

Making Manchester Fairer

Tackling structural racism and discrimination: Race and Health Education Programme

Making Manchester Fairer is the city's 5-year strategy to Tackling Health Inequalities. This is an ambitious plan and will evolve, but it will take time to embed and develop. There are eight themes in the plan that are highlighted as having an effect on health and wellbeing. The Race and Health programme is a key deliverable within theme 7 of the plan which is tackling systemic racism and discrimination.

We know that the need for action on race and inequalities across our Manchester system is clear. We also know that health and racism are inextricably linked. Structural and institutional barriers are long standing problems that result in ethnic and wider inequalities in access, experiences, and outcomes; such as lack of appropriate treatment for health problems by the NHS, poor quality and discriminatory treatment by staff in educational settings, lack of high-quality ethnicity data monitoring, inadequate interpreting services for those who cannot speak English confidently or are BSL users or avoidance of seeking help for health problems due to fear of discriminatory treatment. Experiences of racism and discrimination (individual, institutional and systemic) can also be a psychosocial stressor which builds over-time with long-term impacts on health and wellbeing e.g. everyday discrimination linked to heart disease, infant mortality, mental illness, substance misuse and life expectancy

We intend for all our workforce across the eight themes to be fully engaged and support the delivery of the plan and this includes ensuring we can deliver a culturally proficient programme aware of the issues around racism and discrimination. To support our workforce, we have developed a comprehensive and immersive education programme has been co-designed which will enable our workforce to be better informed, equipped, and confident to implement the right solutions that will improve outcomes for communities experiencing racial inequality and discrimination.

The aim of the Race and Health Equity Education programme is for the workforce to;

- Have an increased awareness and understanding to describe and examine racism and discrimination in its structural, institutional, and individual forms and its impact on health outcomes and inequalities
- Further develop their skills, knowledge, and expertise to implement anti-racist and anti-discriminatory practices both on a systemic and individual level
- Lead diverse colleagues and distributed teams through challenging and ambiguous times
- Have improved resources, networks, and mechanisms available for our workforce to implement the right solutions to address racism and discrimination
- Build confidence to challenge racism and discrimination in the workplace and engage inclusively with communities that experience racial inequality
- Share learning and best practice and create equity and inequalities champions across Manchester

- Take increased responsibility for their role(s) in contributing to these new ways of working to produce a wider impact and make more intentional choices about how they act to address inequalities

We have outlined the following learning outcomes for the programme;

- Understanding how racial inequity operates at different levels within a system and the impact that has on health outcomes
- A better understanding of Manchester's population and its demographics with the ability to use data and insight effectively to make informed decisions
- An understanding of the importance of involving communities in co-designing and co-creating solutions to inform actions to reduce inequalities
- The development of knowledge, skills, resources, tools and confidence to create more inclusive work practices and approaches to services giving participants the time, space, encouragement and permission to collaborate on planning and improving delivery

The education program is aimed at participants who are either directly or indirectly involved in delivering Making Manchester Fairer, this includes; Three teams around the neighbourhood (North, South and Central), Making Manchester Fairer Task Force Group, members of MCC SMT and Senior Leadership Group, Directorate Equality Leads, key leads in partner organisations (Manchester Integrated Care Partnership, Manchester Local Care Organisation, Manchester Foundation Trust, Manchester Housing Provider Partnership, Greater Manchester Police, Primary Care.

The programme will be facilitated by Jackie Bailey (J Bailey Consulting) , Professor Dawn Edge (University of Manchester), Charles Lauder (Talawa Consulting).

Running alongside the education sessions will be a series of masterclasses which will include expert speakers providing insights into a range of topics with a focus on the most persistent and pervasive issues marginalised communities face.

An evaluation of the programme will be conducted during and after the completion of the programme which will enable us to ascertain whether the aims of the programme and learning outcomes as set out have been achieved. The evidence gathered will help inform next steps for the programme.

Ultimately, we want to be able to articulate what change, effect, benefit has happened as a result of this intervention, and ideally which of these changes would not have happened had the programme not taken place.