

Appendix: Manchester City Council: Independent Workforce Race Review Proposal

Recognising MCC commitment to Equality and Diversity and in response to the discussion this document outlines the proposal to work with MCC to investigate concerns raised and review specified council workforce processes to ensure they are meeting the high standards expected within the Council.

Scope:

Review data, current policy and process to identify how MCC is progressing race equality. This will include reviewing any recent grievances where race has been cited as an issue and broader trends in staff disciplinary cases and outcome. We anticipate this will be primarily desktop work but will facilitate access to staff and other stakeholders if required. As part of this research we will meet with the Council's equality team; the Trades Unions, HR Casework Team and a focus group of staff-led race equality representatives. The role of the team will not be to re-investigate cases but to review the processes that MCC have in place to ensure that investigations are undertaken to prevent unfair/discriminatory practise.

Definitions:

It is proposed that the reviewers use the following definitions for Racism to direct the review:

Institutional Racism definition

The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people."

The Macpherson report

"Institutional racism is that which, covertly or overtly, resides in the policies, procedures, operations and culture of public or private institutions - reinforcing individual prejudices and being reinforced by them in turn."

A. Sivanandan, Director, Institute of Race Relations

"If racist consequences accrue to institutional laws, customs or practices, that institution is racist whether or not the individuals maintaining those practices have racial intentions."

The Commission for Racial Equality

Governance & Reporting

The team will report to the City Solicitor and be overseen day-to-day by the Head of Workforce Strategy

The team will produce a separate report for the City Solicitor which provides reflections on Manchester City Council's approach to race (and other associated factors) as an employer, based on case reviews, analysis of data, policy and processes and stakeholder feedback. – This report will be made available for presentation to a panel of key stakeholders including the City Solicitor, Deputy Chief Executive & City Treasurer, Executive Members for HR and Equalities and Trade Union Branch Secretaries.

The reviewers are acting on behalf of MCC and will be bound by a confidentiality agreement. It will be MCC responsibility to share any actions or detail with their stakeholders. This will be done in agreement with the reviewers to ensure that the key messages are ones which the reviewers agree reflect the work undertaken.

Project Plan

Below is set out the project plan for the work:

What	Who & Where	MCC requirements	Number of Days
Review of council workforce data	DC	To provide access to the following data: Workforce profile by organisation, role band and directorate Staff experience or feedback - if possible by ethnicity Overarching workforce complaints data All workforce complaints over the previous 12 months which identify race as part of the complaint Review specific data on HR casework by protected characteristic. Also to understand policy and processes. MCC to advise on other data available e.g. service users complaints	3 days
Stakeholder meetings	DC & MB	Initial meetings with: <ul style="list-style-type: none"> ● HR Casework team & other HR Officers ● TU Representatives ● Staff representatives (Race staff group and via TU self-organising groups) ● Equality Champions 	Up to 3 days depending on number of meetings

Report and recommendations	DC & MB		3 days
Meeting with MCC team and presentation to a broader panel	DC & MB		2 days

Profile of Reviewers:

David Codner

David has over 30 years' experience of working in race equality and equality and diversity. He has held a number of senior equality, diversity and inclusion posts in the NHS, local government and the voluntary and community sector. His special areas of interest include race equality, mainstreaming the equality and diversity, the Equality Act 2010 and the Human Rights Act. He is currently the Equality, Diversity and Inclusion Manager at the Christie.

Mags Bradbury

Associate Director Employee Wellbeing, Inclusion & Community

Mags has worked in organisational change and inclusion in both the public and private sector. She currently manages the portfolio of the Equality & Diversity, widening participation, Community partnership and Employee Health & Wellbeing at MFT.