

# **Manchester City Galleries**

## **Race Action Plan: 2006 - 2007**

### **Introduction**

The Race Action Plan itemises the ways in which Manchester City Galleries will try to make its services more accessible to BME communities, both from a service delivery and employment point of view. The achievement of the actions will improve the lives of fellow citizens and improve the quality of services to all.

### **Aims**

- I. To ensure that department policies and plans incorporate appropriate information and activities to increase BME community access to our services.
- II. To ensure that our services are delivered in a way that is accessible to BME communities.
- III. To ensure that recruitment and selection activities within the department are designed to increase numbers of BME employees.

### **Aim 1 – Policy and Planning**

#### **Action 1:1 – Race Equality Plan 06/7 approved and endorsed by Black Staff Group, Equality Group and DMT**

**Contact officer** Kate Farmery

Telephone: 0161 235 8860

Textphone: 0161 235 8893

**Timescale** Aug 2006

**What will this action achieve?** The plan will be approved and minuted.

#### **Action 1:2 – Departmental management action plan to include systematic activity to achieve Level 2 Racial Equality**

##### **Standard**

**Contact officer** Kate Farmery

Telephone: 0161 235 8860

Textphone: 0161 235 8893

**Timescale** March 2007

**What will this action achieve?** Race equality activities embedded into work of organisation; stakeholder groups consulted and plans informed by robust, external data.

#### **Action 1:3 – Maximise impact of North West Hub audience development planning process to ensure that Department for Culture, Media and Sport targets for increase in service take up by BME service users are met.**

**Contact officer** Kate Farmery

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Textphone: 0161 235 8893

**Timescale** March 2007

**What will this action achieve?** Increase in service use by BME communities.

## **Aim 2 – ensure that services are delivered in a way that is accessible to BME communities**

### **Action 2:1 – Publicise in BME languages the availability of translation services on interpretation, exhibitions and events information**

**Contact officer** Kim Gowland

Telephone: 0161 235 8861

Textphone: 0161 235 8893

**Timescale** March 2007

**What will this action achieve?** Increased awareness and take up of services amongst BME communities

### **Action 2:2 – Develop and implement programme of training for Visitor Services staff on use of audio tours**

**Contact officer** Gwyn Davies

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**Timescale** March 2007

**What will this action achieve?** Increased take up of Cantonese and Urdu audio tours.

### **Action 2:3 – Ensure that promotional literature, photographic database and brand guidelines cover positive representation of BME service users (as identified in impact assessment of family audience development work)**

**Contact officer** Kim Gowland

Telephone: 0161 235 8861

Textphone: 0161 235 8893

**Timescale** Sept 2006

**What will this action achieve?** Reduction in barriers to attendance amongst potential BME visitors.

### **Action 2:4 – Further develop media database to ensure information distributed through appropriate channels to reach current and potential BME service users**

**Contact officer** Kim Gowland

Telephone: 0161 235 8861

Textphone: 0161 235 8893

**Timescale** Sept 2006

**What will this action achieve?** Increased attendance by BME communities.

**Action 2:5 – Maximise and measure the impact of relevant exhibitions and events, particularly *Beyond the Page: Contemporary Art from Pakistan*, the Festival of Muslim Culture and Black History Month, on the development of BME communities as service users.**

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**Timescale** Dec 2006

**What will this action achieve?** Increase in service use by BME communities.

**Action 2:6 – Maximise and measure impact of work of *Hidden Histories* multi-disciplinary team in developing BME audience-focused collections displays on BME audience development.**

**Contact officer** Liz Mitchell

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**Timescale** March 2007

**What will this action achieve?** Increase in service use by BME communities.

**Action 2:7 – Ensure Manchester's diverse communities represented on community consultation panel.**

**Contact officer** Kate Farmery

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Textphone: 0161 235 8893

**Timescale** March 2007

**What will this action achieve?** Input into in service development by BME communities.

**Aim 3 – To ensure that recruitment and selection activities within the department are designed to increase numbers of BME employees**

**Action 3:1 – Maximise the impact of the departmental curatorial trainee from BME community post (funded until Sept 06).**

**Contact officer** Moira Stevenson

Telephone: 0161 235 8802

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**Timescale** Trainee in post until September 2006

**What will this action achieve?** Increased representation of BME communities within the museums and galleries profession.

**Action 3:2 – Work with the Black Staff Group to ascertain what barriers to developing and/or retaining BME employees are attributable to a lack of understanding of multi-cultural awareness. Implement changes in working practices which contribute to a fair and multi-cultural working environment.**

**Contact officer** Kate Farmery

Telephone: 0161 235 8860

Textphone: 0161 235 8893

**Timescale** March 2007

**What will this action achieve?** Increased representation of BME communities within the museums and galleries profession

**Action 3:3 – Encourage networking and information sharing between Manchester City Galleries' Black Staff Group and other departments**

**Contact officer** Val Cooper

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**Timescale** March 2007

**What will this action achieve?** Increased networking and information sharing amongst BME staff

## **More information**

We welcome comments on our Equality Action Plans. If you would like to make a comment about this Plan, or if you would like more information about the Plan, please contact:

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