

## **Manchester City Council Report for Information**

**Report to:** Communities and Equalities Scrutiny Committee - 9 November 2017

**Subject:** Overview of the work of the Lead Members for Equality Issues

**Report of:** Deputy Chief Executive

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### **Summary**

This report provides an overview of the work and current priorities of the Lead Members for Equality Issues. As part of this overview, an update is included on the support offered to older LGBT people through the LGBT-inclusive Extra Care scheme and on actions following the publication of the Research Study into the Trans Population of Manchester in November 2016.

### **Recommendations**

The Committee is asked to note the report.

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### **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.

- *Report to Communities Scrutiny Committee, 24 February 2016* - Refreshed Equality Objectives 2016 – 2020
- *Report to Communities Scrutiny Committee, 1 March 2017* - Equality Objectives 2016 – 2020
- *Report to Communities Scrutiny Committee, 1 March 2017* - Knowing Manchester Better: Trans Report

## **1.0 Introduction**

- 1.1 Manchester City Council's commitment to equality and diversity is strongly demonstrated through its agreed and published equality objectives which inform the Council's work to support the Our Manchester Strategy's vision to be a progressive and equitable city. This is further evidenced by the Council's standing 'Excellent' rating through the Equality Framework for Local Government (EFLG), which states that the Council is delivering excellence in the areas of:

- Knowing our communities
- Leadership, partnership and organisational commitment
- Improving our communities
- Responsive services and customer care
- A skilled and committed workforce.

Lead Equalities Members play a crucial role in both demonstrating the Council's commitment to and leadership of equality and championing specific areas in support of the Equality Objectives.

## **2.0 Background**

- 2.1 The Executive Member for Equalities is the Council's Deputy Leader, Councillor Sue Murphy. As an Executive Member, Councillor Murphy is responsible for supporting the delivery of the Our Manchester strategy and for providing political oversight and direction of the Council's equalities agenda, including the work of the Lead Equality Members.

- 2.2 For this year, Councillor Murphy's priorities are:

- Reduction in Family and Child Poverty- including the Family Poverty Strategy, and utilising the experiences of people living with poverty as a fundamental part of writing the strategy;
- Our Manchester - including fairness and cohesion, and engaging the voluntary sector;
- Equalities - including supporting the Council's application to become recognised as a Disability Confident Employer, to demonstrate the commitment to ensuring the Council supports disabled employees and encourage disabled people to apply to work for the council.

- 2.3 Supporting the Executive Member in delivering the Council's equality priorities are the Lead Equalities Members, who each take a lead responsibility for protected characteristic areas under the Equality Act. The Lead Equality Members also work together to deliver on shared priorities, such as the Council's EFLG accreditation, and the promotion and use of appropriate equality monitoring. The group meet together on a quarterly basis.

- 2.4 The diverse makeup of Manchester's elected Members should be a point of particular pride. With the majority of Members female, a significant proportion

BME and strong representation of disabled people and the LGBT community, the Council is well positioned to represent Manchester's diverse communities.

### **3.0 Equality Objectives**

3.1 The Council's three equality objectives, which have been set until 2020 are Knowing Manchester Better, Improving Life Chances and Celebrating Our Diversity. Through aligning their own priorities to these objectives, Lead Equality Members support the realisation of the Our Manchester strategy's vision of a progressive and equitable city.

#### **3.2 Knowing Manchester Better**

Lead Equality Members support the Knowing Manchester Better objective through their first-hand understanding and place as part of the groups they represent, within their communities of both place and identity. This enables them to provide strong advocacy for these groups.

#### **3.3 Improving Life Chances**

As community advocates, Lead Equality Members support the Improving Life Chances objective by driving improvement within the Council and across its services through scrutiny and support to Officers. Lead Equality Members also support and challenge public and community services to ensure they are safe and equitable for members for the community.

#### **3.4 Celebrating Our Diversity**

Lead Equality Member support the Celebrating Our Diversity objective by taking lead and active roles in celebrating the many events that span the City's equalities calendar (both city-wide and locally). They also represent their area in internal and external communications.

