

# MAKING MANCHESTER FAIRER

Race and Health Equity  
Education Programme

**1. Improve experience & outcomes of communities experiencing racial inequality & other communities marginalised or facing racism and discrimination by designing, delivering & evaluating a Race and Health Equity educational programme which is immersive & participatory in the pursuit of racial justice and equity and includes lived experience insights to enhance understanding of equality issues & how bias and stereotypes affect decision making.**

**Tackling Systemic  
& Structural Racism and  
Discrimination**

**2. Support & educate workforce to improve knowledge & confidence** when asking communities questions about **protected characteristics**, improving data collection, building trust & enabling communities to understand why it is important for them to share information about protected characteristics

**4. Improve quality of equalities data** by ensuring it is collected in an inclusive way, **enabling accurate identification of patterns & gaps** in services & monitor improvements & outcomes across all the themes of the plan

**5. Strengthen approach to engagement** to ensure that people from marginalised communities/communities that face discrimination are adequately represented and included. Use engagement infrastructure & place-based approaches to work in partnership with communities to develop, deliver and evaluate **culturally proficient services**

## Theme 7: Tackling Systemic and Structural Racism and Discrimination

Develop a comprehensive and immersive education programme 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

# Aims of programme

An increased understanding of racism and discrimination in its structural, institutional, and individual forms and its impact on health outcomes and inequalities

Further develop skills, knowledge, and expertise to implement anti-racist and anti-discriminatory practices

Build confidence to challenge racism and discrimination in the workplace and effectively engage and involve inclusively with communities that experience racial inequality and discrimination

Share learning and best practice and create race and health equity advocates and peer networks across Manchester

Increased responsibility and accountability for own role(s) in contributing to new ways of working to produce a wider impact and make more intentional choices about how they act

# Learning Outcomes

- 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

## Who is this programme aimed at?

The education program is aimed at participants who are either directly or indirectly involved in delivering Making Manchester Fairer , this includes;

- 3 x Teams Around the Neighbourhood
- Making Manchester Fairer Task Force
- Relevant members of Manchester City Council's Senior Management Team, Senior Leadership Group, Directorate Equality Leads
- Key leads in partner organisations: (Manchester Integrated Care Partnership, Manchester Local Care Organisation, Manchester Foundation Trust, Manchester Housing Providers Partnership and Primary Care)

# Programme Outline

- Participant Preparation – Creative materials, survey and self-assessment
- Programme Launch: 18 September 2023
- Reflective Learning Journal: September 23 & October 23
- Module A: Racism & Discrimination Foundations: October 23 – December 23
- Module B: Race, Racism and Health Inequalities: February 24 – May 24
- Module C: Skills Development and Behaviour Change: June 24 - July 24
- The Learning Portfolio & Accreditation

Total time commitment c22 hours plus self-directed learning over the course of the 9 month programme (September 23 – October 24)

# Further Learning and Support

Running alongside the education sessions will be;

- Masterclasses- expert speakers will provide insight into a range of topics with a focus on the most persistent and pervasive issues marginalised communities face
- Action learning sets- to promote peer to peer support and collaborative problem solving during the programme and beyond

# Evaluation and Impact

- An evaluation of the programme will be conducted during and after the completion of the programme
- The evaluation 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