



Communities and Equalities Scrutiny Committee

Date: Thursday, 8 October 2020

Time: 2.00 pm

Venue: Virtual meeting - Webcast at

https://manchester.public-i.tv/core/portal/webcast_interactive/485334

Advice to the Public

The Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020

Under the provisions of these regulations the location where a meeting is held can include reference to more than one place including electronic, digital or virtual locations such as internet locations, web addresses or conference call telephone numbers.

To attend this meeting it can be watched live as a webcast. The recording of the webcast will also be available for viewing after the meeting has concluded.

Membership of the Communities and Equalities Scrutiny Committee

Councillors - Hacking (Chair), Andrews, Battle, Chambers, Collins, M Dar, Doswell, Douglas, Evans, Grimshaw, Hitchen, Kirkpatrick, Rawlins and Rawson

Agenda

1. Urgent Business

To consider any items which the Chair has agreed to have submitted as urgent.

2. Appeals

To consider any appeals from the public against refusal to allow inspection of background documents and/or the inclusion of items in the confidential part of the agenda.

3. Interests

To allow Members an opportunity to [a] declare any personal, prejudicial or disclosable pecuniary interests they might have in any items which appear on this agenda; and [b] record any items from which they are precluded from voting as a result of Council Tax/Council rent arrears; [c] the existence and nature of party whipping arrangements in respect of any item to be considered at this meeting. Members with a personal interest should declare that at the start of the item under consideration. If Members also have a prejudicial or disclosable pecuniary interest they must withdraw from the meeting during the consideration of the item.

4. Minutes

5 - 10

To approve as a correct record the minutes of the meeting held on 3 September 2020.

5. Update on COVID-19 Activity

11 - 20

Report of the Strategic Director (Neighbourhoods)

This report provides a further update summary of the current situation in the city in relation to COVID-19 and an update on the work progressing in Manchester in relation to areas within the remit of this Committee.

6. Voluntary Community and Social Enterprise (VCSE) Sector - to follow

7. Equalities Update

21 - 104

Report of the City Solicitor

This report provides a summary update on some of the key equality issues and activities that have been prioritised and progressed in the first half of the financial year 2020-21. It provides an overview and examples of the ways in which the Council and its workforce have engaged with issues such as COVID-19, its impact on different communities and its detrimental effect on existing inequalities; the Black Lives Matter movement and; how the Council is ensuring that Our Manchester funding is helping to address some of the inequalities experienced by

Manchester residents.

8. Overview Report

105 - 112

Report of the Governance and Scrutiny Support Unit

This report provides the Committee with details of key decisions that fall within the Committee's remit and an update on actions resulting from the Committee's recommendations. The report also includes the Committee's work programme, which the Committee is asked to amend as appropriate and agree.

Information about the Committee

Scrutiny Committees represent the interests of local people about important issues that affect them. They look at how the decisions, policies and services of the Council and other key public agencies impact on the city and its residents. Scrutiny Committees do not take decisions but can make recommendations to decision-makers about how they are delivering the Manchester Strategy, an agreed vision for a better Manchester that is shared by public agencies across the city.

The Communities and Equalities Scrutiny Committee examines the work of the Council and its partners relating to reducing levels of crime, community cohesion, older people and equality and inclusion.

The Council wants to consult people as fully as possible before making decisions that affect them. Members of the public do not have a right to speak at meetings but may do so if invited by the Chair. Speaking at a meeting will require a video link to the virtual meeting.

Members of the public are requested to bear in mind the current guidance regarding Coronavirus (COVID19) and to consider submitting comments via email to the Committee Officer. The contact details of the Committee Officer for this meeting are listed below.

The Council is concerned to ensure that its meetings are as open as possible and confidential business is kept to a strict minimum. When confidential items are involved these are considered at the end of the meeting and the means of external access to the virtual meeting are suspended.

Joanne Roney OBE
Chief Executive
3rd Floor, Town Hall Extension,
Lloyd Street
Manchester, M60 2LA

Further Information

For help, advice and information about this meeting please contact the Committee Officer:

Rachel McKeon
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This agenda was issued on **Wednesday, 30 September 2020** by the Governance and Scrutiny Support Unit, Manchester City Council, Level 3, Town Hall Extension (Lloyd Street Elevation), Manchester M60 2LA

Communities and Equalities Scrutiny Committee

Minutes of the meeting held on 3 September 2020

This Scrutiny meeting was conducted via Zoom, in accordance with the provisions of the Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020.

Present:

Councillor Hacking - In the Chair
Councillors Andrews, Battle, Chambers, Collins, M Dar, Doswell, Grimshaw, Hitchen, Kirkpatrick and Rawson

Also present:

Councillor N Murphy, Deputy Leader
Councillor Rahman, Executive Member for Skills, Culture and Leisure
Councillor Davies, Ward Councillor for Deansgate

Apologies:

Councillors Douglas and Rawlins

CEESC/20/31 Minutes

Decision

To approve the minutes of the meeting held on 23 July 2020 as a correct record.

CEESC/20/32 Peterloo Memorial

The Director of City Centre Growth and Infrastructure informed the Committee that a number of permanent options had been considered to make the Peterloo Memorial fully accessible to all disabled people, including a lift, a bridge and different designs of ramp. She advised Members that these options had been assessed by the Design Team, working with the access campaign group, but none of the options had proved viable, due to the constraints of the site and the geometry of the Memorial. She reported that discussions were now taking place about exploring a temporary ramp solution.

The Executive Member for Skills, Culture and Leisure acknowledged that mistakes had been made which had resulted in the Memorial not being fully accessible. He reported that the Council had spent 12 months working to try to find a permanent solution, in consultation with the access campaign group, but had not been able to find one. He advised the Committee that a temporary ramp was now being considered which could be in place around the date of the anniversary of the Peterloo Massacre every year. He informed the Committee that the next steps were to communicate further with the access campaign group and hold a public meeting to discuss the options that had been explored, why they were not feasible and the proposals for a temporary ramp. He advised Members that the Memorial had not been used for protests or as a speakers' corner, as had been envisaged, as events

like that tended to take place in Albert Square, St Peters Square or Piccadilly Gardens and that very few people were climbing onto the Memorial. He reported that lessons had been learnt, that considerations about accessibility had been central in the design process for the Memorial to the victims of the Manchester Arena terrorist attack from the start and that this was the approach that would be taken for any future monuments.

The Chair reiterated the Committee's commitment to the Memorial being accessible to all people. He stated that the Committee had previously requested that the options for making the Memorial accessible be reviewed, that planning processes being reviewed to ensure that accessibility issues were identified and addressed at an earlier stage and that a public meeting take place, with an independent chair, so that interested parties could explore the options that had been put forward. He reported that the public meeting had not yet taken place, noting the challenges presented by the ongoing pandemic, but that his view was that this meeting should now be arranged. He advised that consideration would need to be given to holding this meeting virtually.

The Ward Councillor for Deansgate highlighted that Ward Councillors had raised the issue of accessibility at an earlier stage in the process; however, she acknowledged that lessons had since been learnt. She advised Members that accessibility needed to be embedded in the planning process more widely, not just for monuments. She reported that the Memorial had been used for a protest on the anniversary of the Massacre. A Member commented that a number of protest groups within the city had decided not to use the Memorial for protests at present in solidarity with disabled people who were not able to use it.

The Ward Councillor for Deansgate suggested that the Committee request a report on what options had been considered, what the obstacles were, who had been consulted and any alternative views so that officers' conclusions could be interrogated.

The Chair proposed that officers proceed with the rest of the agreed process, including the public meeting, and that the Committee then receive a report at a future meeting, where Members could review what had taken place and hear the views of those involved, including the accessibility campaigners. He expressed thanks to the groups involved for their co-operation in working with the Council to try to find a solution.

The Executive Member for Skills, Culture and Leisure offered to circulate a note to Members outlining the work that had taken place to look for a solution, to which the Chair agreed. He acknowledged the Ward Councillor's comment about a protest having taken place on the Memorial on the anniversary of the Massacre and highlighted the proposal to put a temporary ramp in place around this date.

In response to a question from a Member on timescales for the rest of the process, the Chair advised that he would speak to the Executive Member for Skills, Culture and Leisure and other stakeholders about when the public meeting could take place and stated that his view was that it should take place as soon as was feasible. He advised that he would feed back to the disability access campaigners what had been

discussed at this meeting. He also requested a short report to the Committee's October or November meeting outlining progress made since today's meeting.

Decisions

1. To ask the Executive Member for Skills, Culture and Leisure to circulate a note to Members which outlines the work that has taken place to find a solution to the accessibility issues relating to the Memorial.
2. To request a short report to the Committee's October or November meeting on the progress made since this meeting.

CESC/20/33 Proposed Public Spaces Protection Order Wynnstay Grove

The Committee received a report of the Head of Compliance, Enforcement and Community Safety which provided an update on the outcome of the consultation for the proposed Public Spaces Protection Order (PSPO) for Wynnstay Grove.

The Deputy Leader and officers referred to the main points and themes within the report, which included:

- Background;
- Evidence of issues of concern;
- Impact of the behaviour;
- Action taken to address the issues reported;
- The consultation and the responses;
- Consideration of the articles for a PSPO;
- Human rights and equality considerations;
- The proposed PSPO;
- Enforcement; and
- Next steps.

In response to a Member's question on timescales, the Deputy Leader stated that he would want the PSPO to be implemented as soon as possible. He highlighted that action was already being taken by Council officers and Greater Manchester Police (GMP) to address anti-social behaviour around the clinic but that the PSPO would be an additional piece of legislation which would assist with this. The Community Safety Lead advised that, following the six-week period in which an appeal could be made, there would be a period of educating those affected by the PSPO on the prohibitions, requirements and consequences of a breach before it was enforced. The Deputy Leader informed the Committee that officers would still be working to address the prohibited activities during this period and move people on but that the penalties laid out in the PSPO would not be used during this education period.

Members commented that it appeared that a robust process had taken place. The Chair welcomed that an Equalities Impact Assessment (EIA) had been carried out. Another Member welcomed the proposed PSPO, advising that a similar PSPO in Ealing, London had been successful in addressing the issues there.

In response to a Member's question, the Community Safety Lead confirmed that the area covered by the proposed PSPO included the bus stops on Wilmslow Road which some of the people attending the clinic would be using.

Decision

To note the report.

CESC/20/34 Update on COVID-19

The Committee received a report of the Strategic Director (Neighbourhoods) which provided a further update summary of the current situation in the city in relation to COVID-19 and an update on the work progressing in Manchester in relation to areas within the remit of this Committee.

Officers referred to the main points and themes within the report, which included:

- the impact and challenges relating to residents at risk, community resilience and equality and inclusion; and
- Key planning and recovery activity being undertaken in relation to these areas.

Some of the key points that arose from the Committee's discussions were:

- The uptake of local welfare assistance for unpaid carers;
- Support for victims of domestic abuse, including refuge accommodation and safe rooms; and
- Work to address Digital Exclusion.

The Strategic Director (Neighbourhoods) advised Members that she would speak to the Director of Customer Services & Transaction regarding the strategy for increasing the uptake of local welfare assistance for unpaid carers. She reported that a lot of work was taking place to address digital exclusion, through work being led by the Director of Inclusive Growth and also through the Library Service. She offered to provide Members with additional information on this after the meeting. The Chair advised that the Committee had a report on Digital Inclusion on the work programme, due to be scheduled for a future meeting.

The Chair reported that the Committee also had an item on Domestic Abuse on its work programme and suggested that this could be discussed further under the Overview Report item on the agenda. The Strategic Director (Neighbourhoods) advised Members that she would ensure that this report included information on safe rooms. She reported that the availability of refuge accommodation was being monitored on a daily basis and would be considered as part of the refresh of the Domestic Violence Strategy. In response to a question from the Chair, she advised that a full report on Domestic Abuse could be provided to the Committee's November meeting but that she would ask the Domestic Abuse Reduction Manager to provide some information in response to Members' questions in the interim.

In response to a Member's question on food support, the Strategic Director (Neighbourhoods) reported that work was taking place to help people who had been

reliant on food parcels during the COVID-19 pandemic to access food in a different way and she asked the Member to contact her and the Director of Inclusive Growth if she had any particular concerns relating to her ward. Another Member praised the work of staff who had worked in the food hub at New Smithfield Depot and at local food banks to ensure that residents had access to food during this time. The Chair asked the Strategic Director (Neighbourhoods) to pass on the Committee's thanks to staff and partners for their work during this challenging time.

Decision

To note the report.

CESC/20/35 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 Chair recommended that the Committee receive the reports on Domestic Abuse and Digital Inclusion at its November meeting.

A Member reported that the Independent Race Review had been considered at the Resources and Governance Scrutiny Committee (RAGSC) meeting on 1 September 2020 but that some elements of the Review fell within the remit of this Committee. He questioned whether this should be included as part of the Equalities item on the agenda for next month's meeting or whether it should be a separate item. The Chair stated that he would discuss with the Chair of RAGSC which aspects of the Review each Committee was looking at. The City Solicitor advised Members that, while this Committee should not duplicate the work of the RAGSC, there were some elements of the Review which were not workforce-related. She suggested that the presentation slides from the RAGSC's meeting be circulated to Members of this Committee and that Members might find it useful to watch the webcast of the RAGSC's meeting on 1 September 2020 to hear the contributions of the presenting officers. The Chair advised the Committee that he would speak to the Executive Member for Neighbourhoods regarding whether to consider the Independent Race Review as part of the Equalities item or as a separate report.

Decision

To note the report and agree the work programme, subject to the above amendments.

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**Manchester City Council
Report for Information**

Report to: Communities and Equalities Scrutiny Committee – 8 October 2020

Subject: Update on COVID-19 Activity

Report of: Strategic Director (Neighbourhoods)

Summary

This report provides Committee Members with a further update summary of the current situation in the city in relation to COVID-19 and an update on the work progressing in Manchester in relation to areas within the remit of this Committee. Further detail on specific issues will be available as required.

Recommendation

The Committee is requested to note the update.

Wards Affected: All Wards

Environmental Impact Assessment - the impact of the issues addressed in this report on achieving the zero-carbon target for the city

Manchester Strategy outcomes	Summary of how this report aligns to the OMS
A thriving and sustainable city: supporting a diverse and distinctive economy that creates jobs and opportunities	This unprecedented national and international crisis impacts on all areas of our city. The ‘Our Manchester’ approach has underpinned the planning and delivery of our response, working in partnership and identifying innovative ways to continue to deliver services and to establish new services as quickly as possible to support the most vulnerable in our city.
A highly skilled city: world class and home grown talent sustaining the city’s economic success	
A progressive and equitable city: making a positive contribution by unlocking the potential of our communities	

A liveable and low carbon city: a destination of choice to live, visit, work	
A connected city: world class infrastructure and connectivity to drive growth	

Contact Officer:

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Background documents (available for public inspection):

Not Applicable

Scrutiny Covid Sitrep Updates - October 2020 (information correct at 25 September 2020)

Communities & Equalities Scrutiny (2.00pm) - Thursday 8 October

Workstream	Issues and challenges experienced	Current position: Has recovery activity closed down (been mainstreamed / returned to BAU), or is continuing? Please give detail.
Residents at risk		
	<p>Shielded Residents and the Food Response (Communities)</p> <p>Food Response community transition has been effective. Only 42 households still require food support on an ongoing basis</p> <p>Resourcing continues to be a challenge but plans are being developed to deploy staff from elsewhere in the Council to support the approach in the medium term.</p> <p>Preparation for any recommencement of shielding underway. Still awaiting final framework and self assessment from government, including any re-defined definition of shielding.</p>	<p>Further consideration as to the role of food response (when not in lockdown / shielding) as a broker to community provision and to collate intelligence around the volume of need and whether this is being met.</p> <p>For those residents identified who require a broader support offer to help with other issues in their lives:</p> <ul style="list-style-type: none"> - Those with children in the household should be connected effectively to the city's Early Help offer - Those with primarily health conditions should be connected to the Integrated Neighbourhood Teams and multi-agency meetings in neighbourhood - Those with wider issues should be connected to the emerging multi agency prevention meetings as part of BST PIP. This will be raised at the BST city-wide meeting with partners on 28/9/20

			<ul style="list-style-type: none"> - Discussions in place with key leads to ensure elements in place for Local Authority to manage support to those that are shielding.
	Domestic Violence & Abuse (Communities)	<p>DA providers report concerns about their ability to respond to increased demand for service without further funding in place. The DA helpline reports additional calls from friends and family seeking support for victims.</p> <p>DA providers adapting to new restrictions as quickly as possible to ensure safety for staff and service users</p>	<p>DA providers are continuing to plan recovery to ensure covid safe workplaces, covid safe refuges, covid safe children's service. Staff returning to normal duties as near to commissioned service as possible</p> <p>Recovery plans to be reviewed at the DA forum on 24th Sep and changes to activity will be considered in light of increased lockdown restrictions</p>
	Welfare Provision (Communities)	<p>We continue to administer referrals for goods through the carers budget we have received. Main issues we are experiencing are around unrealistic expectation of what can be provided within a limited budget. This needs to be discussed further with Care Managers who can help to manage a carers expectation.</p> <p>No current spike in referrals received</p>	<p>Aware that there may be a sudden spike in referrals due to the current revised lockdown rules. We still have HB visiting officers working within the team and therefore if there is a spike in referrals service levels can be maintained</p>
	Homelessness (Neighbourhoods)	<ol style="list-style-type: none"> 1. Funding for covid hotels and accommodating people from the streets 2. Lack of move on accommodation for the 'everyone in' cohort 3. People are not engaging via electronic / telephone once placed in emergency accommodation, and we need to ensure 	<ol style="list-style-type: none"> 1. Bid to MHCLG was partially successful and Manchester has received £2million towards accommodation, PRS access and some furniture for RP properties for the period to March 2021.