### **4.0 Priorities by Characteristic Area**

#### **4.1 Age**

Councillor Sue Cooley and Councillor Azra Ali are both Lead Members for Age.

4.1.1 The Lead Member for Age Friendly Manchester is Councillor Sue Cooley. Central to Councillor Cooley's priorities for the year is the refresh and relaunch of the Age Friendly Manchester Strategy, addressing the significant social and economic changes in Manchester since the first strategy in 2009. The refreshed strategy covers the period of 2017 to 2021. The refresh process began with consultations with a wide range of partners, and over the course of this process, three key priorities for an Age-friendly Manchester began to emerge. Councillor Cooley is keen that the Council leads by example through the delivery of the strategy's three priorities, detailed below:

##### **1. Develop age-friendly neighbourhoods and communities**

Councillor Cooley's ambition, and that of the strategy, is the development of a consistent age-friendly place in Manchester where residents can live and

age well in the neighbourhoods and communities of their choice.

2. Develop age-friendly services

Councillor Cooley is keen that services, service provider organisations and commissioning processes all become more age-friendly. She will continue to priorities awareness-raising within services, commissioners and providers on what it means to be age-friendly, including actively listening to older residents and having a commitment to age-friendly practice and opportunities.

3. Tackle ageism

Council Cooley will continue to lead on tackling the common misrepresentations of older people that they are all passive, frail and in receipt of health and care services. Celebrating the many vital and positive roles played by older people will be key to addressing the discrimination faced by older people in the city.

4.1.2 Councillor Cooley also continues to prioritise the provision of age-friendly housing for those older people who choose to downsize, including the LGBT extra care scheme considered in paragraph 4.4.5, and improving conditions for older carers. Her further priorities include supporting the Age Friendly Whythenshawe network, supporting the work of the GM Ageing Hub, and promoting and advocating the Age Friendly Charter.

4.1.3 The Lead Member for Intergenerational Issues is Councillor Azra Ali. Councillor Ali is keen to investigate the outcomes of research recently commissioned by the Age Friendly Manchester team and conducted by the Manchester BME Network. The research focuses on the opportunities and conditions for intergenerational collaboration in communities, across ethnic backgrounds as well as age bands. The outcomes of this research are expected imminently.

4.1.4 Councillor Ali aims to use the outcomes of this research, working with officers in the Equality Team, the AFM team and Youth Strategy, to facilitate a workshop of members of the AFM Older People's Board and the Manchester Youth Council. The workshop will be an informal, interactive experience that will adopt an Our Manchester approach to reviewing the research outcomes along with the draft Manchester Intergenerational Manifesto. Participants in this session will support the Council to develop its final Manifesto, and this will promote a joined up approach to intergenerational working between the relevant services and Boards going forwards, which will receive Councillor Ali's full backing.

4.2 Disability

The Lead Member for Disabled People is Councillor Tracey Rawlins

4.2.1 As the disabled people's lead, one of Councillor Rawlins' overarching priority is championing, within the organisation, that equality is everyone's responsibility. She will further prioritise steering the Our Manchester Disability Plan and being a link from it to officers and partner organisations whilst

maintaining an overview of the various associated workstreams including transport, housing, health, etc. Councillor Rawlins' further priorities for the year include: supporting Access Day in March and Disabled People's History Month in December, supporting the Council's accreditation as a Disability Confident employer, and supporting the EFLG reaccreditation process by linking with the disabled staff group to understand their experiences within the Council.

- 4.2.2 Councillor Rawlins is keen to further develop a better offer for disabled people in the city, including better online guides to access information and encouraging partners, events and services to be more proactive in ensuring services and venues are more widely accessible.

4.3 Gender

The Lead Equality Member for Women is Councillor Sarah Judge.

- 4.3.1 Among the achievements in the past year, Councillor Judge cites the success of the 2017 International Women's Day (IWD) programme. This was marked by a wider diversity of applications from across a wider geographical spread to the grants programme than in previous years along with the delivery of a high-profile awards ceremony which itself received a diverse mix of nominations for women across Manchester. The programme's social media campaign was second only to the Manchester Day campaign in the city, and the reputational reach of the IWD programme spanned the country, with Councillors from other councils engaging with Manchester's IWD Steering Group for information and learning.

