

## **Communities and Equalities Scrutiny Committee**

### **Minutes of the meeting held on 1 March 2017**

#### **Present:**

Councillor Rawlins - In the Chair

Councillors Ahmed Ali, Alijah, Cookson, Cooley [CESC/17/11 - CESC/17/15], Fletcher- Hackwood, Grimshaw [CESC/17/11 - CESC/17/15], Hassan, Knowles, Madeleine Monaghan and Sharif Mahamed

Councillor Rahman, Executive Member for Culture and Leisure

Councillor Craig, Lead Member for LGBT (Lesbian, Gay, Bisexual and Trans) Women

Heather Williams, LGBT Foundation

Jenny-Anne Bishop, TransForum

#### **CESC/17/11            Minutes**

#### **Decision**

To approve the minutes of the meeting held on 1 February 2017 as a correct record.

#### **CESC/17/12            Knowing Manchester Better: Transgender Report**

The Committee received a report of the Deputy Chief Executive (People, Policy and Reform) which introduced the findings from an external review of the experiences faced by trans people across the city and the planned programme of activities to take forward the key findings. The Equalities Team Leader introduced the report across its main themes. The Committee welcomed Heather Williams from the LGBT Foundation and Jenny-Anne Bishop from TransForum. Members also welcomed the Lead Member for LGBT Women.

The Lead Member for LGBT Women provided members with an overview of the background to the Council commissioning the research, highlighting the lack of city-specific research on trans issues prior to this. She highlighted both overarching recommendations and service-specific recommendations from this work and invited the Committee to consider how it could use its influence in support of these recommendations.

Heather Williams informed members of the LGBT Foundation's role in the review of and report on the experiences of trans people in Manchester. She informed members of work with focus groups and organisations such as TransForum, to gather evidence, the findings of which were included in the report. She advised that the recommendations were then developed in collaboration with the Council, focusing on four key areas of young people and education, health, housing and domestic abuse.

Jenny-Anne Bishop informed members about the work of TransForum, including regular discussion groups, providing training on trans issues to other organisations

and contributing to the Trans Hate Crime report and work on how GPs treat trans people. She expressed concern that more middle-aged and older trans people had not taken part in the research and reported that, while she welcomed the provision of LGBT inclusive housing for older people, social care also needed to be more inclusive.

A member who was also the Lead Member for Age Friendly Manchester (AFM) requested further information on how the needs of older trans people could be incorporated into the AFM work. The Chair suggested that the Lead Member for AFM contact Jenny-Anne Bishop outside of the meeting to progress this work.

The Virtual School Head informed members that she was the parent of a trans son and that her experience of trying to navigate services to support him had led her to reflect on her role within the Council's education service and what the Council could do to improve the lives of trans young people. She informed members about the work of the multi-agency trans young people's steering group. She reported that the group was focusing on education, health (both general health and gender identity services) and housing, as well as feeding into other work taking place on domestic abuse. She advised that she had shared the trans research report with all Manchester schools and early years providers as well as non-Manchester schools attended by Manchester's Looked After Children (LAC). She also informed members about training which had been delivered on trans issues, in conjunction with the Proud Trust, and further training which was being arranged.

Heather Williams informed members about the LGBT Foundation's Pride in Practice project which worked with primary care providers to promote LGBT inclusive practices. A member requested details of schools and GPs which were not engaging with training and support to be more LGBT inclusive. The Chair advised that she would discuss with officers what information could be provided and the most appropriate mechanism for providing it to members. She recommended that training on trans issues be made available for employees and elected members. Jenny-Anne Bishop requested that trans people be involved in this work.

The Deputy Chief Executive (People, Policy and Reform) advised members that commissioning was being reviewed at a Greater Manchester level, as part of devolution, and that he would ensure that consideration of communities of interest was built into the commissioning of health and social care services.

Jenny-Anne Bishop advised members that, under equality legislation, trans people could use the toilets for the gender they presented as but that some young people identified as neither male nor female (non-binary). She advised that gender neutral toilets could be provided or that toilets could be labelled as 'toilets with urinals' or 'toilets with cubicles' and people could then choose which they were most comfortable using. A member recommended that, as part of the refurbishment of the Town Hall, gender neutral toilets be provided. The Chair agreed and recommended that consideration also be given to this across other planning applications.