		<p>people in B&Bs are supported appropriately in a covid safe way, and HB forms are completed to maximise income.</p> <ol style="list-style-type: none"> 4. Cessation on evictions continues to be a concern, as does people losing employment 5. Discharge of people to create hospital beds 6. Lack of space in the town hall to bring teams back as some teams need to be in the town hall full time. 	<ol style="list-style-type: none"> 2. Bid has been submitted for capital funding. We are still waiting for the outcome of the longer term funding. 3. Rooms have been identified in all emergency accommodation and screens erected. 4. Regular comms to encourage people to access advice early planned 5. Hospital homeless discharge team working closely with ABEN and covid hotels to prioritise hospital discharge 6. Utilising the customer support centre whilst a longer term option is found
Resilient communities			
	Resilient Communities	<p>Continuing to promote MCRVIP opportunities given the link to step down of food support. This will continue particularly if shielding is reinstated as MCRVIP is likely to play a part in providing support. Project Manager is due to leave the organisation and backfill arrangements are being made.</p> <p>BST work through the TANs continues and continues to make progress. Workshop on the 28th September will provide visibility of each Neighbourhood's priorities and understand blockages/ challenges that need to be addressed.</p>	
	Libraries, Galleries and Culture (Communities)	No new issues with the 20 open libraries.	New rules relating to Test and Trace data collection, and face masks being mandatory for staff being implemented in 24/9

	<p>A challenge being faced by the city is the level of digitally excluded people who are more vulnerable during the pandemic. People most likely to be facing this have one or more of the following protected characteristics: Elderly, first language is not English, disabled, low income.</p> <p>The number of volunteers offering digital support telephone calls is not currently sufficient to support the 400 chromebook donations successfully. We have advertised via MCRVIP and Macc, and working with partner agencies.</p>	<p>Device donation scheme is being progressed. Donations of 400 chromebooks with 6 months of Internet access will begin in mid-October.</p>
Parks, Leisure & Events (Communities)	<ol style="list-style-type: none"> 1. Breaches of guidance/ measures relating to social distancing in community sports settings (non Council buildings). 2. Permissions for planned events in the Autumn and Winter. 3. High demand for online booking in leisure centre resulting in some level of failures or disruption to customers 4. Low uptake on the return to swimming lessons. 	<ol style="list-style-type: none"> 1. Regular comms activity underway to reinforce the current guidance and targeted ongoing conversations with leagues and clubs where issues are arising. 2. A Briefing Paper is being prepared (24/9/20) for circulation to the Exec Member with recommendations on further event cancellations or curtailment over the next period. 3. A Call Centre has been mobilised to deal with additional volume and demand for bookings. 4. Further messages scheduled to go out this week to reinforce the COVID Safe and Secure measures in place within leisure centres.
Youth (Communities)	<p>Youth providers are still facing challenges from young people about the wearing of face coverings</p>	<p>Working with youth providers and comms to provide young people friendly messaging about</p>

		<p>within centres.</p> <p>Additional challenge is expected this week with the introduction of the NHS app for those over 16.</p>	<p>the benefit of wearing masks. Youth providers are also planning for more provision outside so that the barrier is removed.</p> <p>All centres are displaying the NHS QR code. Given the physical barrier preventing free entrance details are already collected for each person.</p>
<p>VCSE (Communities)</p>		<p>Ongoing communication and engagement with the VCSE sector, particularly around Covid response and recovery plans.</p> <p>Impact of Covid 19 on the VCSE sector (and those that they serve)</p> <p>VCSE future funding (both MCC and external) - Good range of emergency covid reponse funds made available but concerns around longer term funding of the sector e.g MCC OMVCS grant</p> <p>Covid Health Equity - communication and engagement with communities of identity</p>	<p>No further MCC (Residents & Communities) and VCSE update sessions scheduled at present - being picked up via BAU forums and networks.</p> <p>Macc (VCSE Infrastructure) has produced 'No going back' report brining together leaders of Manchester based charities to share their experiences of Covid 19 and their thoughts for the future - see link to report below https://manchestercommunitycentral.org/news/%E2%80%9Cinvest-crucial-sector-or-risk-losing-it%E2%80%9D-say-manchester%E2%80%99s-voluntary-sector-leaders. Will be picked up via BAU</p> <p>Manchester VCSE funding partnership group set up and currently being supported by the OM Funds Team</p> <p>VCSE Covid Recovery Fund being developed by MCC, MHCC, Young and Manchester and Macc (£700k) due to launch in Autumn and will be managed via BAU - OM Funds governance.</p> <p>Participation and engagement grant being developed with VCSE partners. This will continue</p>

		via the new Covid Health Equity workstreams (new normal)
<p>Equalities and Inclusion (Communities)</p>	<p>1) The Council's work to align its Covid recovery planning with the Our Manchester Strategy (OMS) reset continues. The Council has been working to ensure that its engagement on the reset is broad, inclusive and represents a diversity of views and voices.</p> <p>2) Digital Inclusion is being progressed as a cross cutting priority; this work pre-dates the Covid-19 outbreak, but has gained scrutiny and momentum in recent months. Feedback and research highlights issues around affordability of devices and data as priority areas for attention, along with the physical accessibility of technology and web content.</p> <p>3) Equality and inclusion is a cross-cutting priority across the recovery planning workstreams.</p>	<p>The reset has included engagement with residents, businesses, organisations and partnership boards. The public online survey closed on 23 September with over 3,000 responses. A range of targeted engagement was undertaken to ensure the views of harder to reach groups and those without digital access were also heard.</p> <p>Work is under way to review the Customer Service Organisation (CSO) offer and delivery. This involves making remote services an accessible norm, through improved digital tools. Focus groups have been held to assess the key access considerations and options, including older residents, disabled residents and residents whose first language is not English. The CSO accessibility appraisal will be supplemented by engagement with key stakeholders to stress-test the proposals.</p> <p>The Council's revised Covid-19 EIA approach will underpin specific activities. The Covid-19 Equalities Overview report will be reviewed and key learning from the first wave fed into the relevant workstreams. The Council will continue to link with health partners through a range of forums. Highways are establishing a disability access reference group, similar to that operated by TfGM, to consult on, test and co-design accessibility options in the City Centre. First meeting being planned for Oct / Nov. Similarly,</p>

	<p>4) With the recent increase in Covid infection rates across the UK and in Manchester, the focus is on supporting communities and employees at greatest risk, with a</p> <p>5) Consideration is being given to the impact of Covid on the Council's finances and forward plans being developed. This needs to be managed in such a way as to avoid adverse impacts for protected groups in communities and in the workforce.</p>	<p>the Council's response to the GM BIG Disability Survey will be reviewed to ensure that its main points are considered in the Council's ongoing Covid response.</p> <p>As above, the Covid response work is being further developed with a particular focus on people who were previously shielding, Black, Asian and Minority Ethnic groups, disabled people and those living with long term conditions and older people.</p> <p>In the event that the Council's financial challenges should require consideration of workforce reductions, it will be important that this impact is assessed to ensure it is managed fairly and equitably. It will be important that any actions are not counter to the Council's stated priorities around workforce inclusion, any staffing plans would need to align with the aims of the developing workforce equality strategy.</p>
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** There is clear evidence that COVID-19 does not affect all population groups equally. Many analyses have shown that older age, ethnicity, male sex and geographical area, for example, are associated with the risk of getting the infection, experiencing more severe symptoms and higher rates of death (*Beyond the Data: Understanding the Impact of COVID-19 on BAME Communities, PHE, 2020*). It remains vital that those who are frequently the most disadvantaged in society do not then take a 'double hit' from decisions taken to mitigate the impacts of COVID-19. Please include detail of the activity you are planning to undertake to ensure recovery activity considers the impact of COVID-19 on different population groups. For example, undertaking an Equality Impact Assessment to support the planning for longer term changes to service delivery.

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**Manchester City Council
Report for Information**

Report to: Communities and Equalities Scrutiny Committee – 8 October 2020

Subject: Equalities Update

Report of: City Solicitor

Summary

This report provides the committee with a summary update on some of the key equality issues and activities that have been prioritised and progressed in the first half of the financial year 2020-21. This has been an unprecedented year in its own right for reasons that are outlined within the text, but the report also seeks to demonstrate how the year has been equally unprecedented in relation to equality and inclusion matters being brought more sharply into focus and into the public consciousness.

Members of the committee are provided with an overview and examples of the ways in which the Council and its workforce have engaged with issues such as Covid 19, its impact on different communities and its detrimental effect on existing inequalities; the Black Lives Matter movement and; how the Council is ensuring that Our Manchester funding is helping to address some of the inequalities experienced by Manchester residents.

It is not a definitive account of all associated activity over the six month period, but does seek to give Members some helpful examples of works underway with links to further information available via other sources.

Recommendations

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

Wards Affected: All

<p>Environmental Impact Assessment - the impact of the issues addressed in this report on achieving the zero-carbon target for the city</p>
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<p>Whilst environmental impacts are not addressed in this report, it does outline the importance of and approach to an inclusive recovery from the impacts of Covid 19. The Council's recovery plans will have regard for environmental issues, recognising that there is a relationship between these and the health and wellbeing inequalities that can affect some of the City's more disadvantaged communities who historically experience poorer health outcomes.</p>
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Our Manchester Strategy outcomes	Summary of how this report aligns to the OMS
A thriving and sustainable city: supporting a diverse and distinctive economy that creates jobs and opportunities	The report outlines the importance of the Council's approach to Covid 19 recovery. Implicit within this is the need to recover the City's economic sustainability in an inclusive and equitable way, ensuring that the opportunities created are available to a diverse range of residents and that disadvantage is avoided.
A highly skilled city: world class and home grown talent sustaining the city's economic success	The report draws attention to the skills and talents of Manchester residents and Council employees, and how these have been applied to move forwards on crucial social and economic priorities. From grassroots movements and organisations to the work of the Council more broadly, the report highlights how hugely challenging issues have been addressed with skill, commitment and credibility.
A progressive and equitable city: making a positive contribution by unlocking the potential of our communities	The report highlights in a number of areas the talent, passion and commitment of the City's residents and of the Council's own workforce. The references to an inclusive recovery include a need to unlock potential and ensure that opportunities are equitably accessible.
A liveable and low carbon city: a destination of choice to live, visit, work	Central to the report is a recognition that Manchester is addressing and owning some extremely difficult and challenging discussions and decisions. The report shines a light on Manchester as a place that does not accept social disadvantage and takes positive, proactive measures to ensure that it is a City of choice for people in all walks of life.
A connected city: world class infrastructure and connectivity to drive growth	Whilst the report does not address the issue of connectedness directly, its references to inclusive recovery planning have at their core a need to ensure that the recovery from Covid 19 delivers on the Council's remaining ambitions around connectivity and growth.

Contact Officers:

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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.

1. [Addressing Inequalities](#) report, Manchester City Council Health and Wellbeing Board, 8 July 2020
2. Covid-19: Equalities and Inclusion Overview Report, Manchester City Council, July 2020
3. [Covid 19: Update on Response Phase](#) report, Manchester City Council Executive meeting, 6 May 2020
4. [Covid 19 Monthly Update](#) report, Manchester City Council Executive, 3 July 2020

1.0 Introduction

- 1.1 The events of 2020 to date have clearly had profound social impacts worldwide and a strong connection to equality considerations. The onset of the coronavirus pandemic, for example, has caused or compounded health, social and economic inequalities for a range of already disadvantaged identity groups; the unlawful killing of George Floyd in Minneapolis, Minnesota has brought the issue of racism to the fore and has led to the Black Lives Matter movement gaining widespread international support. Unsurprisingly, events like these have led to equality and inclusion considerations being brought more sharply into focus in the public consciousness
- 1.2 As significant as these events are at this point in time, they are not alone in focusing Manchester City Council on equality and inclusion matters, which have long been central to the Council's core values. Indeed the organisation and Manchester more broadly enjoy a good reputation for inclusion and challenging discrimination. This becomes ever more pertinent as the City continues to rapidly diversify.
- 1.3 Manchester's non-White British population is estimated to rise from circa 33% at the time of the 2001 Census to over 40% at the time of the 2021 Census. Similarly, residents identifying as disabled are estimated to rise from 17% to around 20% at the time of the next Census. Although sexual orientation has not been previously asked about through the Census, Manchester has long been recognised as a hub for LGBTQ+ people and this is likely to be reflected in 2021. Changing demographics like these show that Manchester's ongoing diversification is generations in the making, and as a result, the Council's focus on equality in this moment is not purely in response to recent events.
- 1.4 It is the nature of an evolving and increasingly dynamic population that there is always more to do to understand and address the impacts and issues experienced by communities: to meet diverse needs; to protect rights and provide appropriate services, and; to celebrate communities' achievements and contributions. This has particularly been an underpinning principle of the Council's recent Covid 19 recovery work and a range of associated programmes across the organisation more broadly.
- 1.5 This report outlines some of the key equality-related activities that have been initiated in the past few months, in particular looking at the areas requested by the Committee, and briefly summarising other areas relevant to the Committee's remit.

2.0 Covid 19 and Inclusive Recovery Planning

- 2.1 The depth and breadth of health, social and economic inequalities that have been brought about or exacerbated by the Covid 19 pandemic have been well documented. From the earliest stages of the pandemic, there has been a recognition of increased infection risks for key population groups who already typically experienced disadvantage, including older people aged 70+, some disabled people and those who were Clinically Extremely Vulnerable. Very

quickly, Black, Asian and Minority Ethnic communities were included in those most at risk.