- 4.3.2 Councillor Judge's priorities for 2017/18 include: International Women's Day (IWD), including the annual grants programme for IWD-related activities across the city and an organised women's March. Also, events and activities marking the Centenary of the 1918 Representation of the People Act, which allowed the first British women to vote are an important area of focus.

- 4.3.3 Councillor Judge has also made it a priority this year to delve further into an item in the media of the past year which stated that Manchester is currently the 4th worst in the country for women and girls, including low educational attainment levels for girls.

4.4 Mental Health

Councillor Joanna Midgley is the Mental Health Champion among the Lead Members. Though Mental Health is not a protected characteristic in itself, the impacts upon mental health among those in marginalised and minority groups remains prevalent. The Council recognises the links between mental health issues and the protected characteristic areas, and recognises the importance of providing strong leadership and oversight in this area of work.

- 4.4.1 Councillor Midgley is the Chair of the Manchester Suicide Prevention Partnership Group and has played an integral part in producing the Suicide Prevention Local Action Plan for Manchester. The Plan has subsequently been presented at Health Scrutiny, and Councillor Midgley officiated the launch of the Plan in June 2017. She has organised stalls in the Town Hall

and Central Library on key dates, such as Time To Talk Day and World Mental Health Day, to raise awareness and talk to the public about mental health issues. Councillor Midgley has also attended and spoken at conferences on behalf of the Suicide Prevention Partnership and organised an event for the Silence of Suicide charity in January 2017 which was open to anyone affected by suicide.

- 4.4.2 Councillor Midgley's priorities for the year include continuing to Chair the Manchester Suicide Prevention Partnership Group to ensure that the Suicide Prevention Plan is implemented across Manchester, whilst ensuring that connections are made with more partners around the City. Linked to this priority is the delivery of suicide prevention training with other members of the partnership group. Her further priorities include: raising awareness of mental health issues whilst working to reduce stigma; promoting good mental health in the workplace; raising the visibility of mental health issues in our communities; and supporting and working in partnership with VCS organisations.

4.3 Race

The Lead Member for Race Issues is Councillor Ahmed Ali.

- 4.3.1 In recognition of the current increase in hate crime reporting and an influx in instances of Islamophobia across the UK, Councillor Ali has been working closely with Council officers to assess the current arrangements for reporting and responding to hate incidents against Council employees. The work, which addresses hate incidents across all identities, has identified numerous work-streams focusing on policy, procedure and training which officers are currently looking at in greater depth. Similarly, Councillor Ali is keen to support the Council's efforts to increase proportionate representation of BME employees in the Council workforce in general and in particular, ensuring that there is a more representative proportion of BME managers throughout the grading structure. Work in these areas is ongoing.
- 4.3.2 Councillor Ali also aims to support the opportunities arising from the ongoing health and care integration, in particular the implementation of the NHS's Workforce Race Equality Standards (WRES). The WRES is a set of indicators which, for the first time, will require all organisations with NHS contracts to demonstrate progress in the area of race equality. Councillor Ali will support the work of the Council and MHCC colleagues where applicable, to adopt aspects of the WRES in the Council's approach.
- 4.3.3 Councillor Ali is passionate about the Council's Excellent rating against the Equality Framework for Local Government and is committed to promoting this with communities and partners, as well as supporting the Council's re-accreditation process in 2018 and its attempts to continuously improve across the framework's performance areas. Councillor Ali has also supported the Council's 2017 celebrations of Black History month and aims to forge new working relationships with our key partners to promote and celebrate the history month each year going forward.

#### 4.4 Sex and Gender Reassignment

The Lead Members for Sexuality Issues are Councillor Bev Craig and Councillor Peter Cookson. Both Lead Members have shared priorities for LGBT people, and their work encompasses both the Sex and Gender Reassignment characteristics.