The Chair asked that the Equalities Team Leader provide a timeline for the implementation of the recommendations in the report and that the Committee then receive a further report at an appropriate time.

## Decisions

1. To thank the guests for attending.
2. To request that the Town Hall Transformation Team consider the provision of gender neutral toilets as part of the Town Hall refurbishment project and that consideration also be given to this across other planning applications.
3. To welcome the work of the young people's steering group.
4. To welcome that consideration of Communities of Interest will be incorporated into the Greater Manchester review of commissioning for health and social care.
5. To request that the Equalities Team Leader make training on trans issues available for employees and elected members.
6. To ask that the Equalities Team Leader provide a timeline for the implementation of the recommendations in the report and that the Committee receive a further report at an appropriate time.

## **CESC/17/13                      Equality Objectives 2016 – 2020**

The Committee received a report of the Deputy Chief Executive (People, Policy and Reform) which provided an update on progress with the implementation of the Council's Equality Objectives and supporting aims. It was based on a review of both qualitative and quantitative information, feedback from correspondence with partners and outlined proposed revisions to the supporting aims. The Equalities Team Leader introduced the report across its main themes.

The Chair requested that the Committee receive a more detailed report, provisionally scheduled for October 2017, and that this report include how the Equality Objectives corresponded with the "we will" statements within the Our Manchester Strategy. A member requested more detailed information on the performance metrics referred to in the report. The Equalities Team Leader advised that this would be provided in the next report. A member requested that information on the use of leisure facilities include equality data and data on the geographical location of those using the facilities. The Equalities Team Leader advised that she would look into what information was available and provide a response. Another member highlighted that refugees and other new arrivals to the UK were sometimes not included in statistics.

A member asked what indicators were being used to measure how well different communities were getting along together. The Equalities Team Leader reported that the Council was working with partners on this issue and further information would be included in a future report on Community Cohesion.

The Committee discussed third party reporting centres for hate crime, including whether more organisations could be encouraged to become third party reporting centres and how awareness of these centres could be raised.

A member noted that the report referred to using a range of communication channels to celebrate Manchester's diversity and tell people how the equality objectives were being achieved. He suggested that consideration also be given to using the local TV station and local newspaper.

## **Decision**

To request that the Committee receive a more detailed report, provisionally scheduled for October 2017, and that this report include how the Equality Objectives correspond with the “we will” statements within the Our Manchester Strategy. To request that this report address the points raised by members or, where a response is available sooner, that responses be circulated to members by email.

### **CESC/17/14                      Equality Delivery Plans: Draft plans for the Next Budget & Business Cycle**

The Committee received a report of the Deputy Chief Executive (People, Policy and Reform) which considered the impact of the next round of budget and business plans on the Council’s Equality Objectives. It described how Directorates were supporting equality and diversity, the implications of budget and business plan proposals on equality, and the proposed programme of Equality Impact Assessments. The Equalities Team Leader provided an overview of the report. The Committee welcomed a number of the Council’s Equality Champions.

The Equality Champion for Growth and Neighbourhoods and the Strategic Development Team advised that he could take forward the second recommendation from the Trans report item. He advised that it was important to consider how to use the data to inform how services were delivered and ensure that all people were aware of the offer and could access it. In response to a question from the Chair, he provided an example of how staff at North City Library had worked with visually impaired customers to ensure that they were able to access the library service.

An Equality Champion who was also the Lead Commissioner for Older People reported that work would be taking place to ensure that consideration of the equality impact would be embedded into the service’s work, including action to address any issues which arose. She outlined other work the service was involved in including Age Friendly Manchester and the All Age Disability Strategy.

An Equality Champion who was also the Head of Youth Strategy outlined work taking place in her service area. This included work to improve the attainment of white working class boys and some Black and Minority Ethnic (BME) communities and work to ensure that disabled young people had an Education Health and Care Plan (EHCP) in place and were accessing the Local Offer for children and young people with special educational needs and disabilities (SEND). In response to a member’s question, she reported that the Council had recently improved its engagement with Looked After Children (LAC) and care leavers by introducing a bi-monthly joint meeting of the Corporate Parenting Panel, Care 2 Change and the Change Group which was young person-led.