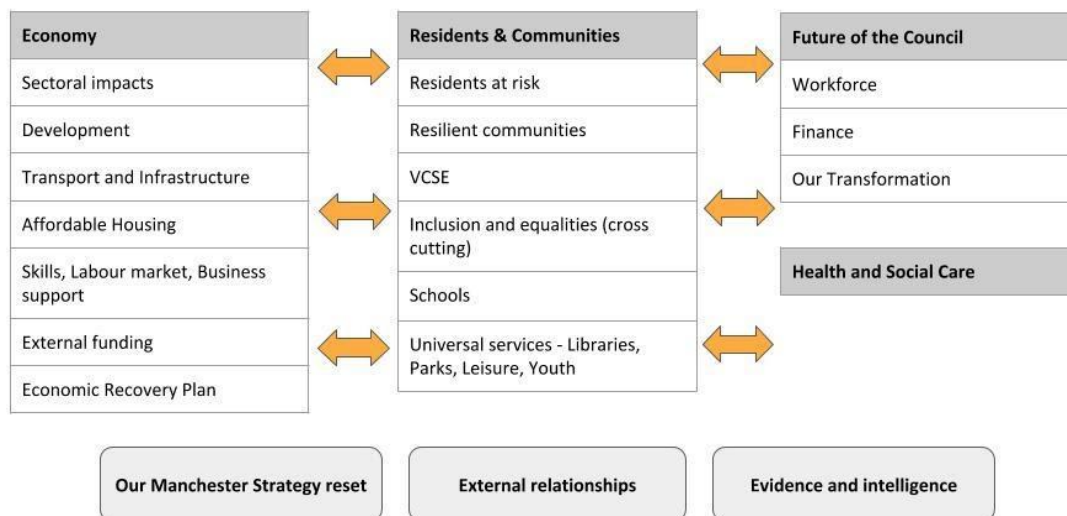
- 2.2 What has emerged over a longer period is the nature and extent of the impacts for these key identity groups. In many instances, Covid 19 has not caused inequality, but has compounded existing inequalities. In July of this year, building on a broad range of data and research, the Council produced a Covid 19: Equalities and Inclusion Overview Report to understand the range and nature of equality impacts linked to the virus. The full report is available for consideration at *Appendix 1* of this report.
- 2.3 The data collection and analysis undertaken throughout the lockdown period and response phase has informed the Council's recovery planning work. This forward planning work is helping to plan for the City's recovery including its economy, residents and communities, as well as managing the impact on the Council including its services and finances. The work is being undertaken with key stakeholders in the City in order to develop the best possible joint plans.
- 2.4 Four work-streams are being progressed in order for the City and the Council to effectively manage the recovery. The work-streams are:
- Economy
 - Residents and Communities
 - Future Council / Impact on the Council
 - Health and Social Care

Underpinned by:

- Evidence base and impact for each of the above workstreams
- External relationships with a range of key partners
- Reset of the Our Manchester Strategy

The diagram below demonstrates how highly interdependent these work-streams are:

Manchester City Council: Planning for an effective recovery



- 2.5 Whilst Inclusion and Equalities sits within the Residents and Communities work-stream for reporting purposes, it has been recognised from the outset to be a cross-cutting issue.
- 2.6 Oversight of the related equality issues is had by the Executive Members Equalities and Inclusion subgroup, to ensure that due regard is had throughout the recovery planning programme. As the Council's recovery plans are being refined, consideration is being given to the equality and inclusion impacts of each planned activity. The method for assessing this is the Council's Equality Impact Assessment approach.
- 2.7 Equalities and inclusion have been highlighted as a key cross-cutting theme and a priority for Manchester over the next five years, through the reset of the Our Manchester Strategy for the city. An extensive programme of engagement on the strategy is under way including targeted as well as universal engagement with residents, organisations representing the breadth of Manchester's communities, partnerships and businesses. This activity involves conversation-style engagement underpinned by the Our Manchester approach, with a particular focus on those residents that are less able to engage with digital methods. The draft strategy will be presented to Scrutiny Committees in January 2021 ahead of final approval in March 2021.

3.0 Equality Impact Assessments in the Covid-19 Recovery Work

- 3.1 Early in the Covid 19 response phase, the Council's standard Equality Impact Assessment (EIA) was adapted to the situation. The template was simplified to enable swift analyses to be undertaken, recognising that the situation required response measures to be put in place rapidly without allowing for extensive impact analysis. Whilst the template was simplified, it did also take the opportunity to include a broader range of characteristic groups than the standard EIA template includes. Specifically, in addition to the protected

characteristics defined by the Equality Act 2010, the Covid 19 EIA template also includes:

1. Ex-Armed Forces personnel and their families
 2. Children, families and other people living in poverty
 3. People with continuing health conditions, especially those who are 'at risk' or 'shielded'
 4. Homeless people
 5. Other groups identified as relevant to the activity
- 3.2 Feedback on the Covid 19 EIA is that the adaptations have enhanced the tool's user-friendliness and it is the intention to continue with this revised version as the Council's standard EIA tool. The Covid 19 EIA template is at *Appendix 2* of this report for Members attention.
- 3.3 The Covid 19 EIA template was used to assess impacts related to the Councils' Community Resource Hub, the rapid response unit stood up very quickly at the start of the pandemic. The analysis was helpful in identifying some of the difficulties that communities would likely have in accessing the Hub, and the Council has heard representations from public and voluntary sector partners in the City which reiterate these findings (for example Deaf people accessing a telephony service).
- 3.4 It is acknowledged that the speed required to implement rapid response work and the time normally taken to undertake in-depth equality analysis are at odds with each other. This can result in an EIA assessing the impact of work recently done or in train, rather than work planned. The process does, however, still have value in the aim to have due regard and reduce impacts, and can lead to adjustments in the response activities as was the case in elements of the Community Resource Hub.
- 3.5 Looking ahead, as the Council progresses its recovery activities, services will be required to undertake EIAs as relevant to each activity. This requirement is reiterated in the Situation Reports (sitreps) that are completed monthly and reported to Executive Members. In consultation with recovery work-stream leads, a schedule of recovery EIA activity will be developed and can be shared with this committee upon completion.
- 3.6 As has been reported to this committee previously, not all equality analyses lend themselves to a template-based, quick assessment of the sort that the Covid 19 EIA tool represents. More complex and far reaching service changes may need a different, more iterative approach to equality impact assessment, and the reporting of this should reflect the complexities being considered. This is particularly likely to be the case for some of the Council's recovery work, which is complex and far reaching by nature.
- 3.7 It is encouraging to see this approach being adopted in relation to one of the critical programmes of work in the recovery phase, the development of the future model of the Customer Service Organisation (CSO). The CSO is in the early stages of customer journey mapping with a very firm focus on minority

and disadvantaged communities, and is working extensively to understand the issues and appraise options for all characteristic groups. The information considered will include service data, good practice in other organisations and engagement with public and private sector organisations as applicable. The learning will be captured in a detailed and robustly evidence-based equality analysis document, to inform the refreshed delivery model.

- 3.8 Another example of more in depth equality analysis is provided by the Highways Service. The service recognises the importance of equitable access to the City centre in the Council's recovery planning, in order to enable as diverse a range of people as possible to use retail and leisure facilities on equal terms. The service is therefore placing a very specific focus on disabled people's access.
- 3.9 The Highways Service has, for some time, been consulting with Transport for Greater Manchester's (TfGM) Disability Design Reference Group (DDRG) on disabled people's access in relation to highway projects. Recognising that DDRG's primary purpose is to advise TfGM on disability aspects of the transport infrastructure, the Highways Service is in the process of developing its own disabled people's reference group with a much more specific remit around highway projects.
- 3.10 The aim is to have a greater depth of understanding on disability access issues, gained through engagement with people who have lived experience of them. This will enhance the quality of the disability-related EIAs the service produces, but more importantly, will support more equitable access to the City for its disabled residents and visitors.

4.0 Black Lives Matter

- 4.1 As noted at 1.1 of this report, 2020 has become synonymous with a groundswell in public awareness of and, in the main, support for racial equality. Undoubtedly the most recognisable emblem of this in 2020 has been the Black Lives Matter movement, which gained widespread coverage and support following the much publicised killing of George Floyd by a Minnesota police officer. The movement originated in the US in 2013 in response to the acquittal of George Zimmerman after killing teen-ager Trayvon Martin. Protests followed to highlight the injustice and the belief that black people's lives should be valued as much as any other. The hashtag #BlackLivesMatter gained traction through social media as a symbol of support, and has grown into a campaigning organisation in its own right.
- 4.2 The public support for the core principles of the Black Lives Matter movement in the UK this year has been extensive, ranging from nationwide coverage through broadcasting and social media channels or through sports and leisure organisations, to more local demonstrations of support for anti-racist values.
- 4.3 Early June 2020 saw a series of public demonstrations in support of Black Lives Matter take place across the UK, during which a number of statues were vandalised or toppled, due to their links to the slave trade. On 9 June,

Manchester City Council's Executive Member for Skills, Culture and Leisure, Councillor Luthfur Rahman, responded to these events with a public statement, committing to a full review of Manchester's statues to ensure that their history and context was understood and to provide an opportunity for learning and debate. Councillor Rahman also welcomed thoughts on which historical figures were missing, in particular, which Black, Asian and Minority Ethnic people's achievements and contributions should be memorialised.

- 4.4 During July, a number of complaints were received by the Council in response to a mural of George Floyd that had been painted in Stevenson Square, in the City's Northern Quarter. Whilst the mural was not commissioned or funded by the Council, it was incumbent on the authority to take a view and respond accordingly. Below is the Council's response to the complaints received, which further demonstrates its solidarity with the movement's core messages and values.

4.4.1 Manchester City Council response to complaints around the George Floyd mural in Stevenson Square

The George Floyd mural in Stevenson Square has sparked tremendous debate in the city with a weight of opinion both in favour of, and against the artwork.

The City Council neither commissioned nor funded the mural. The Out House is an independent project that invites artists to paint public artworks in Stevenson Square, which often touch on a range of different issues and people in popular culture. For example, David Bowie was depicted in 2017 following his death and Arya Stark (of Game of Thrones) was featured at the height of the show's fame. These artworks change every few months.

As a global icon of the Black Lives Matter campaign, we understand that the mural of George Floyd will divide opinion. However, it is important that we as a city and as a society continue to have conversations around race and inequality - and that someone should not be treated differently or victimised because of the colour of their skin is always wrong.

Manchester will not tolerate the type of hate that led to racist graffiti daubed on one of our city streets. We will always act immediately to remove any such graffiti.

This was a shocking and abhorrent act, which only goes to show that our society has some distance yet to travel in becoming truly free of discrimination.

And this act puts into sharp relief exactly why it is crucial that public artworks continue to represent the rich diversity of the people who live, work and play in this city.

It is the City Council's hope that when people see the mural of George Floyd they see not just the man, but begin to find out and understand why he has become a symbol of racial inequality around the world.

4.5 Staff Communications

4.5.1 Manchester City Council has been no less supportive of the values that underpin Black Lives Matter and has, throughout the course of the early summer period, issued numerous communications to this effect. Some edited examples are below for Members' information, with more in *Appendix 3* of this report.

4.5.2 COVID-19 All staff Communication (Chief Executive Introduction), Thursday 4 June 2020

Dear Colleague,

I have been profoundly affected by the outpouring of emotion, grief and support for the family of George Floyd that has rippled across the world, and also by the undeniable anger and protests of black people and other people of colour not just in the US, but here in the UK and in Manchester.

While the first protests may have been thousands of miles away, it is clear the issue has struck a chord here, among our local population and our own staff. This affects everyone in different ways - of course we support our black staff, some of whom have told us they are experiencing a range of feelings from anger to sorrow, and a determination to be part of the movement for change. We also recognise that all people of colour will be affected and that as white colleagues we must redouble our efforts to fight racism in all its insidious guises, and be anti-racist allies to our black and minority colleagues. No one should suffer because of the colour of their skin – or their sexuality, race or culture.

In Manchester we have a proud history of fighting for the equal rights of all our residents. We will always stand in solidarity with those facing inequality. And we will always support the right to peaceful protest. Employees of a black and minority ethnic background make up just over a fifth of the Council's workforce and we want to assure every one of you that we stand with you at this time.

I care hugely about this issue. It is not enough not to be racist, I am anti-racist and will do what I can to educate myself and hold myself to account for my actions, and I know the majority of my white colleagues have the same determination. I care about our right to protest, I care about the right to express our thoughts and challenge others, and I care about the wellbeing of all our staff.

There has been protest activity in Manchester already, as people have gathered to share a voice - one in the city centre earlier this week, there have been others suggested. I would however also strongly stress that under Covid 19 we do need to still respect social distancing and not put the health of ourselves and others at risk.

As I said above – this is a passion of mine – and you will rightly expect more than some public statements and symbolic lighting of a building. It is not enough to sign a pledge. It is about what we are going to do next after the warm words.

I want to be more proactive about what flows from this groundswell of activity and debate. I want this moment to effect change - to demonstrate to all staff that there is a role to play. You will not have to march to have your voice heard - we will create those conditions for you to shape the future.

My pledge is that we will listen more to all staff groups, through surveys, through question and answer sessions, through networks - and we will follow that up with action aimed at ensuring that we have a diverse, talented and inclusive workforce at all levels in the City Council.

That action will also flow through the work we do and influence across Greater Manchester as we continue our proud tradition of standing up to discrimination in all its forms.

Kindest regards.
Joanne

4.5.3 Neighbourhoods and Growth & Development weekly broadcast, 10 June 2020

Support from Strategic Directors

Louise Wyman, soon to join MCC as the new Strategic Director for Growth & Development, got in touch this week ahead of her start date to tell us how she's been feeling:

'The past few months have been a really reflective time for me, I sense I'm probably not alone here. The global health crisis that we're all living through is unsettling and challenging so many norms. It's been a time when I've thought seriously about what matters to me and why. I'm acutely aware of the impact of George Floyd's death in Minneapolis and how the Black Lives Matter movement is foregrounding conversations about inclusion and equality in towns and cities across the globe. Manchester's voice, our ability to listen and engage with our diverse communities, matters more than ever at this time.'

Fiona Worrall (Strategic Director - Neighbourhoods) also wanted to share this message:

'I, along with many of you, have been impacted by recent events and I stand firmly beside anyone who is fighting against racism and any other form of inequality. For many this is seen as a new issue but I am well aware that for many of our Black, Asian and Minority Ethnic staff this is not new.'

I really want to hear from all staff, and particularly our Black, Asian and Minority Ethnic colleagues, on how these issues have been affecting you, your experiences of Manchester and Manchester City Council, and what you want to see happen next. I acknowledge that I have a lot of learning to do and I want to start by hearing from you. Equally I want to encourage conversation on these issues to take place

in all our teams so that we can collectively look to a better future. I am committed to using my position to help make the changes you want to see happen.'

4.5.4 Children's Services, Director's Broadcast, 8 June 2020

The unjust and tragic death of George Floyd on 25th May 2020 has without doubt struck a chord with us all and has been a catalyst to reflect on the values, beliefs and prejudices of many. I know there has been a great deal of commentary and discussions on these issues both locally and nationally as well as the messages coming from the work of 'Black Lives Matter' this week.

It is important for us all to recognise how our Black Asian and Minority Ethnic colleagues, Manchester's children, their families and communities have been impacted by George's death; experiencing a range of feelings from anger to sorrow.

I would want to speak specifically to our Black Asian and Minority Ethnic colleagues and offer my personal assurance that I and CLT members are committed to ensuring there will be positive action and offer the opportunity to have a discussion and then come back with some proposals. Consequently, rather than add to the narrative as someone who seeks solace in music, I offer you a track from 1976! The musical genius 'Stevie Wonder' that found its way into my reflections which I hope is received in the spirit it is intended:

<https://www.youtube.com/watch?v=Zf0zcOM0750>

It's an understatement to say 'change is long overdue' and I know there have been messages of solidarity from the Leader of the Council and Chief Executive. The leader also spoke about this issue at the beginning of Executive on Wednesday and is still available via the Council's webcast.

Finally, it is important to recognise the importance of talking about how we feel and I would encourage that to happen. This may be with friends, family, your line manager or colleagues. Equally I would remind you of our [staff counselling service](#) if appropriate and our [internal groups](#) which you may find supportive.

In addition to this myself and other CLT members can be contacted directly or via the following inbox cfmessage@manchester.gov.uk (all messages will be treated as confidential).

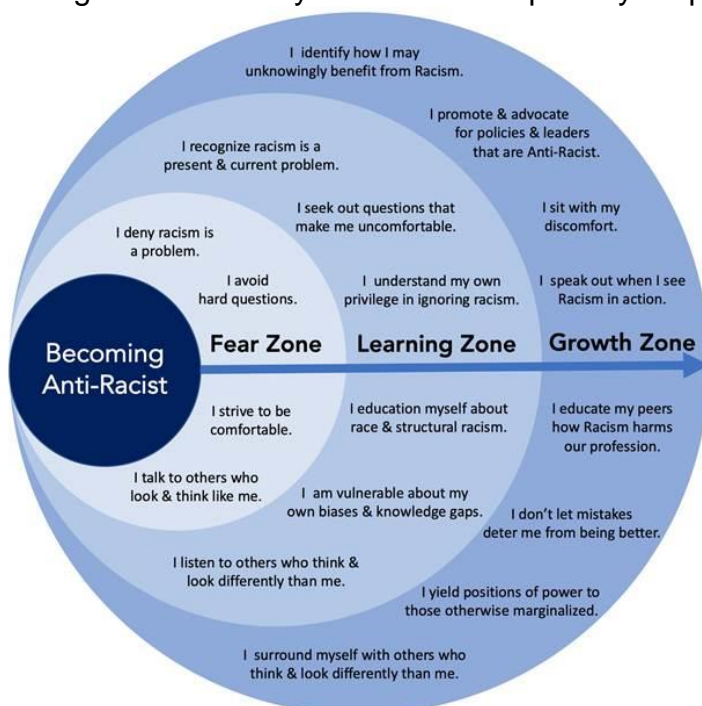
4.5.5 Adult Services, Executive Member and Director's Broadcast Message, 8 June 2020

We hope that you and your family are staying safe and well. We would like to start this week's message by revisiting the sad events we addressed last week that took place in the US on 25 May with the tragic death of George Floyd and the widespread unrest this has caused. We are sure you will have seen the reports and footage of the peaceful protest that took place in the city over the weekend as part of the Black Lives Matter movement that some of you may have attended. Thousands attended the protest and this is just testament to the way Mancunians

are feeling about these tragic events and the injustice, inequality and racism that still exists in the world. We both feel very passionately about this topic and are committed to fighting any form of racism not only in the directorate but the Council.

