetings.

#### **6. Panel Membership**

The Panel's membership aims to reflect the diversity of Greater Manchester, with a broad representation across different races and ethnicities, the ten districts, across sectors and other characteristics such as gender and disability.

Diversity makes us all stronger. Different voices, opinions and experiences widens participation and discourages group think. Panel members aim to get connected with their communities and to explore their needs to feedback to the panel. Just as our communities come from all ethnic backgrounds, so should our panel members.

Individually, panel members sit as a member of the public, collaborating with ethnically diverse communities to ensure that their views are considered a voice from their community, whilst expressing their personal/professional views. They do not formally represent a specific organisation or ethnic group. The Panel builds on these to achieve a 'collective good', rather than promoting the interests of one community or organisation over others.

Further information on Panel Members can be found in the Role Profile.

#### **7. Panel Chair/s**

The Chair and Deputy Chair of the Race Equality Panel play a key role in steering the discussion at meetings, and also act as the public face of the Panel in media and other publicity.

The Chair and Deputy Chair are elected by current panel members and are appointed for 12 months.

Further information on the Chair and Deputy Chair can be found in the Role Profile.

DRAFT