

Manchester City Council Report for Information

Report to: Communities and Equalities Scrutiny Committee – 1 March 2017

Subject: Equality Objectives 2016 – 2020

Report of: Deputy Chief Executive (People, Policy and Reform)

Summary

This report provides an update on progress with the implementation of the Council's Equality Objectives and supporting aims. It is based on a review of both qualitative and quantitative information, feedback from correspondence with partners and outlines proposed revisions to the supporting aims.

Recommendation

The Committee is invited to note and provide comment on the contents of this report.

Wards Affected: All

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Background documents (available for public inspection):

The following documents disclose important facts on which the report is based and have been relied upon in preparing the report. Copies of the background documents are available up to 4 years after the date of the meeting. If you would like a copy please contact one of the contact officers above.

- *Refreshed Equality Objectives 2016 – 2020*, Communities Scrutiny Committee, 24 February 2016

1. Introduction

- 1.1 Equality and equitability are amongst the key priorities for Our Manchester. The City's commitment to its diverse population, with a particular focus on the needs of people who are disadvantaged or discriminated against because of their characteristics or identities, will be critical in delivering the progressive and ambitious Manchester vision.
- 1.2 In order to recognise the important role of equality and equitability in Manchester, and in accordance with the Public Sector Equality Duty, the Council has set equality objectives that convey its ambition for Manchester to be a place of choice due to its commitment to its people of all identities. As of April 2016, the Council's equality objectives are:

Objective 1 – Knowing Manchester Better

We will work together with Manchester's citizens and our partners in the public and voluntary sectors to increase the quality of the information, knowledge and understanding we have about Manchester's diverse communities and the value that we gain from this. This will allow us to work with each other to support 'community cohesion' – people from different backgrounds getting on well together in the local area and treating each other with respect and consideration – and make sure we develop policies, and provide and commission services that meet everyone's needs.

Objective 2 – Improving Life Chances

We want everyone living in Manchester to have a good quality of life and equal chances. We know that for some groups in Manchester this is not the case. We will work with our partners to take a positive approach to removing inequalities.

Objective 3 – Celebrating Our Diversity

Manchester's great strength is its diversity; we've achieved a lot for our different communities. We will maintain and build on with what we've achieved so far, going even further to celebrate Manchester's diversity, telling people how this makes the city better for everyone.

- 1.3 These objectives were written to be intentionally broad with the anticipation that they will remain in place for at least four years from the time of publication (2016-2020). However, in order to fulfil the requirement to make them smart and measurable, they were each supported by a range of delivery aims which would be reviewed annually.

2. Delivery Aims and Measuring Progress

- 2.1 The Council committed to an annual review of the underpinning delivery aims that accompany the equality objectives. Several of the delivery aims were adapted from existing performance metrics from the Directory of Measures that the Council monitors and reports on. This was done to ensure that the aims would be achievable, measurable and realistic.

2.2 However, as the aims were set in April 2016, progress against them for the year 2016 – 17 cannot be reported on until after the end of the financial year and once the relevant data have been collected and analysed. This will be much later in the calendar year. For the purposes of this report, the delivery aims that are aligned to corporate measures are presented below, along with the corresponding metrics, for the Committee's information:

2.3 **Objective 1, Aim 1:**

"Improve the way we get to know our communities and the people who are using our services and engaging with us. We want to understand how our work affects people's satisfaction with life in Manchester, and whether people from different backgrounds get on well together. We will get better equality information to help us understand how what we do affects equality in Manchester, and to develop approaches that improve everybody's outcomes."

Performance metrics:

This aim was based on the life satisfaction and cohesion (people of different backgrounds getting on with each other) metrics which were part of the now discontinued Manchester telephone survey. This has since been superseded by the Our Manchester online survey which has a 'soft launch' planned for spring 2017. Within the Our Manchester survey, the applicable corresponding metrics closely follow the telephone survey metrics, which are:

- How respondents rate the sense of community (i.e. people treating others with respect) in their area
- How well respondents say people from different backgrounds get on well in the area
- How respondents rate their sense of belonging to the area where they live

2.4 **Objective 2, Aim 1:**

"Improve the health and wellbeing of all our residents and increase the life expectancy of Manchester people, by making sure they get better health and social care. We'll do this by working with our partners to join up and improve health and social care services, and make sure all people get the support and information that they need in the right way for them. We will increase the proportion of adults participating in sport and leisure activities to improve their own health and wellbeing."