We would like to share a powerful article written by one of our Social Workers Theresa Chadenga. It really makes you think about the impact of everyday racism in its subtler and more insidious forms. Please take the time to read the article as we all must learn from the experiences shared within it.

There is also a thought provoking diagram below: the 'becoming an anti-racist' model from the British Association of Social Workers. Please take the time to digest the information, self-reflect and have a think of where you are currently positioned on the diagram and what you can do to improve your position.



If you do have any concerns, please speak to your manager, or if you'd like confidential support, the Employee Assistance Programme is available to you 24/7.

4.6 Public Support

4.6.1 In addition to these Manchester City Council communications, a public statement was signed by all Greater Manchester local authority and combined authority leaders, which read:

The callous murder of George Floyd on the streets of Minneapolis has sent shockwaves around the world which are being powerfully and painfully felt here in Greater Manchester.

As Leaders, we want to express our revulsion at the manner of George's death, our sympathy with his family and our complete solidarity with the Black community here

and elsewhere.

We know the anger and the agony is real. Discrimination continues every day, not just in the USA but in the UK too. People are tired of having to fight it.

To show our sympathy with George's family, and our support for Black Lives Matter, we have today agreed to coordinate the lighting of civic buildings across our 10 boroughs on Friday evening, following on from the example of Trafford Council, and Salford and Manchester City Councils.

But this moment demands more from us and our gesture will mean more if it is accompanied by our own reflection and action.

First, recognising the under-representation of our Black community in decision-making in Greater Manchester, we commit to strengthening our dialogue with the Black community and to working with Operation Black Vote's Leadership Programme to improve representation.

Second, to ensure that there is a systematic challenge to the structural inequalities that still exist between our different communities, we commit to bringing forward proposals next month for a Greater Manchester Race Equality Panel. This week's report from Public Health England confirms that people from black and Asian communities are at greater risk from the virus and requires a new focus here and across the country on health inequalities.

Third, to ensure all of our communities receive equal treatment from Greater Manchester Police, we make a new commitment today to work with them to publish a quarterly Race Equality Policing Report on the use of policing powers. We will seek to build more community confidence through even greater transparency.

We have a long and proud history in Greater Manchester of confronting discrimination head-on. This is a moment to challenge ourselves to do more. The best way of marking the life of George Floyd is with a promise of real change.

Black Lives Matter.

- 4.6.2 In a visual demonstration of Manchester's solidarity with the anti-racism campaign, on 2 and 5 June, Wythenshawe Hall and Central Library respectively were lit in purple, the colour associated with the Black Lives Matter movement.

4.7 Staff Events

- 4.7.1 The communications that have been issued by the Council have been accompanied with staff events, linked to Black Lives Matter and to provide a safe space for Black, Asian and Minority Ethnic staff to have a voice and feel supported. Again, these have been happening across Directorates with a couple of examples presented below for information.

4.7.2 In Adult Services, a series of staff listening events were held on 25 June for 30 people (this event was oversubscribed within 24 hours) and 1 July (which was filled within 24 hours). The sessions were informal to provide Adults' Black, Asian and Minority Ethnic staff an opportunity to speak up and discuss experiences openly, in order to bring about change and educate colleagues. The conversations investigated topics such as:

- institutional and organisational racism;
- how labels do not recognise and respect identities;
- the importance of an education curriculum that embeds anti-racist attitudes from early years;
- staff's experiences of race equality, and;
- what support people need to be able to challenge negative experiences.

4.7.3 As an outcome of the discussions, it was agreed to form a Black, Asian and Minority Ethnic staff group for Adult Social Care staff, to be led by the staff. Conversations have commenced to bring this together, looking at how it can link into the Corporate Black, Asian and Minority Ethnic steering group (see section 6 below).

4.7.4 In Neighbourhoods and Growth & Development, a managers' Conversation on Race session took place on 11 September to help managers to address the important issue of race equality with their staff teams. The session was virtually attended by 102 managers from across Neighbourhoods and Growth & Development and was hosted in part by Sharon Amesu, MAES Governor, former Criminal Barrister and lifetime advocate for diversity and inclusion. The session was recorded and is being made available for all staff to view. Following the session, Sharon Amesu said:

"The DNA of the City of Manchester is laced with courage, vision and an unflinching will to tackle the hydra headed challenges of the day. In commissioning the Race Review, Manchester City Council is exemplifying the best of that which exists within our collective DNA. I was delighted to be a contributor in today's Conversation on Race. It was a moment which felt both significant and prescient. The conviction, will and intention that was expressed in the session by the leadership bore the hallmarks of hope for the change that the City is ready to embrace."

4.7.5 Whilst this report does not give a definitive overview of all of the activities and conversations that have been initiated across the organisation in response to Black Lives Matter, these examples do demonstrate that there has been a very timely and tangible response, and; that the conversations that are being had across the Council and beyond are involving Black, Asian and Minority Ethnic staff and their white counterparts in an open and positive way. In doing so, they respond not only to the Black Lives Matter campaign, but also to the internal workforce race review that was commissioned in 2019.

5.0 Workforce Race Review and Race Equality Working Group

- 5.1 As has been previously reported to this committee, the Council commissioned an independent workforce race equality review in the summer of 2019 to understand the experience of Black, Asian and Minority Ethnic employees at the Council and to more fully appraise the reasons for underrepresentation in career progression opportunities and overrepresentation in disciplinary occurrences. The review and its accompanying report were completed and received by the Council in March this year.
- 5.2 The review was commissioned specifically to assess race equality in relation to the Council's workforce. It did not have a broader remit to consider non-workforce dimensions of race equality and they are intentionally not covered within the review or its report. Broader consideration of racial equality in Manchester is had by Manchester City Council, but was not within scope of this commission.
- 5.3 The completion of the review has helped to build momentum around race-related work internally at the Council and has provided a useful focal point for further discussion. In response to the review findings and recommendations, the HROD Service has brought together a Race Equality Working Group (REWG). The REWG comprises a range of Black, Asian and Minority Ethnic members of staff alongside white members of staff, across a range of roles and grades, to progress actions in the areas of:
- Workforce monitoring
 - Development of Black, Asian and Ethnic Minority staff
 - Engagement and communications
 - HR policies
 - Leadership
- 5.4 Working with public service change agency FutureGov and using an 'agile' change management methodology, HROD and the REWG are testing approaches, evaluating their effectiveness and providing extensive research, insight and ideas to be taken forward by the HROD service into a broader Workforce Equalities Strategy later this year.
- 5.5 In discussion with Trade Unions, recognising the very distinct role they have in promoting workplace race equality, it was determined that whilst the REWG would work through the issues in the way described above, a parallel piece of work between HR&OD and the Trade Unions would review the findings particularly in relation to casework. Working to similar timeframes, this piece of work will make a series of recommendations to address the disparity in experiences of Black, Asian and Minority Ethnic staff and their white colleagues.
- 5.6 The REWG programme was scrutinised on 1 September 2020 by the Resources and Governance Scrutiny Committee. Representations to the committee were made by members of each of the workstreams outlined above, which the committee thanked them for and advised that they were

particularly helpful. The [webcast footage of the meeting](#) is available for members of this committee to review.

6.0 The Black, Asian and Minority Ethnic Staff Network Group

- 6.1 The Black, Asian and Minority Ethnic Staff Network Group (SNG) was refreshed on 30 June 2019 with new leadership, governance and objectives to homogenise local Black, Asian and Minority Ethnic staff groups under the banner of the SNG, in order to better understand and represent the diversity of views within the organisation.
- 6.2 As previously noted, against the backdrop of the pandemic response, the two significant events that have catalysed some difficult and honest discussions about race equality in the workplace across the Council are:
- The Workforce Race Equality Review and report, and;
 - The Black Lives Matter movement in response to the murder of George Floyd
- 6.3 The Workforce Race Review report emphasised the importance of engagement at the right levels to enable change. Understanding this requirement, the SNG has worked towards fulfilling this recommendation. The group has proactively engaged with all groups working to make positive change in race relations at the Council, from Elected Members to Trade Unions, and is closely aligned to HROD's Race Equalities project, which is delivering that change.
- 6.4 The tragic murder of George Floyd had a profound and destabilising effect on many of the Council's Black, Asian and Minority Ethnic employees, resulting in them feeling insecure in their personal lives and at work. It became apparent to the SNG that Black, Asian and Minority Ethnic colleagues needed support on many levels in these uniquely 'isolationist' times.
- 6.5 The SNG responded with a two-fold strategy of support to its members: locally with virtual well-being 'drop-in' meetings, and; Corporately, to engage with Council leaders to seek responses to the Race Equality Report in order to provide assurance to its members.
- 6.6 At a local level, the SNG has been busy engaging with established Black, Asian and Minority Ethnic staff support groups to establish standards and consistency between all such groups by providing much needed SNG support and resources in the local activities. For example, the group recently supported the Children's Black, Asian and Minority Ethnic staff group meeting by providing speakers, governance guidance, secretariat function, Jam board activities (digital real-time collaboration with group members) and delivered a presentation on the way forward, all to support the Chair of the group.
- 6.7 In addition to receiving wonderful feedback on these events, they are opportunities for the SNG to imprint its core values and principles within all local support groups. There has been a recognition of the work the SNG has

done, resulting in a sevenfold increase in its membership. This increase raises the group's profile, further enabling its engagement with involved groups and corporate initiatives such as the Our Manchester Strategy and the new Intranet, ultimately contributing to the mainstreaming of the race equality agenda; an overarching recommendation in the Workforce Race Equality Review report, which the SNG is very much invested in.

- 6.8 A core role for the SNG is to provide a challenge and support function to Council leaders on race equality matters, with the aim of seeing these prioritised and addressed. As such, the SNG is encouraged by the Council-wide response to the Workforce Race Equality Review report recommendations and to the group's own work. The SNG reports that it feels confident that the current steps being taken will result in positive change.
- 6.9 The next goal in the SNG plan is to ensure that its Steering Group has the capacity to deliver on its increasing responsibilities, recognising that being supported in this area would have a significant positive impact on the expedition and quality of the incoming changes at the Council.

7.0 GM BIG Disability Survey

- 7.1 The [GM BIG Disability Survey](#) was commissioned by the GM Disability Panel (a panel of disabled people's organisations across Greater Manchester which works alongside the Greater Manchester Combined Authority (GMCA) to advise the Mayor on disability equality matters) to evidence the impact of Covid 19 on disabled people across Greater Manchester. The survey was undertaken in April and May 2020 and gathers the views of 936 disabled people. The greatest proportion of Greater Manchester respondents (25% of the total) were Manchester residents.
- 7.2 The survey findings and recommendations were shared at a meeting on 30 June with GM Local Authority Leaders and Chief Executives, the Mayor and a number of Greater Manchester MPs. It finds that disabled people across Greater Manchester have been adversely affected by the pandemic with impacts including: social isolation; issues in accessing social care support, food, medicine and information; digital exclusion and impacts on mental health. It also reports that a number of the Covid-response services set up by GM authorities were either not known about by, or were not fully accessible to, disabled people.
- 7.3 Key findings of the survey included:

Manchester responses:

- 59% of the surveyed disabled residents in Manchester report that they were not aware of the Covid Community Hub;
- 44% of the surveyed disabled residents said they found community Covid hubs inaccessible, with hearing impaired / deaf people and learning disabled residents having the most difficulties with access;

- 59% of the surveyed disabled residents found it difficult or impossible to source Personal Protective Equipment for themselves or their carers.

Greater Manchester responses *:

- 62% of the surveyed disabled residents felt that their local authorities were not doing enough to support disabled people during the pandemic, with 28% feeling that authorities were neglecting or actively harming disabled people;
- 90% of the surveyed disabled residents said that the pandemic had had a negative impact on their mental health;
- 80% of the surveyed disabled people were not included in the official shielded group, yet 57% reported having support needs of which only 19% were getting all their needs met, and 10% were having none of their needs met;
- 62% of the surveyed disabled residents had experienced one or more health visit being stopped due to Covid 19;
- The disabled residents surveyed were less satisfied with their care plans since the outbreak of Covid 19. Prior to the outbreak, 58% felt satisfied or very satisfied and this had reduced at the time of the survey to 35% since the outbreak.

* *NB*: The extent to which these Greater Manchester findings are reflective of Manchester's disabled residents is not detailed in the survey. However, the fact that circa 25% of responses were from Manchester residents suggests that these findings are in fact reflected in the City.

- 7.4 Manchester City Council continues to measure its activities against the recommendations of the BIG Disability Survey and is in communication with the GMCA on this: the GM Disability Panel is looking to promote commitment and action against the recommendations and monitor progress.
- 7.5 Principally for the Council at this time, the BIG Disability Survey provides a record of disabled people's experience of Covid 19 and lockdown that must be given due regard in preparations for follow-on waves of infection in the coming months. It provides insight on a number of key objectives where access to information and services can be refined, working with disabled people and their organisations in the City to achieve this. The Council's ongoing relationship with the Our Manchester Disabled People's Board, at which the Council is regularly represented, is a crucial mechanism for this.

8.0 Equality Compliance in Our Manchester Funded Organisations

- 8.1 The Voluntary, Community and Social Enterprise (VCSE) sector plays an essential part in delivering and achieving the aims set out in the Our Manchester Strategy, the long-term vision to make the city the best it can be by 2025. This has been further demonstrated during the Covid 19 pandemic, where many local groups and organisations have adapted their own activities and services to continue to provide residents of the city with much needed support.

- 8.2 The Council continues to invest in its relationships with the VCSE sector in a number of ways, notably through the Our Manchester Voluntary and Community Sector (OMVCS) Grant Fund. Fundamental to this is the desire to have a diverse, thriving, resilient, effective and sustainable VCSE sector in Manchester. This is recognised as something that will enable the VCSE to continue to provide an important contribution to delivering the vision and desired outcomes for the city.
- 8.3 The OMVCS fund was developed to build on the Council's relationship with the sector, using the Our Manchester approach to invest £2,466,033 a year for three years (£7.4m in total) into 63 organisations. This included extensive consultation, engagement and co-design with a wide range of stakeholders. Each organisation on the fund meets at least one of the following objectives that support the aims of the Our Manchester Strategy:
- Building pride in belonging to our city
 - Valuing what older people bring to an age-friendly city
 - Improving our health and wellbeing together
 - Getting more people volunteering
 - Supporting carers
- 8.4 This programme is managed by the Our Manchester (OM) Funds Programme Team, and is currently in year three of its three year funding cycle. As part of the Equality Impact Assessment (EIA) and gap analysis from the first round of funding, a parallel Development Fund was set up to continue to support organisations that had worked with the Council previously but were unsuccessful in their applications. This was, in part, to ensure a continuation of support to the organisations (with a view to development in identified areas) and engagement with local communities of identity and place (geography).
- 8.5 As part of a condition for funding (for all of the above), organisations are monitored on a quarterly basis. The monitoring was developed at the beginning of the OMVCS Programme and used both the aims and needs of the Council and feedback from VCSE groups to influence the final design. The standardised quarterly monitoring questions are based on demographic, equalities and Our Manchester Strategy objectives covering ward of residence, age, gender and ethnicity. Monitoring submissions are regularly reviewed by the OM Funds team, who are also supported by 19 Liaison Officers that work across the Council (Neighbourhoods, Commissioning, Equalities, Diversity & Inclusion) who act as a named points of contact and support for the VCSE organisations that are funded. Liaison Officers are in regular contact with organisations throughout the year, and use monitoring submissions to guide discussions around any risks, issues or success stories.
- 8.6 The OM Funds team, in conjunction with Performance, Research and Intelligence (PRI), also undertake an annual survey which is used to gather information about what residents are VCSE groups are reaching throughout the year. This was also designed based around the equalities information

required by the Council and the aims and objectives of the Our Manchester Strategy.