In response to a member’s question, the Equalities Team Leader reported that information from the Team Plan would feed into individual employees’ appraisals and that quality assurance measures would ensure that this was happening.

In response to a question from the Chair, the Deputy Chief Executive (People, Policy and Reform) reported that the equality delivery plans were part of the corporate planning process and that monitoring would take place on a monthly basis through budget and performance reports which were considered by Executive Members.

## **Decision**

To note the report and thank the Equality Champions for attending.

### **CESC/17/15            Knowing Manchester Better: Equality Monitoring**

The Committee received a report of the Deputy Chief Executive (People, Policy and Reform) which provided an update on work to review and strengthen the Council's equality monitoring activity since the last report on the topic in September 2015. The report identified the Council's strengths in gathering equality data and where it would improve. It also provided examples of equality monitoring practices informing service developments and identified the next steps to progress this work. The Equalities Team Leader introduced the report across its main themes.

The Equality Champion for Growth and Neighbourhoods and the Strategic Development Team reported that there was currently a data gap in the information on leisure facility users, as the leisure provider Greenwich Leisure Limited (GLL) collected equality data for people who were members of its leisure facilities but did not currently collect data on people who used its facilities on a casual basis. He advised that the Council was currently working with GLL to address this. A member asked how equality monitoring data could be collected from people who could not read or write and the Chair requested that this also be raised with GLL.

The Lead Member for LGBT Women noted that an assessment had taken place of equality monitoring across 70 Council service areas and that the areas had been given a rating of red, amber or green (RAG). She suggested that the Committee receive a further report which considered equality monitoring across different service areas including action plans to address any gaps. The Chair agreed to this.

In response to a member's question, the Equality Champion who was also the Lead Commissioner for Older People reported that standardised equality monitoring questions were used across the Council. The Chair requested that members receive a copy of these questions.

## **Decisions**

1. To receive a further report which considers equality monitoring across different service areas including action plans to address any gaps.
2. To request that members receive a copy of the standardised equality monitoring questions used across the Council

### **CESC/17/16            Celebrating Our Diversity: The Last 12 Months**

The Equalities Team Leader delivered a presentation which provided an overview of some of the events which had taken place to celebrate the diversity of Manchester

and the positive contribution that its diverse communities made to the city's economic and social life.

The Executive Member for Culture and Leisure emphasised the importance of these events. He reported that the events budget had been cut by 50% in previous years but, following the public consultation, it had been decided not to make any further reductions to the budget during the current budget-setting process. He advised that volunteers played an essential role in enabling these events to continue.

Members discussed how these events could be better publicised to members and the public. The Executive Member for Culture and Leisure advised that this issue was being addressed through the work of the Widening Access Working Group which he was chairing.

Members discussed the importance of ensuring events which were run by the Council or in which the Council was a key partner were accessible to all. A member recommended that the Executive Member for Culture and Leisure consider how the Manchester Day Parade could be made more accessible to disabled people, including people with autism, to which the Chair agreed. The Chair recommended that the Committee consider the accessibility of events in more detail at a future meeting.

The Chair noted that World Holocaust Day had been commemorated in January. She reported that the government had updated its definition of anti-Semitism and recommended that the Executive adopt this as the Council's definition, to which members agreed.

## **Decisions**

1. To recommend that the Executive Member for Culture and Leisure consider how the Manchester Day Parade can be made more accessible to disabled people, including people with autism.
2. To recommend that the Committee consider the accessibility of events in more detail at a future meeting.
3. To recommend that the Executive adopt the government's new definition of anti-Semitism as the Council's definition.

## **CESC/17/17      Overview Report**

A report of the Governance and Scrutiny Support Unit was submitted. The overview report contained a list of key decisions yet to be taken within the Committee's remit, responses to previous recommendations and the Committee's work programme, which the Committee was asked to approve.

The Transgender Report, and the reports on Equality Objectives 2016 – 2020, Equality Delivery Plans: Draft plans for the Next Budget & Business Cycle and Equality Monitoring were received late and published in a supplementary agenda. The reason for the late reports has not yet been confirmed.

## **Decision**

To approve the work programme.