Performance metrics:

- Number of visits to MCC cultural and recreational facilities (libraries, parks, sports & leisure facilities, galleries) in line with the Growth and Neighbourhoods Performance Framework, to measure the impact of Council funded activities and facilities
- Proportion of adults participating in 30 minutes of sport at moderate intensity at least once a week
- Proportion of adults participating in 30 minutes of sport at moderate intensity at least three times a week
- All Age All-Cause Mortality (AAACM) rate - Men (per 100,000)
- All Age All-Cause Mortality (AAACM) rate - Women (per 100,000)
- Life expectancy at age 65 (in years) – Men
- Life expectancy at age 65 (in years) - Women

2.5 Objective 2, Aim 2:

“Improve the life chances and increase the aspirations and achievements of all Manchester children and adults in education, making sure that the right support is in place to make access to a good education and pathways into employment attainable for everyone. We will reduce the percentage of children living in workless or low income households by supporting more troubled families into work.”

Performance metrics:

- Number of troubled families moving into work
- Percentage of children living in workless or low income households
- Early Years Foundation Stage - % achieving a good level of development
- Key Stage 2 % Level 4+ in Reading, Writing and Maths - difference between the Manchester and national averages
- Key Stage 4 % achieving 5+ A*-C including English and Maths - difference between the Manchester and national averages
- Proportion of children with school attendance / exclusion issues during each half-term - Troubled families vs Manchester residents
- Number of Troubled Families children presenting with an attendance issue at referral, tracking progress each half term
- Proportion of Troubled Families children referred during the half term ending in X with school attendance / exclusion issues addressed by the half term ending in Y

2.6 Objective 2, Aim 3:

“Provide volunteering, apprenticeship and training opportunities in the city, working with our public and voluntary sector partners to do this and influence other organisations to do the same. We will increase the number of volunteer hours worked in the city, and raise the median average annual earnings of Manchester’s working people. Manchester residents will be paid at least the real living wage.”

Performance metrics:

- Number of volunteer hours
- Annual Survey of Hours and Earnings: Employee median average annual earnings for those who work in Manchester
- Annual Survey of Hours and Earnings: Employee median average annual earnings for Manchester residents

3. Delivery Aims Requiring Other Measures

3.1 Feedback from voluntary sector partners at an engagement workshop on 22 January 2016, whilst the objectives were in draft format, indicated that some aims would be required that didn’t correlate neatly with existing performance measures. It was agreed at the workshop that the responsibility for the delivery of the objectives and aims was shared across sectors, and that the Council should therefore engage with the voluntary sector to develop and monitor shared measures.

3.2 The delivery aims that fall within scope for this activity are below:

Objective 1, Aim 2:

“Involve a wide range of people and organisations in developing and reviewing our work on equalities, strengthening our relationships with our partners and benefitting from the strong links that our voluntary sector partners have with Manchester’s communities.”

Objective 1, Aim 3:

“Influence government policy and the decisions made nationally about equality monitoring, research and information that is gathered about people and how it’s used. We’ll share information with our partners and use their knowledge to better understand our communities and design services which respond to this.”

Objective 1, Aim 4:

“Use our growing and shared knowledge of Manchester communities with our partners, to make sure we have a joined up way of analysing how all the big changes in the city affect different communities.”

Objective 2, Aim 4:

“Take a joined up approach with our public and voluntary sector partners to raise awareness of hate crime and help people feel more confident to report it. We will increase the number of places where people can report hate crimes and make sure organisations know how to give the right support. Across our partnerships, we will make sure appropriate action is taken swiftly to address hate crime using both criminal and civil powers available to us.”

Objective 3, Aim 1:

“Collaborate across sectors to organise and promote events and targeted communication campaigns that celebrate Manchester’s diverse communities and give a greater awareness and understanding of them. We’ll make sure people are involved and informed.”