- 8.7 The OM Funds team have continued to provide support and work closely with the OMVCS funded groups since the beginning of the pandemic. As well as continuing to have open conversations about needs and risk, the usual monitoring requirements were temporarily relaxed, with flexibility also built into the funding to enable groups to respond to the challenges around continuing to reach residents in the city. As part of the ongoing engagement with funded groups, the OM Funds team have undertaken surveys at two separate points to understand the VCSE's responses to the crisis and how they're continuing to reach service users, alongside understanding the risks and issues they are facing.
- 8.8 Formal monitoring requirements will be reinstated from quarter three (October to December), and the team will consult with the funded organisations to reschedule this year's annual survey to ensure that the most meaningful information is gathered to support the wider monitoring and evaluation of the OMVCS programme.
- 8.9 Alongside this work, the OM Funds team have implemented additional equalities priorities into the wider work programme, which are to work with Black, Asian and Minority Ethnic organisations and leaders and with organisations in North Manchester. This was developed as a priority following consideration of the EIA and gap analysis (2018) from the first round of the OMVCS grant programme and the delivery of Our Manchester initiatives to date, which recognised that there was a gap within the support for these two areas.
- 8.10 As part of this MHCC and MCC have agreed to jointly work together and invest in these priority areas, agreeing to fund the following two projects:
- North Manchester Together is the steering group which oversees the North Manchester priority for the OM Funds team. This work has continued to progress during the pandemic; Conversations 2 Cash (C2C) is a new mini grants programme to support VCSE groups in North Manchester and is launching in September (fact sheet circulated to North Manchester Members 8th September).
 - 'Developing work with Black, Asian and Minority Ethnic Organisations and Leaders' is the ongoing work the OM Funds have been undertaking, with the aim being to build on what's working well to increase the support to Black, Asian and Minority Ethnic VCSE organisations and leaders, using approaches and ideas generated by/with Black, Asian and Minority Ethnic VCSE organisations, leaders, communities and other key partners. Work has continued during the pandemic, with the timeline for the launch of a new funding programme to be finalised by October.

- 8.11 The OM Funds team have also incorporated these priorities into the wider work programme, including into the MHCC ‘Population Health Targeted Funds’. MHCC invested £2.165m into the OMVCS fund for the delivery of targeted funds, which aimed to support VCS organisations to carry out activities that make a valued contribution to meeting the outcomes of the Our Manchester Strategy. In particular, the targeted fund will focus on two priorities set out in the [Manchester Population Health Plan 2018-2027](#). As part of this work, the priorities of North Manchester and supporting Black, Asian and Minority Ethnic communities were built into the grant proposals (sizes) and the requirements of the fund (for example, organisations applying to the Older People’s Neighbourhood Support fund were asked to show how they were going to prioritise the engagement of Black, Asian and Minority Ethnic older people in their application/project proposal).
- 8.12 These priorities are also reflected throughout the VCSE Infrastructure Support contract’s objectives and outcomes (a list of these were brought to and can be found in a report to the Committee in March 2020). An example of this is the objective for the VCSE Infrastructure support service to “Enable, facilitate and support participation with communities of identity, and in particular Black, Asian and Minority Ethnic communities/organisations”.
- 8.13 In addition to those that are set for the lifetime of the contract, it has been agreed that an annual set of priorities will be developed in order to respond to some of the current challenges across the city and demand on the capacity that is available, to proactively plan ahead and ultimately to manage the contract within the available resources. Examples from year 1 include:
- North Manchester: delivery of the North Manchester Together (Inquiry) recommendations
 - Black, Asian and Minority Ethnic organisations and leaders; establishing and implementing the activity around this area
- 8.14 This contract is monitored on a quarterly basis (adjusted to monthly during the Covid-19 pandemic to keep up to date on the work portfolio and any issues/risks), with extended annual contract review meetings. Progress of this contract is regularly reported into the OMVCS Programme Board and Communities and Equalities Scrutiny as requested and agreed. Specific work the Infrastructure support service organisation, Macc, have delivered as part of the response to Covid-19 is covered in the report to this committee by the OM Funds programme team.

9.0 Equality Objectives

- 9.1 In April, in line with the requirements of the specific duties of the Public Sector Equality Duty, the Council agreed and published its strategic equality objectives 2020 - 2024, which were considered by this committee at its meeting of 5 March 2020. The objectives are at *Appendix 4* of this report. The ensuing period of Covid 19 has clearly had profound and damaging impacts on the Council, the City, the national and local economy and Manchester’s residents, communities, workforce and visitors.

- 9.2 In light of this, it will be necessary to review the Council's equality objectives with a view to refreshing them to be more reflective of the organisation's revised context. The objectives should reflect the Council's work towards an inclusive recovery and are an opportunity to play the feedback received through the initial engagement that led to the objectives as they stand, into the recovery work as it develops.
- 9.3 The objectives will be reviewed and refreshed in the second half of the 2020-21 financial year and will be re-published before the end of March 2021.

10.0 Conclusions

- 10.1 2020 has clearly been a deeply challenging and damaging year to date, in a number of different ways and affecting a number of different identity groups. The events of 2020 have, though, raised the public awareness of the inequalities that exist in society and have harnessed commitment and prioritisation from a range of individuals and organisations to address these. This is clearly the case in Manchester, as demonstrated elsewhere in this report, with urgent and positive action being taken locally in relation to:
- Covid 19 impacts and outcomes
 - Racial equality
 - Disability equality
 - Partnership working and funding to achieve these outcomes
- 10.2 The activity around these priority areas is centred, in the first instance, on the context of response and recovery and is brought into particularly sharp focus by societal circumstances and events at this time. Clearly though, there are issues here that have not been brought about by recent events, but have been compounded by them. As the Council moves forwards then, with its recovery plans and adjustment to the financial and social challenges that it faces in the coming months and years, it will be imperative that the current awareness of and focus on equality and inclusion matters does not dissipate.
- 10.3 There is an opportunity for the Council to place inclusion at the heart of its recovery work and its priorities beyond that. Equalities and inclusion are a key cross cutting theme in the reset of the Our Manchester Strategy for the next five years. This report has highlighted the innovation and enthusiasm that the organisation's workforce and leadership have applied to inclusion matters, given the opportunity to do so. It is essential, of course, that the Council is equipped with the correct tools to embed inclusion in a meaningful and tangible way, such as having Equality Impact Assessments undertaken against proposed activities. Using these tools to affect meaningful inclusive change though, relies on the organisation's people and their commitment to equality. As this report has demonstrated, Manchester City Council's greatest asset in its equality and inclusion ambitions is the commitment and values of its people.

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Note to: Equalities and Inclusion Executive Members Subgroup
Date: 14 July 2020
Subject: COVID-19: Equalities and Inclusion Overview Report
From: Keiran Barnes, Equality, Diversity and Inclusion Manager

Purpose: Information

1. Introduction

- 1.1 From the onset of the Coronavirus (Covid 19) pandemic, it has affected different communities of identity differently. Initial scenario-setting work recognised the most at risk groups as being those over the age of 70, some disabled people and those with ongoing health conditions, because of the relatively poorer health generally experienced in those groups. Consideration was also given to other identity groups and established a relevance to some racial and religious groups, owing to traditions and practices that increased risk of contraction, and indirectly, the increased health and wellbeing risks of 'lockdown' to those people experiencing domestic violence. It also recognised that lockdown and a general social anxiety in such unfamiliar circumstances would adversely affect some people's mental health.
- 1.2 Over the course of the ensuing weeks, the span and scale of those identities that have been and continue to be adversely affected by Covid 19, and the nature of the impact, has become clearer. Intelligence has been produced, monitored and refined at local, regional, national and international levels and is beginning to convey a compelling narrative which addresses not only the material characteristics of a given group, but also the health, economic, environmental and social constructs that they exist within which contribute to their experience of the pandemic.
- 1.3 It is timely to take stock of what this continually growing intelligence base is saying, and observing that through an equalities and inclusion lens, firstly to take account of what is now understood of the effects of Covid-19 societally (and what still remains unknown), and secondly to consider how this can play into Manchester's plans for an inclusive recovery from the pandemic.

2. About This Report

- 2.1 This report aims to draw into one place some of the most relevant, reliable and clearly defined intelligence on Covid impact for various communities of identity for the Council's consideration, recognising that this information is varied and dispersed in its nature. The report does not seek to describe all lines of Covid-related impact, as in many cases these are universal and affect the general population; instead, an equalities and inclusion lens is applied to understand impact for those groups protected by the Equality Act 2010 (the 'protected characteristic' groups), other relevant identity groups and some thematic areas that must be given consideration. Particular attention has been paid to impacts on the following groups:
- People of different ethnicities
 - People of different religions and faiths
 - People aged 70+ (within a broader Age Friendly approach)

- Children and young people
- Disabled people (includes people with long term health conditions)
- People who are 'shielded' (includes people with long term health conditions)
- People living in poverty and deprivation

- 2.2 To compile this profile of equalities impact, the report draws on a range of intelligence sources, from national data produced by the likes of Office for National Statistics (ONS) and Public Health England (PHE), to more local data produced by Manchester and Greater Manchester public service providers and local VCSE&F organisations. It does not include information from press or social media articles, in the interest of objectivity.
- 2.3 It is important to note that, in the production of this report, it has become apparent that the breadth, depth and range of the available intelligence is changing week by week. Compelling information produced in April of 2020 has already been superseded by consequent reports and the scale and pace of change to the intelligence base looks set to continue, if not accelerate. The focus here, then, is to focus on the most recent lines of reporting available at the time of writing, to assess what is known and what lines of enquiry remain to be followed. The speed and shift of evidence on this topic though, mean that it will be prudent to review the findings of this report on a regular basis throughout the recovery planning and implementation period, to continually understand emerging issues and adjust recovery approaches accordingly.
- 2.4 Whilst the intelligence here demonstrates that there are disparities in how the pandemic affects different communities (based at least in part on identity) and is helpful in describing how these disparities have taken effect to date, it is less clear on causality of some of the disparities, making predicted impact more difficult too. This report then, is unavoidably an assessment of what has happened and acknowledged that there is uncertainty over what is to come. In some cases, educated estimates of causality and / or forecasting are made but clearly further monitoring, analysis and reporting is required to clarify the cause and effect more consistently, the outcomes of which should be considered in the ongoing recovery planning process.
- 2.5 The available intelligence, in numerous instances, draws a line between particular communities of identity, their economic, health and social circumstances and the impacts that deprivation can have in exacerbating the effects of Covid-19. A further impact of the pandemic is inescapably the budget pressures that health and social care providers will face in the immediate and mid-term future. It is important when reviewing the contents of this report then, to consider the relationship between Covid-specific impact, pre-existing deprivation for various communities of identity (many of whom experienced disadvantageous outcomes prior to Covid-19) and the challenging budget environment that the Council finds itself in. The context of the report and associated works related to it, are to inform an approach to an inclusive recovery or Manchester; in that context it will be vital that recovery is planned in such a way as to ensure that those most disadvantaged communities of identity, for whom Covid impact has been a 'double hit', are not further disadvantaged.

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4. Ethnicity

4.1 Overview

- 4.1.1 The Equality Act 2010 defines 'race' as including colour, nationality and ethnic or national origins. A racial group is a group of people who have or share a colour, nationality or ethnic or national origins. This report recognises that different ethnic groups are affected by COVID19 differently, and will seek to be as specific as the data allows to indicate which ethnic groups are affected in what ways. Whilst a person's ethnicity can be closely related to their religion and / or belief (and associated traditions and cultural practices), separate consideration of Covid issues linked to religion or belief is dealt with later in this report.
- 4.1.2 Analysis of ethnic disproportionalities in health outcomes, which aggregates different ethnic groups together, masks many of the facts of ethnic inequalities, and limits the scope for understanding why they have come about. Moreover, simply comparing mortalities with overall populations fails to take account of key characteristics of different ethnic groups and oversimplifies the analysis. In addition, given the varied profiles of different ethnic groups, some are more likely to be economically vulnerable as a consequence of the Covid-related restrictions than others, and this dimension is crucial for painting a full picture of ethnic inequalities arising from Covid-19. Household structures, occupational profiles and levels of savings are all important to consider in identifying in which groups the greatest economic vulnerabilities lie.
- 4.1.3 Accounting for these factors and recognising that the impacts of the Covid-19 crisis are not uniform across ethnic groups, demands that specificity about which groups are affected how is required; helpfully, this is starting to become more readily available.

4.2 Hospital death ethnicity trends

- 4.2.1 ONS reports that per-capita, Covid-19 hospital deaths are highest among the black Caribbean population and three times those of the white British population. Some minority ethnic groups – including Pakistanis and black Africans – have seen similar numbers of hospital deaths per capita to the population average, while Bangladeshi fatalities have been lower.
- 4.2.2 After taking account of age and geography, most minority groups 'should' have fewer deaths per capita than the white British population. While many minority ethnic groups live disproportionately in areas such as London and Birmingham, which have more Covid-19 deaths, most minorities are also younger on average than the population as a whole, which should make them less vulnerable.
- 4.2.3 After accounting for the age, gender and geographic profiles of ethnic groups, inequalities in mortality relative to the white British population are therefore more stark for most minority ethnic groups than they first appear. Black Africans and Pakistanis would be expected to have fewer fatalities per capita than white British but at present they are comparable.
- 4.2.4 After stripping out the role of age and geography, Bangladeshi hospital fatalities are twice those of the white British group, Pakistani deaths are 2.9 times as high and

black African deaths 3.7 times as high. The Indian, black Caribbean and ‘other white’ ethnic groups also have excess fatalities, with the white Irish group the only one to have fewer fatalities than white British.

4.3 Non-hospital death ethnicity trends

- 4.3.1 These disparities cannot currently be accounted for by non-hospital deaths. Official deaths in care homes – for which the ethnicity of the deceased is not currently available but where nationally, over 95% of residents are white – could only explain a small part of estimated excess fatalities recorded in hospitals for minority groups. The ethnic composition of additional deaths directly or indirectly caused by the virus but not officially attributed to it is unclear at this time.
- 4.3.2 Occupational exposure may partially explain disproportionate deaths for some groups. Key workers are at higher risk of infection through the jobs they do. More than two in ten black African women of working age are employed in health and social care roles. Indian men are 150% more likely to work in health or social care roles than their white British counterparts. While the Indian ethnic group makes up 3% of the working-age population of England and Wales, they account for 14% of doctors.
- 4.3.3 At-risk underlying health conditions are especially prevalent among older Bangladeshis, Pakistanis and black Caribbeans. Compared with white British individuals over 60 years of age, Bangladeshis are more than 60% more likely to have a long-term health condition that makes them particularly vulnerable to infection, which may explain excess fatalities in this group.

4.4 Ethnicity and economic vulnerability

- 4.4.1 Many ethnic minorities are also more economically vulnerable to the current crisis than are white ethnic groups. The fact that larger shares of many minority groups are of working age means that these populations are more exposed to labour market conditions as a whole, but even amongst working-age populations there are clear inequalities in vulnerability to the current crisis.
- 4.4.2 Men from minority groups are more likely to be affected by the shutdown. ONS finds that while in the population as a whole women are more likely to work in shut-down sectors, this is only the case for the white ethnic groups. Bangladeshi men are four times as likely as white British men to have jobs in shut-down industries, due in large part to their concentration in the restaurant sector, and Pakistani men are nearly three times as likely, partly due to their concentration in taxi driving. Black African and black Caribbean men are both 50% more likely than white British men to be in shut-down sectors.
- 4.4.3 Self-employment, where incomes may currently be especially uncertain, is especially prevalent amongst Pakistani and Bangladeshi communities. Pakistani men are over 70% more likely to be self-employed than the white British population. While in the population as a whole young people are more likely to be affected by the shutdown, the reverse is true among Pakistanis and Bangladeshis. While 24% of young white British and 29% of young Bangladeshis work in shut-down sectors, the figure is 14% for 30- to 44-year-old white British but 40% for 30- to 44-year-old Bangladeshis. This

also means that the family circumstances of those affected by shutdown differ by ethnicity, with older workers more likely to be living in couples.

