

GM VCFSE Leadership Group Race Equality Action Plan



Greater Manchester
VCFSE Leadership Group
The sector's voice in devolution

Reviewed December 2024

New Plan 2024

- Condensed and simplified the sections to create greater focus and ease of use
- Reduced action statements from 15 to 6
- Added metrics/evidence & baselines to better mark progress
- Added intended outcome to strengthen the actions

1. Representation on GM VCFSE Leadership Group structures and working groups

Outcome: Leadership Group structures reflect the diversity of our communities

2024 Progress:

- 1. Bursaries
- 2. Promotion and encouraging involvement
- 3. Measuring representation begun

2025 Action:

- 1. Continue 2024 actions
- 2. Monitoring forms completed and report

Metric: Increase in diverse communities represented in GM VCFSE Leadership Group structures

Baseline: *To complete with monitoring data*

2. Comms & Engagement

Outcome: Leadership Group has a strong anti-racist voice.

2024 Progress: 1. Good practice and influencing messages part of GM=EqAl workplan 2. GM VCFSE Leadership Group comms 3. Monitoring engagements set up	2025 Action: 1. Increase communication on race equality 2. Engagement Monitoring report
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Metrics: *1. Maintain 10% level of news articles on LG website on race equality 2. Maintain or increase in engagement tracked through Accord delivery*

Baseline: *10% of news articles, 8.2% of engagements*

3. Delivery

Outcome: Action toward Race Equality is embedded in all our workstreams.

2024 Progress:

1. GM=EqAl delivery plan
2. Examples embedded in Accord (e.g. Core20+5 & Fairer Health for All, Commissioning for inclusion)

2025 Action:

As part of our planning for 2025-26, we ask all delivery areas to outline a race equality line of work.

Metric/Evidence: *All workstreams have race equality line of work*

Baseline: *Current workplan*

4. Leadership Development

Outcome: *VCFSE ethnic communities leadership programme in Greater Manchester*

2024 Progress:

1. 10GM Leadership Development Programme
2. Flourish CIC Development Programme

2025 Action:

Try and find investment to support a VCFSE ethnic communities Leadership Programme. Championed where possible, especially workforce programme boards

Metric/Evidence: *Programme is up and running*

Baseline: *Framework for programme from previous*

5. Link to Ethnic Communities Network and Race Equality Panel

Outcome: A stronger working relationship between the Leadership Group and the Ethnic Communities Network and the Race Equality Panel

2024 Progress: - Greater Manchester-Ethnic Communities Network (GM-ECN) formally constituted - ECN Receiving bursary for LG involvement - Panel Race Equity Framework shared and fed into this plan	2025 Action: <i>- Quarterly meetings with GM ECN reviewing relationship and progress</i>
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Metric/Evidence: *GM ECN meeting actions progressed*

Baseline: *2024 relationship*

6. Investment

Outcome: Increased funding for organisations supporting ethnic communities

2024 Progress:

1. GM=EqAl Funding £53k a year
2. GM=EqAl Bursaries £16.5k
3. Bursary for ECN £2k
4. One off GM Sanctuary Seekers investment £11k

2025 Action:

Identify how workstreams are supporting increased investment

Metric/Evidence: *Recurrent funding under Accord maintained, support for additional via workstreams*

Baseline: *Current recurrent Accord funding*