Objective 3, Aim 2:

“Grow Manchester’s national and international profile as a diverse, inclusive city that cares about equality. Promote the work we do on equalities across all sectors and communities, from big city centre events to small self-forming groups, to make Manchester an exemplar of equality activity.”

Objective 3, Aim 3:

“Make good use of the communication channels we and our partners have available – like websites, social media and community involvement – to celebrate our diverse city and tell people across the world how we’re achieving these objectives. We will make sure the information is accessible for all and tells people what they need to know and how they can get involved.”

- 3.3 On 29 July 2016, the Council wrote to a range of voluntary sector partners asking how stakeholders thought the task of developing bespoke performance measures for these aims should be approached. Specifically, partners were asked to consider the relative merits of:

- Regular engagement forums on the objectives at varying locations across the city which are open to all
 - Several separate, smaller working groups with specific skills and expertise aligned to aspects of the objectives
 - A virtual 'e-network' linked to the objectives, hosted and facilitated by the Council but contributed to by all partners
- 3.4 Partners were also asked to provide, where possible, examples of where joint working has gone well and what approaches the Council should avoid. Providing this opportunity to influence the Council's approach is in-keeping with the intention to work collaboratively with the voluntary sector on developing and monitoring the measures.
- 3.5 Of the 30 organisations approached, responses were received from 6 in September 2016. Despite the low response rate (20%), correspondence was received from a fairly representative mix of organisations (representing sexual orientation, gender identity, faith, disability (including sensory impairment) and race) and some common themes came through which are outlined below:
- The voluntary sector generally is stretched, and there is limited capacity to contribute to an increasing number of calls for engagement
 - Engagement should be linked to existing forums and meetings (voluntary and / or public sector hosts) to avoid additional time out; this would require more joined up working between the Council and its partners to identify the opportunities for this
 - Despite the stretched resources cited in responses, there is more interest in face to face engagement than a virtual network
 - Engagement should be inclusive; it should vary locations, times (including evening meetings) and should be extended to users of services, not just the organisations that represent them
 - The Council is requested to consider a bursary to enable volunteers to engage, as voluntary sector funding is based on organisations achieving outcomes rather than attending meetings
 - Aligning the subject of engagement to the skills / knowledge of those in attendance and ensuring that the meeting is task focused is welcomed
 - Quarterly engagement is deemed reasonable
- 3.6 The Council is in the process of considering each of these points to assess its feasibility and the opportunities to move forward. The Council is committed to using existing forums and programmes of work for Our Manchester to make progress on how it develops and measures additional delivery aims in partnership with the voluntary sector.

4. Review of the Equality Objectives 2016 – 20 and Delivery Aims

- 4.1 As noted at 1.3, the Council's 3 equality objectives were published in 2016 with the intention that they would remain until unchanged at least 2020. This remains the case.

- 4.2 The underpinning delivery aims, on the other hand, were published with the intention that these would be reviewed and revised as appropriate. However, the data to support this review process either is not yet available or the necessary performance measures are yet to be developed and monitored. In light of this, the Council does not intend to remove or revise any of the delivery aims at this time.
- 4..3 It is important to note that effective measurement of progress against all of the delivery aims will require a longer review period than 12 months, making this the most sensible way forward; in particular, there is likely to be relatively little change that could be reported in the 10 month period from their publication to now.

5. Conclusion

- 5.1 The Council has fulfilled its statutory duty to publish equality objectives that are measureable due to the inclusion of underpinning delivery aims. In several instances, this measurement is being undertaken and reported on an ongoing basis, with data for 2016 – 17 available later this year. However, it is acknowledged that some of the delivery aims need to be set against performance measures that are yet to be developed in partnership with voluntary sector stakeholders.
- 5.2 The Council recognises the need to strengthen this approach in 2017 – 18 and is continuing its engagement with relevant parties, internally and externally, to enable this.
- 5.3 The equality objectives and delivery aims published in April 2016 will remain unchanged going onto 2017 – 18. This will provide a platform for effective engagement and will allow the Council to monitor its performance against them over a longer period of time, and therefore more meaningfully.