- 4.4.4 The potential for buffering incomes within the household depends on partners' employment rates, which are much lower for Pakistani and Bangladeshi women. As a result, 29% of Bangladeshi working-age men both work in a shut-down sector and have a partner who is not in paid work, compared with only 1% of white British men.
- 4.4.5 Bangladeshis, black Caribbeans and black Africans also have the most limited savings to provide a financial buffer if laid off. Only around 30% live in households with enough to cover one month of income. In contrast, nearly 60% of the rest of the population have enough savings to cover one month's income.

4.5 Underlying health conditions by ethnicity

- 4.5.1 There are also notable inequalities in underlying health conditions and physical health that are likely to be relevant. Pakistani, Chinese and Indian communities are over-represented among people over 65 with health-related problems. Minority ethnic communities are over-represented in citizens with co or multi morbidities, such as latent TB, HIV, hypertension and coronary disease that can put them at higher risk.
- 4.5.2 Being overweight or obese has been identified as a potential risk factor, and 73% of England's adult black population is overweight or obese; 10 percentage points more than the white British population and 15 percentage points more than the Asian population overall.
- 4.5.3 Black and south Asian ethnic groups have been found to have much higher rates of diabetes than the population as a whole: three times more likely for people of African and Caribbean backgrounds to have type 2 diabetes, and; six times more likely for people of South Asian background. Older Pakistani men have been found to have particularly high levels of cardiovascular disease.
- 4.5.4 Particularly in older age brackets, Indian, Pakistani, Bangladeshi and black Caribbean individuals are much more likely than white British people to report one or more of these health problems which are likely to increase their mortality risk from COVID-19. It may well be that underlying health conditions such as these can explain part of the disproportionality in hospital death figures across ethnic groups so far.
- 4.5.5 These findings are further supported by the report published by Public Health England (June 2020) which found:
- Black, Asian and Minority Ethnic people are more likely to live in urban areas, in overcrowded households and in deprived areas;
 - They are more likely to have jobs that expose them to higher risk;
 - They are more likely than White British people to be born abroad, meaning they may face barriers in accessing services;
 - Some comorbidities (e.g. type 2 diabetes) are more prevalent in Black, Asian and Minority Ethnic communities.
- 4.5.6 Gypsy and Traveller communities are known to face some of the most severe health inequalities and poor life outcomes amongst the UK population. However, there is a

lack of clear, consistent guidance on Covid prevention and recovery specifically relating to people living on unauthorised encampments, on Traveller sites and on boats. Overcrowding and challenges in social-isolating are high for many in this group. The Minister of State in the Ministry of Housing, Communities and Local Government has written to local authorities across England highlighting how they can support Gypsies and Travellers during the coronavirus pandemic, but this places the onus very much on the local authority to define its approach based on limited and non-specific guidance.

5. Religion / belief

- 5.1 UK analyses on the religion-related dynamics of Covid have adopted a similar approach to the ethnicity analysis. When taking age into account and using the Christian religion as the reference category (as the largest population), the ONS found that those who identified as Muslim at the time of the 2011 Census are 2.5 (males) and 1.9 (females) times at greater risk of a Covid-related death than those of Christian religion. Muslims had the greatest risk relative to the Christian population of the same age, although Jews, Hindus, Sikhs and Buddhists also showed a higher risk than the Christian religion.
- 5.2 But when these findings are fully adjusted for socio-economic factors, including ethnicity, religion does not appear to be a factor in increased risk for any religious group, other than for the Jewish community.
- 5.3 The ONS findings show that those who identified as Jewish at the time of the 2011 Census had the highest risk of a death involving Covid-19 compared to the Christian population; Jewish males show twice the risk compared to Christian males, with females at 1.2 times greater risk. However, despite the demonstrable disparities here, the data do not show what the reasons for this are at this stage, and uncovering this will undertake further analysis in the weeks and months to come.
- 5.4 Bereavement during lockdown has caused concern for everyone experiencing the death of a loved one. Burials in some cases have been delayed, which will have caused distress to many Muslims and Jews not able to carry out prescribed funeral rites. Social distancing and changed religious practice around end of life and burial for all have impacted heavily on all those for whom religious observance is a core part of their identity.

6. Disability

6.1 Overview

- 6.1.1 From the earliest cases of Coronavirus in the UK, disabled people have been highlighted as a group in the most at risk category, especially those disabled people with respiratory conditions. Unsurprisingly, using the Census 2011 as a guide, those whose daily activities were limited a lot have seen a greater rate of death since the Covid outbreak. Monitoring and recording Covid deaths by disability has been difficult, as a person's disability status is not recorded on the death certificate (although existing health conditions which would fall within the Equality Act 2010

definition of disability are referenced where they are relevant); this has necessitated the use of Census 2011 to measure overall rates of death and disproportionate impact on disabled people.

6.2 Social impacts on disabled people

- 6.2.1 The prevalence of health conditions that potentially increase risk of Covid infection amongst disabled people, along with the effects of extended isolation either due to personal circumstances or the Government's 'shielding' programme, have inevitably led to raised anxiety and life-limiting choices being made in the disability community. The ONS report 'Coronavirus and the Social Impacts on Disabled People in Great Britain' (May 2020) highlights a number of the key issues being faced.
- 6.2.2 The ONS report found that just over 7 in 10 disabled adults (73.6%) reported they were "very worried" or "somewhat worried" about the effect that Covid-19 was having on their life overall (69.1% for non-disabled adults); this represents a decrease compared with April 2020, when nearly 9 in 10 (86.3%) disabled adults reported this, but remained higher than the non-disabled cohort.
- 6.2.3 However, a starker comparison came from the proportions of disabled people versus non-disabled people who were worried about the effect of the coronavirus pandemic on:
- their well-being (62.4% for disabled people compared with 49.6% of non-disabled people);
 - their access to groceries, medication and essentials (44.9% compared with 21.9%);
 - their access to health care and treatment for non-coronavirus-related issues (40.6% compared with 21.2%), and;
 - their health (20.2% compared with 7.3%).
- 6.2.4 Concerns about well-being tended to be most frequent among those with mental health and sociobehavioural-related impairments, whereas concerns about access to essentials tended to be most frequent among those with hearing-related or dexterity-related impairments.
- 6.2.5 Disabled adults more frequently reported their well-being had been affected through feeling lonely in the last seven days (48.7%) than non-disabled adults (29.4%).
- 6.2.6 Prior to the coronavirus pandemic (in the year ending June 2019), the ONS's average rating for anxiety was 4.3 out of 10 for disabled people, but disabled people's average anxiety rating increased following the outbreak of the coronavirus pandemic to 5.5 out of 10 in April 2020. In May 2020, 41.6% of disabled people, compared with 29.2% of non-disabled people, continued to report a high level of anxiety, resulting in a sustained raised score of 6 to 10.
- 6.2.7 About three-quarters of disabled people (73.4%) reported leaving their home in the last seven days for any reason, compared with over 9 in 10 non-disabled people (92.5%); disabled people were more likely to report leaving their homes for medical needs or to provide care or help to a vulnerable person (23.5%) than non-disabled people (13.1%) in May 2020.

6.2.8 Unsurprisingly given raised infection risks associated with ongoing health conditions, around 1 in 10 disabled people (11.9%) indicated feeling very unsafe when outside their home because of the coronavirus outbreak, compared with fewer than 1 in 25 non-disabled people (3.8%).

6.3 Greater Manchester Disability Panel, Big Disability Survey

6.3.1 The findings from the ONS research are, as could be expected, mirrored more locally and brought into sharper focus through the Greater Manchester Big Disability Survey. The survey was conducted by the Greater Manchester Disabled People's Panel, a GM-wide, pan-impairment Panel, made up of 14 Disabled People's Organisations (organisations that are majority led and staffed by disabled people), and convened by the Greater Manchester Coalition of Disabled People. Early on in the Covid-19 pandemic, the Panel commenced the Big Disability Survey with disabled people across GM to understand the impact on their lives and to shape a set of recommendations for improvement. 936 people completed the Survey across a broad spectrum of condition and impairment types.

6.3.2 20% of participants of the full survey received a letter from the Government to indicate that they were in the 'high risk' group for the Covid-19 outbreak. Of the 80% that did not receive this letter, 57% reported having support needs of which only 19% report they are getting all of their needs met.

6.3.3 90% of respondents said that the pandemic has had a negative impact on their mental health.

6.3.4 31% of respondents to the full survey were not at all aware of the community hubs across GM.

6.3.5 Accessibility to the GM hubs varied slightly by impairment; those who identified as being hearing impaired were the highest proportion of respondents that found the hubs 'not accessible at all'.

6.3.6 A third of disabled people surveyed believe that their local authority is not doing anything significant whilst 76% of disabled people are dissatisfied with the help provided by the government. A third of disabled people believe that the government is neglecting disabled people.

6.3.7 56% of respondents had experienced some difficulty sourcing Personal Protective Equipment (PPE) if it was needed.

6.3.8 62% of respondents have experienced one or more health visit being stopped due to Covid-19.

6.3.9 A third of disabled respondents are worried about their housing situation and 37% said that their housing was not accessible or only partially accessible.

6.3.10 Survey respondents are less satisfied with their care plans since the outbreak of Covid-19. Prior to the outbreak, 58% felt satisfied or very satisfied and this has reduced to 35% after Covid-19.

6.3.11 Whilst the findings here echo the national findings offered by ONS, and understanding community sentiment is undoubtedly useful, there are a number of important things to bear in mind:

- Neither data set is Manchester-specific, and whilst the experiences conveyed are likely to be the case in the City (for example, the data presented by the Big Disability Survey includes experiences of Manchester disabled people), continuing engagement with Manchester disabled people and their organisations would be required to more fully understand and respond to local issues (working through the Big Disability Survey recommendations in partnership with local organisations gives an opportunity to do this in a productive way).
- On the whole, both data sets consider disability in a homogenous sense. Whilst the Council does not advocate the medical model of disability, it is recognised elsewhere in this report that Covid-19 (and other clinical and social determinants of wellbeing) affects different groups differently within broader characteristics, and a more nuanced understanding of impact by condition or impairment type would be useful; this again can be explored through targeted engagement with relevant groups.
- The data, as presented, does not demonstrate the interplay between this characteristic and economic vulnerability in the same way that the ethnicity data has been assessed. This is unusual considering the long standing economic vulnerabilities faced by disabled people in the UK, for example: disabled people are a third less likely than non-disabled people to be in employment; they are almost third more likely to be living in poverty; access to services and digital support is more likely to be restricted. A more detailed analysis of this interrelationship nationally and locally is required.

6.4 Special educational needs and disabilities

6.4.1 Children and young people with special educational needs and disabilities (SEND) are similarly affected by the health risks posed by Covid to other people with health conditions and disability, but in addition, they may not be able to receive all the education, health and care provision set out in their EHC plan, due to staff having to prioritise Covid related duties.

6.4.2 Parents and carers of children and young people with SEND managing daily family life whilst meeting the needs of their child/children is challenging. With schools shut for most pupils and access to their usual support services limited these families are facing increased pressure. Short breaks for disabled children offer a much needed break from caring responsibilities and the absence of this provision will cause increased strain on families. Specialist CAMHS services are reporting an increase in calls from families of disabled children, particularly in relation to children's sleep problems and strategies to manage behaviours of children struggling to cope with an enormous change to their daily routine.

6.4.3 Only one in five disabled and older people feels the government is doing enough to support them during the Covid-19 outbreak. A snap UK wide survey by RiDC (the

Research Institute for Disabled Consumers) shows that many disabled and older people feel that the UK government is failing them during the current Covid-19 pandemic.

6.5 Learning Disability and Autism

- 6.5.1 Emerging evidence on the effect of Covid-19 on people with learning disability (LD) and autism suggests that this group is disproportionately affected by the pandemic. Data for this cohort of people is complex and the overall impact may not be evident for some time. However, analysis from the ONS shows that people with LD and autism tend to have other risk factors including; underlying health conditions, they often live in care homes, lockdown means less face to face contact and increased isolation which can lead to increased anxiety and more challenging behaviours and over medication.
- 6.5.2 Compounding the social and mental health impacts of Covid-19 for LD and autistic people is a higher rate of death amongst this cohort. Data has been assessed of all deaths notified to the Care Quality Commission (CQC) between 10 April and 15 May from providers registered with CQC who provide care to people with a learning disability and/or autism (including providers of adult social care, independent hospitals and in the community), and where the person who died was indicated to have a learning disability on the death notification form.
- 6.5.3 This data shows that between 10 April and 15 May this year, 386 people with a learning disability, some of whom may also be autistic, died who were receiving care from services which provide support for people with a learning disability and/or autism. For the same period last year, the figure was 165. This is a 134% increase in the number of death notifications this year. The CQC advocates that this new data should be considered when decisions are being made about the prioritisation of testing at a national and local level.
- 6.5.4 Of the 386 people who have died this year, 206 were as a result of suspected and/or confirmed Covid-19 as notified by the provider and 180 were not related to Covid-19.

6.6 Disability Inclusive Recovery

- 6.6.1 Clearly the City's economic recovery presides at least in part on being able to re-open its spaces and facilities, and increase footfall into the City in a safe and managed way including an increased use of public transport. As has been outlined above, many disabled people are very worried about the prospect of this and the associated risks of increased social contact and greater exposure to infection, resulting in heightened anxiety and some electing to remain isolated regardless of the Government's easement measures.
- 6.6.2 As the Council progresses its recovery activity and begins to re-open spaces and services, it will be imperative that this is done in an accessible and inclusive way where the impacts of Covid-19 to date on disabled people, as described above, are taken into account. The same principle stands for the other characteristics within this report. For those parts of the organisation that are progressing this activity, two important considerations should be had:

- Equality Impact Assessments of the service change / development to understand the potential impacts on, in this instance, disabled people, and;
- Targeted engagement, to address any gaps in the service's understanding or evidence

6.6.3 These considerations are described more fully later in this report.

7. Older Age - Age Friendly Manchester

7.1 Overview

7.1.1 Age is not a risk factor in its own right, although older age does increase the prevalence of underlying health conditions which become an associated risk factor. However age is a characteristic protected by the Equality Act 2010 and people, as they get older, experience increasing inequalities which are specifically linked to older age and ageing.

7.1.2 Government guidance is sometimes unclear and frequently unhelpful in relation to the restrictions for older people as an at risk group; regarding everyone aged over 70 as one homogenous group creates uncertainty and worry and ignores the variance in this cohort, along with the potential and contribution of older people in our communities. It is worth remembering that older age is a characteristic that cuts across all identity groups, and many older people are carers, some are disabled, and older people who are LGBT, Black, Asian or Minority Ethnicity or female frequently experience additional inequalities in later life.

7.1.3 It is useful to break this group down as there are particular circumstances where risk varies:

1. Shielded & vulnerable
2. Isolated
3. Worried and scared
4. In work / out of work
5. Other 70+

7.1.4 Although 1-4 are not age specific, most in these groups will be over 50 and a proportion of these over 70.

7.2 Shielded and vulnerable, isolated and worried

7.2.1 In common with many characteristic groups experiencing shielding and/ or those who are vulnerable or isolated, older people in these circumstances are demonstrating heightened poor mental health as a consequence. This exasperates ongoing issues resulting from loneliness, social isolation, and anxiety about leaving home that are already common facets of some older people's lives. As Manchester experiences declining mental health across all ages of the population, the impact on older residents, for whom there is very little targeted support, is particularly stark.

7.2.2 There is a considerable reduction in the uptake of psychological therapies across Manchester at this time; many older people report that they don't want to be a burden,

but even during 'business as usual times', the referral and uptake of these kinds of service is markedly lower for older people, by some margin. Only 6% of over 70s identified with depression receive a referral, while for young people identified with depression it is circa 50%. The Age Friendly Manchester Programme Team has concerns that this is indicative of a wider pattern of de-prioritisation for older residents and will be reflected across other areas too.

