

Meeting:	Employment Panel
Meeting date:	23 September 2026
Title of report:	Anti-Racism Strategy
Report by:	Assistant Director People Inclusion and Culture
Decision type:	For noting
Ward(s) to which report relates:	ALL

Executive Summary

The council has committed to becoming an Anti Racist Organisation in the 2026/27 corporate plan. This aims to strengthen our approach to tackling and preventing racism, Antisemitism and Islamophobia as an organisation and is the council's response to meeting our commitment to adopting the [GM Race Equity Framework](#). The Anti-Racist Organisation Strategy is part of this commitment.

Recommendations

The Employment Panel is requested to:

- Note the content of the new 2-Year Anti-Racism Organisation Strategy, which has been developed as part of our corporate plan commitments.

Anti Racist Organisation Strategy

This is a two year strategy to move us from being a non-racist organisation to becoming anti-racist. This meets our commitments of the GM Race Equity Framework but is also responds to the rise of antisemitism, islamophobia and racism we are seeing in our borough and across the UK. As such it is closely aligned with our community cohesion planning and delivery.

The strategy recognises that a true anti racist approach, that seeks to proactively prevent and effectively tackle racism needs to be systemic rather than about people alone. This means ensuring our people understand racism and anti racist principles but also the policies and processes they use also support anti racist outcomes. This extends further to partnership working and in co-production.

The goals of the strategy reflect this need for a simultaneous people and systems approach to becoming anti racist detailing the need to focus on policy, procedure and systems, workforce capability, leadership commitment, service delivery, a strong community voice and

a visible, unambiguous and consistent zero tolerance approach.

Year one of the strategy focuses on education and internal processes so that we can fully practice anti-racism. This means fully understanding racism, how it manifests, root causes, identifying it and effectively addressing and preventing racism.

Year two focuses on anti-racism in action, putting our learning from year one into practice so we have an anti racist outlook in everything we do and working with partner organisations and our communities to address and prevent racism in our borough on an ongoing basis.