- 4.4.1 Councillor Craig is the Lead Member for LGBT Women, and her priorities for the year are underpinned by close working relationships with VCS partners within the framework of the Our Manchester principles. She continues to build upon her ongoing work this year of increasing the visibility of LGBT leadership, as demonstrated in the delivery of LGBT Question Time and the strong Council and Member representation at this year's Manchester Pride parade.
- 4.4.2 Education and skills remains high on Councillor Craig's priorities, and a significant area of her focus is on addressing bullying in schools; she will also continue to focus on increasing the reporting of homophobic, biphobic and transphobic hate crime, whilst promoting hate crime reporting services. Further priorities for Councillor Craig include improving fair and appropriate access to services, including healthcare, and improved, appropriate LGBT housing and the reduction of homelessness.
- 4.4.3 Councillor Craig also continues to lead on ensuring the delivery of the Council's priorities for trans people in the city. In November 2016 the Council launched a Research Study into the Trans Population of Manchester, which was commissioned as a response to the outcomes of ongoing engagement with the local trans community. The focus of the report was on the four prominent themes identified through consultation with the trans community: Young People and Education, Health, Housing, and Domestic Violence, with actions identified in each area and relevant service owners identified. An update on progress against these themes, twelve months on, is appended to this report.
- 4.4.4 Councillor Cookson is the Lead Member for Gay Men's issues. His stated priorities for the year include work as part of the hate crime and third party reporting centre steering group with the goal to promote the use of and increase the number of reporting centres. Councillor Cookson is also prioritising his support of the delivery of the LGBT Action Plan, which has been produced by the LGBT Foundation as part of the Council's Equality Fund. The Action Plan has been adopted at a GM level, and Councillor Cookson is keen to support it locally. Councillor Cookson also has amongst his priorities the pursuit of a Council Motion that, going forward, all non-listed MCC buildings should have gender neutral toilets. He is also currently working with Levenshulme Pride and Gorton Carnival organisers to design and deliver the first ever Gorton Pride. Councillor Cookson is also supporting a German PHD student with their research on LGBT social and political histories in Manchester.
- 4.4.5 Councillor Cookson, along with Councillor Cooley, is also supporting the development of Manchester's Older LGBT-Inclusive Extra Care Scheme. The scheme builds upon the Council's excellent work in relation to extra care



housing, but also recognises that some LGBT people experience barriers in accessing these types of service. The Council is leading the way in the development of this groundbreaking housing scheme which is first of its type in England and clearly demonstrates the Our Manchester vision of a progressive and equitable city.

- 4.4.6 The aims and objectives of the scheme are to create an inclusive, safe space for older LGBT people who chose to join the scheme with appropriate skills, expertise and services embedded in the offer. It is important to note that the scheme will be designed to be LGBT-inclusive, not LGBT-exclusive, with the standard allocations process of assessed needs applied.
- 4.4.7 The Council has set up an LGBT Affirmative Extra Care Board comprising of partners who provide specialist input from the housing, LGBT, and VCS sectors, along with council officers from relevant services with specific knowledge. The Board is currently looking at the design and delivery of this extra care scheme, with one of its key considerations that the people choosing to use the scheme are integrated into the local community with a built-in sense of neighbourhood belonging. Two sites in the south of the city are currently being considered, with a decision on location imminent.

## **5.0 Summary**

- 5.1 The Council's commitment to equality and diversity and the overarching Our Manchester ambition of creating a truly fair and equitable City is strongly represented in the work programmes and priorities of the Equality Lead Members and through the leadership of the Deputy Leader. The ongoing work of the Lead Members is both responsive to the city's diverse communities and aligned to the Council's equality objectives.
- 5.2 The Equality Team will continue to take a lead in supporting the work of the Lead Equality Members and in further progressing the specific work in relation to the Trans Report and the development of Manchester's Older LGBT-Inclusive Extra Care Scheme identified above.