7.3 Economic and social vulnerability

- 7.3.1 Age Friendly Manchester reports that 36% of older residents are income-deprived and 59% of older residents live in the City's most deprived neighbourhoods. In England, only 7% of housing is fully accessible for older residents and 20% of homes in England occupied by older people fail the Government's basic standards of decency.
- 7.3.2 Access to public transport has often been cited as a key concern for many people as the UK starts to return to its new normal. This concern is heightened for older people, as they are being told to avoid using public transport; whilst the clinical rationale for this is reasonable, it does not take account of older people's greater reliance upon it to access health and care services, social networks and for shopping.
- 7.3.3 This is one amongst many areas where the clinical response to Covid-19 is not sympathetic to the social circumstances of an identity group, and causes a 'double hit' for people who were already socially disadvantaged across a range of aspects of their lives; the cross cutting nature of older age, as highlighted above, means these types of age-related impacts affect all disadvantaged groups.
- 7.3.4 This demonstrates the need for consideration of the unique experiences and specific inequalities faced by people over 50 across other sections of this report to be acted upon; the principles of intersectionality apply. The Age Friendly Manchester Team highlight the following areas of consideration.
- Ongoing social and emotional support needs to be developed, tailored to and targeted at older residents. In particular, there is a need for increased and tailored bereavement support; the higher death rate in men may leave even more older aged women living alone in later life facing inequalities linked to their gender and age.
 - Information about and access to services is heavily reliant on the internet. While significant numbers of older people have developed their ICT confidence, many are still not online and for those with certain conditions that are more prevalent in older age, online options may not be fully accessible. In Manchester, 1 in 4 older people have never accessed the internet: 23,594 people over the age of 55 have not used it in the last 3 months / or have never used the internet; this equates to 20.2% of people aged 65-74 and 64.1% of those aged 74+. Alternative routes to providing accessible information should be considered.
 - Older residents are particularly susceptible to Covid-related fraud. A programme of awareness-raising and assistance with COVID-related fraud would assist older age groups; victim losses have already totaled over £970,000.

- Increasing focus is being placed on walking and cycling during post-Covid. This comes with raised safety risks for some older people and additional support is needed to ensure older people feel able and safe to leave their homes through improved walking infrastructure which is age friendly and recognises the city's health profile e.g. more frequent distribution of benches.
- Older people are now considered the last people that *should* be using public transport. At the same time, many are reliant on it to make essential journeys. Help to overcome fear or worry to use public transport is necessary, including increased provision of community transport.
- Additional support is needed for existing active ageing programmes in the City: 1) to encourage those who have started strength & balance exercises while at home during lockdown to continue doing so; 2) increase support for older people who have been inactive during lockdown as they haven't been able to attend regular activity classes, and; 3) support for those who were inactive pre- and during-Covid.
- A unified approach to all communications to and representations of people over 50 is required. One which challenges the negative Covid-19 narrative around ageing and consistently avoids ageist stereotypes, language and images. The Age Friendly Manchester Older People's Board has written to the Council to urge a 'no more wrinkly hands!' approach, and asks the Council to be a leader in the field on this.
- Manchester's over 50s employment rate was below the national average before Covid-19. The economic impact of Covid-19 on the job market will adversely affect people over 60 as well as those under 25 (according to the Resolution Foundation). Manchester's inclusive recovery plans should take account of this dynamic in its employment-related considerations.

8. Children and Young People

8.1 Overview

- 8.1.1 All children and young people are being affected by the virus: children's and young people's learning has been interrupted by the closure of schools, colleges and universities. There is a concern that young people leaving education this summer will have greater difficulties finding employment, particularly in light of an economic downturn. Similar to the other characteristic groups highlighted in this report, many children and young people are highly anxious about the impacts of Covid-19 and some are struggling with feelings of isolation or experiencing other mental health difficulties related to being confined to home for most of the day and having limited social interactions.
- 8.1.2 As is the case with older age, youth and childhood cut across all characteristic groups and adverse impacts specifically related to age will be compounded by other adverse impacts associated with other characteristics; so whilst the majority of children who contract the virus are, based on current analysis, unlikely to be badly affected, children with complex health needs, including respiratory or heart problems and diabetes are in the group that needs to be shielded, and this is having a great impact on their and their families' emotional wellbeing. Some families are reluctant to take their children to health appointments or to allow them to be admitted to hospital for planned treatment, due to fear of contracting Covid-19, so this could have

implications for children's longer-term health. Similarly, children and young people include significant numbers who are Black and Asian Minority Ethnicity, LGBT+, female etc. and as a consequence, also face heightened risk of infection and / or social impacts as outlined elsewhere in this report.

8.2 Youth and economic vulnerability

- 8.2.1 Figures from the ONS figures show that nationally, 408,000 people in the 18-24 age group are unemployed, while data from the Resolution Foundation indicates that the Covid-19 crisis could push a further 600,000 young people into unemployment, unless support is provided. Tens of thousands of internships, work experience opportunities and entry-level employment roles could also be cut for those new to the job markets, depending on how employers choose to respond.
- 8.2.2 The economic impact of Covid-19 has affected every age group but with higher increases experienced by young people and the over 50s. The Resolution Foundation reports that young people with lower levels of education attainment (GCSE level & below) could now have employment prospects as low as 40% three years after leaving education. Nationally, in April there was a decline of 74% in the start of 16-18 year old apprenticeships. It is worth noting that April traditionally has low levels of apprenticeship starts for this age group, so the extent to which Covid has 'caused' or 'contributed to' this statistic remains to be seen; the August / September period is the critical time for apprenticeship starts and a clearer understanding of the scale of Covid impact on youth apprenticeships will be available at that time.
- 8.2.3 Of the circa 19,000 UK domiciled students who will graduate from the University of Manchester and MMU this year, based on a recent graduate retention rate of 51%, 10,000 graduates would be expected to be seeking jobs in the City. Inevitably the lack of graduate jobs will impact on the career choices for graduates and lead to displacement further down the system.
- 8.2.4 There has been a 34% increase in Universal Credit claims and an 89% increase in all unemployment related benefits claims between March and May 2020. This increase affects all age groups but is particularly acute for young people and over 50s. Manchester's claimant count for the 18-24 age group stands at 5,620, rising by 60% between March and April 2020.
- 8.2.5 As the Government funded furlough scheme and support for the self employed comes to an end, which taken together currently support 30% of Manchester's working age population, there is a risk of further sharp increases in unemployment. This represents a double challenge of ensuring that there are opportunities and interventions in place to reconnect the newly unemployed back into work but also means that the residents who are furthest from the labour market, which includes NEET young people, are even less competitive in the labour market.
- 8.2.6 The Council has been working with post-16 education and training providers to plan and manage transition for Year 11 students and 66% of this year's cohort have a secure post-16 offer, recorded on the system but in reality the number is likely to be higher. This compares well with previous years. Of the 450 young people identified as high risk of becoming NEET, 300 have a secure offer and there is a programme of planned summer activities to keep them engaged. Post-16 providers are also working

intensively with their Year 12s as the transition point to year 13 is a big driver of NEET numbers in the City. NEET figures for May are 6.9% and have not seen a significant change during the Covid period. The GM Colleges Group, which includes the Manchester College, has a guaranteed offer for all 16-18 year olds who need it. The short-term picture in this respect is a reasonably stable one. The anticipated squeeze on economic and employment opportunities over the medium term though, suggests a growing challenge to maintain this stability, and is one that will require ongoing monitoring and response.

9. Clinically Extremely Vulnerable and shielded people

9.1 Overview

9.1.1 The ONS reports that in England, 2.2 million people were identified as being vulnerable to severe impact from Covid-19. These people were advised to shield from others to protect themselves from the virus. The guidance for clinically extremely vulnerable (CEV) people changed over time with the latest change on 1 June 2020.

9.1.2 From 1 June, CEV people were advised that they could leave the house for exercise and that support with personal care could be provided by a family member or nurse, care or support worker. This change occurred midway through the ONS's collection of 28 May to 3 June 2020 data for this cohort and has been reflected in the data gathered.

9.2 Social impact of shielding

9.2.1 Data collected from 9 June to 18 June 2020, show that 63% of the shielded group reported to be completely following shielding guidance (an estimated 1,423,000 people). This is broadly comparable with previous data collected, when 63% (between 14 and 19 May 2020) and 62% (between 28 May and 3 June 2020) reported completely following shielding guidance. The percentage who reported not leaving the house since receiving shielding advice or only leaving the house for exercise in the last seven days, at 64%, is very similar to the percentage that reported completely following shielding guidance.

9.2.2 The government, local authorities, public and voluntary service providers and communities have provided support to enable CEV people to shield; the support mechanism that most people who had not left their home since receiving shielding guidance or in the last seven days found helpful was:

- video or telephone calls with family and friends (74%), followed by;
- prescription deliveries (59%), and;
- food deliveries or food boxes (56%).

9.2.3 Of all CEV people, 10% reported they are currently receiving support (for example, medication or psychological therapies) for their mental health and 15% reported receiving support in the past. CEV people who are currently or have previously received support for their mental health were more likely to report a worsening in their mental health since being advised to shield (68% and 56% respectively).

- 9.2.4 Of those CEV people who are not receiving or have not previously received support for their mental health, since being advised to shield, 60% reported that their mental health has stayed the same. Of the remainder, 29% reported that their mental health has got slightly worse, and 7% that it had got much worse. A small percentage (3%) of CEV people reported that their mental health had become much better since being advised to shield. (Percentages do not sum to 100% because of rounding.)
- 9.2.5 The changes in the mental health and well-being of CEV people since they were advised to shield varied by gender and age group. The age group most likely to report a worsening in their mental health was CEV people aged between 50 and 59 years, irrespective of gender.
- 9.2.6 CEV women were more likely to report a worsening in their mental health than CEV men, across all age groups considered. Approximately half of CEV females aged 20 to 49 years and 50 to 59 years reported a worsening in their mental health (49% and 52% respectively).

9.3 Cessation of the shielding programme

- 9.3.1 On Monday 22 June, the Government announced that the national Shielding Programme will end on 31 July. Those who have been shielding will be able to return to work, visit shops, places of worship etc, following social distancing guidance.
- 9.3.2 It is likely that the shielded group will split into three cohorts at this point: 1) those who will want to return to a 'normal' lifestyle as fully as possible; 2) those who will want to increase social activity but with hesitation and we must anticipate a further degree of heightened anxiety in these groups; and 3) those who will continue to feel unsafe (for clinical reasons, because of personal anxiety, or a combination of these) and elect to remain predominantly if not entirely shielded.
- 9.3.3 As well as considering how the needs of people particularly in this last cohort are taken into account and met, there is work to be done to ensure that they are not 'left behind' in the course of recovery planning. This means ongoing engagement to meet needs, as well as ensuring that service providers maintain a focus on continuing 'elective shielders' when devising activities and making policy decisions.

10. Deprivation and Poverty

10.1 Overview

- 10.1.1 The role that deprivation and poverty has to play in the worsening of Covid impacts for some communities of identity, and the specific nature of how deprivation and poverty affects different communities differently, means that it does not lend itself to a stand-alone assessment, and instead needs to be overlaid with the wider social and economic circumstances affecting each community as this report has sought to do.
- 10.1.2 It is worth highlighting, though, some of the specific dimensions of the interrelationship between poverty and Covid impact, and what is known and not known about the further relationship with different protected characteristic groups.

10.2 Relationship between deprivation and equality

- 10.2.1 The ONS has regularly produced data on Covid-19 mortality by social grading. The social grading for Covid-19 mortality is not dramatically different to the social grading for all cause mortality (i.e. those in the most deprived parts of a given geography (national, regional etc.) see greater rates of poor health and mortality compared to those in the least deprived areas). The mortality rates nationally from Covid-19 in the most deprived areas have been more than double the least deprived areas, for both males and females, and survival among confirmed cases has been lower in the most deprived areas. This is particularly clear amongst people of working age, for whom the risk of death in deprived areas was almost double that of people in the least deprived areas, with male diagnosis rates significantly higher than females.
- 10.2.2 This means that the same set of social determiners that cause health inequalities generally are, unsurprisingly, causing health inequalities in Covid-19 with one significant difference; the excess mortality rate in Black, Asian and Minority Ethnicity populations from Covid-19, which is far more pronounced than would generally be expected. This serves to underline the dramatic role that deprivation and poverty have played in leading to the disproportionate impacts for this identity group.
- 10.2.3 In its report Measuring Poverty 2020, The Social Metrics Commission found that Black, Asian and Minority Ethnic households in the UK are over twice as likely to live in poverty as their white counterparts, leaving them disproportionately exposed to job losses and pay cuts caused by the coronavirus pandemic. The report finds that nearly half of Black African Caribbean households are in poverty, compared with just under one in five white families, while Black, Asian and Minority Ethnic families as a whole are between two and three times as likely to be in persistent poverty than white households.
- 10.2.4 Overall, 14.4 million people in the UK were living in poverty in 2018-19, up by 100,000 on the previous year, of which 4.5 million were children. About 4.5 million people (7% of the population) were in deep poverty, and 7.1 million people (11%) were in persistent poverty. The commission found Black, Asian and Minority Ethnic households were more likely to be in deep poverty than white families (around one in 10 adults from a Black British, Pakistani, Bangladeshi or mixed background were unemployed, compared with one in 25 white British people) and so were more likely to suffer heightened financial exposure to the pandemic.
- 10.2.5 The commission further reported that 19% of people in families where the head of the household was white lived in poverty in 2018-19. This compared with 32% of mixed ethnicity families, 39% of Asian/Asian British families, 42% of families classified as 'other ethnic' and 46% for Black/African/Caribbean/Black British.
- 10.2.6 Half of all people in poverty lived in a family that included a disabled person, the commission found. The rise of in-work poverty meant 68% of working-age adults (5.6 million people) were in families where at least one person worked part time. Just over one in 10 older people in receipt of their pension were in poverty.
- 10.2.7 Child poverty rates varied significantly between regions, with London (40%) and north-east England (39%) worst affected and south-east England and Scotland (both

27%) least affected. Child poverty rates for England were 33%, Wales 31% and Northern Ireland 29%.

11. Gender

11.1 Overview

- 11.1.1 It has been recognised from the earliest stages of the pandemic that the health and economic impacts of Covid-19 were likely to be gendered. Women form the majority of those providing care, paid and unpaid and are the majority of health workers. Scenario mapping indicated that women would therefore be more likely to be exposed to Covid-19, and more likely to be affected by the decision to close schools and nurseries and the need to move non-urgent patients out of hospitals.
- 11.1.2 In addition, women are also: more likely to be employed in service sectors that were hit hardest by social distancing measures; more likely to be on insecure and zero-hours contracts; more likely to be dependent on social security; more likely to be in an insecure housing situation and; more likely to experience domestic violence, with increased risks presented through the Government's lockdown measures. These gendered issues remain a priority to monitor and assess.
- 11.1.3 Over the ensuing weeks and months from the onset of the pandemic in the UK, a less anticipated trend materialised. Growing global evidence has highlighted that the mortality rate (taken as the proportion of deaths among confirmed cases) in women and men indicate higher death rates amongst men. In all the countries where data is available, men have been found to be more likely than women to die from Covid-19. In most countries, including in the UK, available data indicates that men have been 50-80% more likely to die following diagnosis than women.
- 11.1.4 The reasons why this has occurred are still emerging, but reports to date have found links with existing comorbidities including hypertension, cardiovascular disease and some chronic lung diseases including chronic obstructive pulmonary disease. These conditions tend to be more burdensome among men globally.
- 11.1.5 As noted elsewhere in this report, these gendered impacts will intersect with impacts as a result of age, disability, sexual orientation, gender identity, class and race.

11.2 Men and occupation

- 11.2.1 Men working in elementary occupations, and men and women working in caring, leisure and other service occupations were found to have a statistically significantly higher death rate from Covid-19 than the rate among people of the same sex and age in England and Wales. In Greater Manchester, a slightly higher proportion of the working population have jobs in these occupational categories than the UK as a whole.
- 11.2.2 Men working in elementary occupations had the highest rate of death involving Covid-19, with 21.4 deaths per 100,000 males. In Greater Manchester, 12.7% of men work in this occupational category, as opposed to 10.2% of men in the UK.

- 11.2.3 Of those men in elementary occupations, the individual occupations with the highest death rate related to Covid-19 were security guards, with 45.7 deaths per 100,000; taxi drivers and chauffeurs (36.4 deaths per 100,000); bus and coach drivers (26.4 deaths per 100,000); chefs (35.9 deaths per 100,000); and sales and retail assistants (19.8 deaths per 100,000).
- 11.2.4 Most of the deaths within the caring, leisure and other service occupation group were among the caring personal service occupations group, with a rate of 26.3 deaths per 100,000 males. In Greater Manchester 25,000 men (3.5%) work in caring, leisure and other service occupations.

