

Our Plan

The development of this action plan has been informed by directorate-wide Equality, Diversity and Inclusion consultation on what is going well, issues and concerns and what needs to happen to overcome barriers and drive improvement.

All services have a role to ensure the effective and consistent delivery of the plan. The plan is governed via the Children's & Education Services Equality Group, supported by Equality Champions within teams, with progress reported to the Children's Leadership Team.

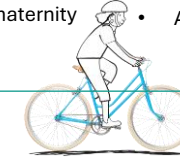
Our Vision

"A place where everyone can be themselves and thrive"

- We talk openly and frequently about equality and inclusion
- Staff have access to develop and fulfill their potential
- Staff will feel free to bring their whole selves to work
- Policies and processes are fair and do not discriminate against any group or community
- Managers and leaders understand how to support their employees, monitor equality and address any issues quickly

Protected Characteristics

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Care Experience
- Armed Forces Experience



Our Priorities

Equality and Training

What we want to improve

- Develop a strong understanding of intersectionality
- All staff access high training
- Develop officers' confidence in respecting and considering the intersectionality of the identities of children, young people and families.

How we'll do it

- Develop a directorate plan for ensuring ongoing access to the Let's Talk About Race training
- Develop a range of training and workshop that includes high quality race equality, trans equality, disability equality, cultural competence and intersectionality training
- Ensure that this supports improvements for MCC staff and Manchester residents



Recruitment and Career Progression

What we want to improve

- Increase the number and percentage of officers at senior levels (Grade 10+) who are from a protected characteristic background
- Support officers from a protected characteristic background to achieve their aspirations
- Improve the inclusivity of the MCC Children's and Education Directorate employment offer
- Making our recruitment processes consistently inclusive and accessible for all and in relation to all

How we'll do it

- Review of targeted mentoring, training and development planning towards progression or aspirations
- Ensure discussions between Managers and Officers understating of impact related to intersectionality
- Promote the use of inclusive language in all our recruitment documents
- Ensure the use of a diverse panel for shortlisting, interviews and selection processes.

Managers and Leaders

What we want to improve

- Managers across the directorate actively champion equity, diversity, inclusion and intersectionality.
- Training to be identified for all Managers above Grade 10 around Equality and Inclusion

How we'll do it

- Managers promote the vision within their teams to allow all staff to be themselves and thrive
- Ensure the delivery of high quality and personal development conversations
- Ensure managers access and implement The Good Managers' Guidance
- Publicise and ensure managers effectively implement the 'Gender Transition in the Workplace' Guidance
- Deliver good practice in the use of Equality Impact Assessments across the directorate.
- Publicise the Manchester City Council statement of support for the trans and non-binary community and promote practice across the directorate which aligns with this commitment.
- Roll out and promote with care so no one feels pressurised, the opportunity to share the pronouns we use :
 - In email signatures
 - In meetings/introductions
 - On ID badges

Communications and Engagement

What we want to improve

- Strong and meaningful communication and engagement with staff across the directorate

How we'll do it

- Launch the Equality and Inclusion Strategy
- Local based Equality and Inclusion Champions to be embedded
- Share information and examples of impactful practice across the directorate and establish a Teams Channel
- Regularly review and refresh the membership of the Children's and Educations Equality Group
- Further promote the Council's zero tolerance statement with a focus on all characteristics including race, disability and being trans and non-binary inclusive practice
- Engage with the MCC staff equalities networks to inform directorate equalities work
- Continue to use data from staff surveys and the views gathered from staff networks and individual teams to identify gaps and plan ways to upskill staff on creating an inclusive workforce.
- Continue to strengthen and share the celebration of success stories

Protected Characteristics in Practice

What we want to improve

- Ensure staff across the directorate have strong and effective equality, diversity and inclusion practice in their work with children, young people and families from all diverse backgrounds.
- Promote the use of inclusive language in all our recording and communication with children, young people and families.

How we'll do it

- Ensure staff supervision has a strong focus on intersectionality and the identities of children, young people and families
- Ensure robust quality assurance of children and young people's plans to ensure that there we can evidence the impact of understanding intersectionality and identity of our children, young people and families.

Find out more on the [Equality, Diversity and Inclusion](#) Pages of the Children's and Education Information hub