## **Appendix: 12 Month Update on Trans Report Actions**

### Young People and Education

Advancements in the area of Young People and Education include a city-wide multi-agency Trans Action group, which has been established and is predominantly led by young trans people and their organisations. As well as working to the particular actions within the report around education, the Trans Action group also work to a series of action plans in the areas of health and housing, with a particular trans youth focus. The Equality Team were also invited to present the report and its findings to a series of Safeguarding in Education Designated Leads Workshops, where the team facilitated conversations and asked each school represented to take the relevant actions to their own schools to explore ways of improving trans inclusion in the schools.

### Health

One of the actions for Health is that GP practices in Manchester should engage with 'Pride in Practice' LGBT quality assurance scheme. From a very early stage, GP practices in Manchester have been engaged in the scheme, as the it was piloted in south Manchester. As of the end of August across Manchester, active engagement of GP practices in Pride in Practice were 93% in North Manchester, 56.6% in Central Manchester and 79% in South Manchester. Manchester Health and Care Commissioning (MHCC) are continuing to work with the LGBT Foundation as they roll out Pride in Practice across Greater Manchester.

MHCC have also been working with the LGBT Foundation on a Trans Status Monitoring in General Practice pilot. This pilot explored attitudes towards monitoring trans status in general practice and potential impacts of trans status monitoring (TSM) on the field of general practice. 84 GP practice staff were trained through this programme, the majority of whom were GPs. The pilot targeted 34 GP practices in North, South and Central Manchester which had previously chosen not to engage with Pride in Practice.

The practices who took part found ample uses for monitoring of trans status, including ensuring trans people were able to access routine cancer screening, offering a choice between a mainstream and LGBT-specific service where available, sending targeted resources in the post, maximising a service's commitment to equality and diversity, and tracking prevalence of health conditions within the trans community, recognising that this community of identity experience significant health inequalities.

A city-wide meeting of health and care complaints leads is being arranged in November to start to look at how best practice and learning can be shared and to make improvements on the complaint processes and information for all protected characteristics. Any work arising from this meeting will be co-produced with communities of interest and identity.

## Housing

A Manchester Homelessness Charter Trans Action Group convened following the publication of the trans report. The group was made up of trans individuals who have experienced homelessness, relevant VCS professionals, and representatives from the Council's Homelessness and Equalities teams. The group used the report's recommendations to steer discussion, as they also addressed wider challenges faced by trans homeless people, including accessing services and appropriate emergency accommodation. The output from these meetings were fed to the Charter Driving Group and the wider homelessness service for actioning.

Members of the trans community have also been included within the LGBT Affirmative Extra Care scheme scoping groups, along with any task and finishing groups formed to ensure any needs of trans occupants are captured and addressed in planning. The refresh of the Housing for Age Friendly Manchester board will also seek Trans representation.

## Domestic Violence

The Council and the Office of the Police and Crime Commissioner (now the Mayor's Office) commissioned Independent Choices to deliver an LGBT Independent Domestic Violence Advisor (IDVA) post across Greater Manchester.

Workshops and briefing sessions linked to the report's actions have been delivered to Independent Choices staff and volunteers, LGBT Foundation community groups, Public Protection Investigation Units, and Greater Manchester Freedom From Abuse consortium members. An offer of staff workshops has been extended to all consortium members, with a number of these agencies currently taking up the offer.

Considerable work has gone into the promotion of the service, including meetings with LGBT-specific agencies, and Independent Choices have relaunched their website to include the LGBT IDVA service.

Further to this work, Manchester has secured funding from the Department for Communities and Local Government to provide an LGBT supported accommodation worker project in a linked partnership bid with Brighton and Hove and the London boroughs of Hammersmith and Fulham. The aims of this project are to:

- provide independent living accommodation for 10-15 LGBT survivors of domestic abuse with caseworker support;
- provide intensive outreach support to a further 20 people and raise awareness of services among the wider LGBT community;
- enhance the offer provided by established services through the provision of training and support to other providers;
- promote cross-boundary working and build an evidence base to inform future LGBT service provision locally and nationally.

At a national level, Manchester will work with Brighton and Hove District Council and the London Borough of Hammersmith and Fulham through Stonewall Housing to deliver an evaluation to promote cross boundary working and develop good practice.