11.3 Women and Occupation

- 11.3.1 Compared with the rate among people of the same sex and age in England and Wales, women in caring, leisure and other service occupations had a statistically significantly higher mortality rate for deaths involving the Covid-19: 7.5 deaths per 100,000 females
- 11.3.2 In Greater Manchester, 16.1% of women work in this occupational group, as opposed to 15.8% of women in the UK as a whole. This is the only one of the nine occupational major groups with a statistically significant higher mortality rate for women compared to the people of the same sex and age.
- 11.3.3 The ONS obtained an analysis which shows a correlation between exposure to disease, and physical proximity to others across all occupations. Healthcare workers such as nurses and dental practitioners unsurprisingly both involve being exposed to disease on a daily basis.
- 11.3.4 There are more women working in occupations that are more likely to be in frequent contact with people and also frequently exposed to disease. Three in four workers (75%) in these roles are women. One in five workers (20%) in these occupations are from Black, Asian and Minority Ethnic groups, compared with 11% of the working population. Six out of 16 of these occupations have a median pay of lower than £13.213, the median hourly pay across the UK, underlining the links between deprivation and Covid-19 exposure within this group.

11.4 Domestic Violence and Abuse

- 11.4.1 The lockdown measures put in place to control the spread of Covid-19 have meant that many people will have been forced to spend more time at home with an abusive partner or other family member, and that their usual sources of support may no longer be available. Therefore, all domestic abuse services are still open for information, advice and support; providing telephone, email and online chat services in the absence of face to face provision. The City Council Domestic Violence Team is in regular contact with Manchester service providers and receives weekly updates on the volume and nature of enquiries to their services.
- 11.4.2 Perhaps surprisingly, GMP analysis suggests that the demand for such services during the lockdown period maintained a relatively level trend compared with other offences. The gender relationship profile (70% female victim & male perpetrator) is the same as pre-lockdown. However, there has been a small change in the age

relationship profile, with a higher proportion of domestic violence offences being committed by younger adults over the age of 18 who are between 21 and 30 years younger than their victim. This data is, of course, only reliable with regard to those offences that are reported.

- 11.4.3 Manchester Women's Aid reports that it has not seen a significant increase in referrals for its community based outreach services and compared with last year, they have reduced from most sources apart from Early Help and GMP. However, calls to the Helpline are increasing. Call volumes are now slightly higher than pre-Covid 19 rates and call staff are starting to pick up on potential unmet needs. In general, callers are requesting advice and information, help to leave abusive relationships and emotional support. It is important to note that 54% of callers reported that Covid-19 lockdown has made an abusive situation worse and that 59% of calls were for refuge space.
- 11.4.4 The number of complex cases of domestic abuse saw a significant increase over the past year, with over 1,800 cases heard at the three Manchester MARACs during 2019-20, which is an increase of 400 cases from the previous year. This pattern has continued during the Covid-19 crisis. If the number continues to rise, there is a risk that the IDVA service will be unable to meet demand.

12. Sexual Orientation

12.1 Overview

- 12.1.1 The LGBT Foundation recently concluded a survey into the effects of Covid-19 on the LGBT community. They found LGBT people are less likely to access health care when they need it; are disproportionately impacted by HIV; are more likely to be homeless or insecurely housed; are more likely to smoke and; are more likely to have a poor diet or exercise.
- 12.1.2 Similarly, older LGBT people are more likely to be socially isolated: LGBT people are more likely to have a 'chosen family' often due to biological family rejection. They may be less likely to live with their chosen family compared to their biological family so may be separated from those closest to them at this time.
- 12.1.3 LGBT people are also statistically significantly likely to experience poor mental health: 37% of respondents to the LGBT Foundation's survey stated that decreased mental wellbeing was one of their top three concerns due to the changes Covid has triggered. This is compounded by a greater likelihood to have issues with substance abuse and to experience unreported domestic abuse.
- 12.1.4 The issue of intersectionality previously highlighted applies here also. Since the commencement of lockdown, some LGBT people (particularly young LGBT people) may have been locked down in a house with LGBT-phobic parents and family members, increasing their anxiety and damaging their mental health. In a similar way, some ethnic minority and migrant LGBT people are more likely to be socially isolated from the communities that share their ethnic backgrounds.

12.2 Trans-specific impacts

- 12.2.1 There are a number of trends in relation to health that cut across lesbian, gay, bisexual and trans groups, for example, a reduced likelihood to access GPs and health care generally due to previous experience of prejudicial treatment and / or attitudes on the part of health providers. Many LGBT people report that they would prefer to receive support from an LGBT organisation than from a mainstream health or care provider.
- 12.2.2 Some health issues though, are specifically linked to trans people and bear a link with Covid risk. The prioritisation of Covid response meant that some trans and non-binary people had their HRT suspended due to emergency measures.
- 12.2.3 Chest binding (compressing breast tissue often done by trans men and other non-binary people) has been found to potentially increase the risk of Covid symptoms and of the infection being accelerated.
- 12.2.4 Trans and non-binary people report that a number of their non-essential medical appointments related to individuals' HIV-status, gender reassignment status etc. have been cancelled.
- 12.2.5 As is the case elsewhere in this report, longstanding inequalities in health and social outcomes for LGBT people are exacerbated in the advent of Covid-19, leading to a deepening of existing disadvantages with a Covid-related complexion on it; these are not new issues though.

13. Homelessness

- 13.1 Public Health England (PHE) recently reported that socially excluded populations, such as people experiencing homelessness, tend to have the poorest health outcomes. When the PHE review was compiled, 54 men and 13 women with no fixed abode (likely to be rough sleepers) had been diagnosed with Covid-19. PHE estimates this to represent 2% and 1.5% respectively of the known population of women and men who experienced rough sleeping in 2019. Uncertainty remains around these figures though, and they should be considered an estimate.
- 13.2 As of 23rd June, 178 people were accommodated within Covid-19 hotel accommodation across 7 hotel sites, open under the Government's 'Everyone In' programme. At the height of the response, the Council was accommodating 280 people across 11 hotel sites. The stable accommodation, meals and support provided at hotels have helped to increase engagement from people who sleep rough. On site, people have been able to access support services including primary health care, drug and alcohol support services, mental health and welfare benefits and advice provision. All occupants have had or are having a Homeless Assessment and Personal Housing Plan, a strength based assessment that identifies actions to support finding accommodation. This approach underpins an exit strategy from hotels, the principles of which are:
- An intention not to return people who have been accommodated to the streets
 - A desire to exit from hotels as quickly as possible

- An intention for everyone accommodated in hotels to have an individual housing and support plan

- 13.3 Reconnection remains an important part of the exit strategy. Dedicated members of staff are undertaking follow up conversations with individuals and arranging for their reconnection to places where it is safe for their return if they have no connection to Manchester. Greater Manchester Immigration Aid Unit and the Booth Centre are working with individuals to manage paperwork from Embassies and apply for plane tickets as international travel becomes available. On a national level, the outreach team are working with receiving local authorities, and GMCA are providing support engaging with neighbouring Authorities to ensure that people are reconnected within the conurbation.
- 13.4 For individuals who do have a legal duty owed to them, appropriate accommodation will be sought from in-house temporary accommodation, Housing Related Support schemes, Housing First, social housing and the private rented sector. Creating capacity within these options, exacerbated by the lack of movement due to Covid-19 measures, remains a pressing issue.
- 13.5 Whilst all reasonable measures are being pursued to implement the exit strategy and secure appropriate housing options, there remain a number of critical points to address:
- Ongoing funding issues with government and clarity on the extent of funding for Everyone In
 - Access to private rented sector stock and supported housing across Greater Manchester to fairly spread the burden being borne by the Council
 - Continuing development of guidance on managing people who display Covid-19 symptoms and/or are tested positive
- 13.6 There remains approximately 40 individuals who are continuing to sleep on the streets in Manchester. Most of this group had either refused accommodation or been evicted through extreme and unmanageable behaviour. There is serious concern that the numbers on the streets will rise as lockdown measures are further eased. In addition, it is anticipated that there will be a significant increase in the number of people presenting as homeless as lockdown eases and the wider economic impact of Covid-19 presents itself over the coming months.

14. Carers

14.1 Overview

- 14.1.1 Given the role that carers (paid and unpaid) play in the lives of people who fall within the at risk groups on contracting Covid-19, their safety and wellbeing in the course of undertaking their caring role is vitally important. This is reflected in the guidance that has been issued for carers both by statutory bodies and by charities and community organisations. The Government's 'Guidance to Those Who Provide Unpaid Care to Friends or Family' was published on 8 April, and has since been promoted and enhanced by organisations such as Carers UK. For those in paid care roles, clear guidance on health and safety measures aimed at employers of carer staff has also

been forthcoming, and yet the available data show that people in this group have been significantly adversely affected.

14.2 Deaths involving COVID-19 among health and social care workers

- 14.2.1 The ONS records deaths among health and social care workers in a range of occupational groups. In its analysis, rates of death involving Covid-19 among male and female social care workers were found to be statistically significantly higher than the rates of death involving Covid-19 among those of the same age and sex in England and Wales. A total of 131 deaths involving COVID-19 among social care workers were registered up to, and including, 20 April 2020, with rates of 23.4 deaths per 100,000 males (45 deaths) and 9.6 deaths per 100,000 females (86 deaths). This group included occupations such as care workers and home carers, which accounted for most of the deaths (98 out of 131 deaths, or 74.8%), social workers, managers of residential care institutions and care escorts.
- 14.2.2 Among healthcare workers (occupations such as doctors, nurses and midwives, nurse assistants, paramedics and ambulance staff, and hospital porters), rates of death involving Covid-19 were not found to be statistically different to rates of death involving Covid-19 in the general working population, with 10.2 deaths per 100,000 males (43 deaths) and 4.8 deaths per 100,000 females (63 deaths).
- 14.2.3 Of all the individual healthcare professions, a reliable rate could only be calculated for female nurses, which was 6.7 deaths involving Covid-19 per 100,000 females, equivalent to 31 deaths. This rate was not found to be statistically different to the rate of death involving Covid-19 among females of the same age in the general population.
- 14.2.4 Some healthcare workers may have had reduced exposure to Covid-19 during lockdown, for instance, because of people not having dental or optician appointments. As lockdown measures continue to be eased and more deaths are registered, it will be important to monitor the ONS analyses to see if there are any changes in the rates of death involving Covid-19 among healthcare workers.
- 14.2.5 Of course, the data above only accounts for those paid care staff who are known and recorded; not all carers are paid or known, and so the total impact of Covid-19 on this cohort is not fully understood from the available data. The Council has ongoing relationships with VCSE&F sector carers' organisations, and targeted engagement with these groups would help the Council to more fully understand the extent and nature of the impact locally, to inform an appropriate response.

14.3 Economic support for carers

- 14.3.1 A national Carers Allowance is paid via the DWP subject to income and eligibility criteria. The local authority also has a statutory responsibility to support the health and wellbeing of carers subject to assessment and eligibility criteria. This duty is usually exercised via a support plan and Carers Personal Budget. The Council has sought to ensure that barriers are removed which may inhibit prompt and continued payment of benefits and allowances and to make provision for emergency / hardship payments or material requirements.

14.3.2 Recognising the exacerbating effects of Covid-19 on the challenges already experienced by carers, a Carers Hardship Fund seeks to avert carer arrangement breakdown and bridge any resulting service gaps. Carer assessment and payment arrangement are being simplified and operated remotely to expedite payments.

14.3.3 In addition, the established network of VCSE&F carer support organisations in Manchester has switched to telephone support arrangements and socially distanced arrangements to address shopping, utilities and prescription requirements. Information has also been posted to known carers providing advice on safety and contact tracing, and granting participation in key worker retail support schemes.

15. Digital exclusion

15.1 Overview

15.1.1 As a result of lockdown measures, dissemination of information and access to services has swiftly and heavily shifted towards a reliance on the internet. Whilst this has been a necessary, and in some areas welcome shift, it is not a universally accessible one and has highlighted a number of issues that exist nationally and locally regarding digital exclusion. There are two primary dynamics at play when considering digital exclusion:

- **Deprivation and poverty:** some communities and individuals cannot access 'digital by default' services and information for reasons of affordability (of devices, or broadband services), and;
- **Access:** some groups (including but not limited to some older people, some disabled people, people whose first language is not English) are more likely to rely on web-based services that are not designed to be fully inclusive and accessible, and are more likely to lack key skills and / or confidence to use them.

15.1.2 These issues, which are not mutually exclusive, prevent digital-only information and services being fully accessible to all on equal terms, leading to exclusion of some groups. Covid-19 has taken the UK to a point in digital reliance, arguably, from which it cannot / will not retreat, placing the onus on service providers like the Council to remove or minimise these barriers and ensure that their functions are fully accessible to all residents, either digitally or otherwise.

15.2 Deprivation, poverty and affordability

15.2.1 There is no quick solution to digital exclusion stemming from deprivation and poverty. As has been outlined elsewhere in this report, the extent to which UK households experience poverty, and the degree to which some identity groups are disproportionately affected by this, is a huge challenge which is compounded by the further financial pressures brought about by Covid-19. In-roads however, can be and are being made.

15.2.2 In Manchester, the Digital Inclusion Project run by the Work and Skills and Libraries teams has worked with the Contact Centre to provide tablets and wrap around support to provide the basic skills to use if for some residents. In relation to the scale

of the issue, the work to date is modest although the Council recognises the potential to do more. A lack of funding for technology and data for adults, and a targeting of Government schemes at young people in schools and colleges, present significant challenges to this. Officers are working closely with Manchester Adult Education Service and the Manchester College though, on support for adult learners, and it is likely that there will be an allocation from the City Council's Covid hardship funding to provide technology, data and basic skills to residents at risk who will use it to access more services independently in the future.

15.3 Access

- 15.3.1 As noted above, residents at risk (which includes some of those resident groups who are most frequently digitally excluded) are prioritised for support on basic skills to access and use digital technology. In many cases though, support for the user of the digital technology does not overcome the access barrier, as these are in-built at the provider end; for example, visually impaired people unable to access websites that do not have settings adjustment, people whose first language is not English not being offered information in other languages and / or formats.
- 15.3.2 Again, these are not simple barriers to correct and in many cases, they are beyond the Council's influence. Where digital information and services are provided by the Council though, and especially in relation to Covid-19 support, it is vital that these are made as accessible as possible. Some good progress has been made; the Council's Covid information is available in the range of main different languages spoken in the City, and officers have worked with sensory impairment charities to enable Deaf and hearing impaired people to access information and services. Engagement continues with VCSE&F organisations representing various communities of identity to ensure that residents are aware of and able to access information and updates on Covid-19 in the coming weeks and months.

16. Manchester is a Marmot City

- 16.1 In November 2008, Professor Sir Michael Marmot was asked by the Secretary of State for Health to chair an independent review to propose the most effective evidence-based strategies for reducing health inequalities in England from 2010. The strategy was to include policies and interventions that address the social determinants of health inequalities.
- 16.2 The central themes for the Review were that: 1) health inequalities are a matter of social justice; 2) there is a social gradient in health and health inequalities; 3) addressing health inequalities is a matter of fairness; 4) health inequalities are linked to the economic context and; 5) tackling health inequalities involves tackling social inequalities and climate change.
- 16.3 The resulting 2010 report, 'Fair Society, Health Lives - the Marmot Review', identified a range of social determinants of health: 1) early years and health status; 2) education and health; 3) work, health and well-being; 4) income and health, and; 5) communities and health. Fair Society, Health Lives concluded with a set of key policies over the lifecourse to tackle health inequality, with a different emphasis at each stage of the life course, from pre-birth to age 65+:

- Give every child the best start in life
- Enable all children, young people and adults to maximise their capabilities and have control over their lives
- Create fair employment and good work for all
- Ensure healthy standards of living for all
- Create and develop healthy and sustainable places and communities
- Strengthen the role and impact of ill health prevention

- 16.4 In 'Health Equity in England - the Marmot Review 10 Years On', Professor Sir Michael Marmot has reassessed the indicators that underpin the original research and has uncovered that a decade of austerity and Government policy have seen a deepening in health inequalities and social impacts, and that there is a worsening of healthy life chances for those in the most deprived areas. This, in the context of Covid-19 compounding existing social disadvantages and health inequalities, is deeply concerning.
- 16.5 For this reason, in partnership with colleagues in Manchester Health and Care Commissioning, the Council has started to populate a working document called Manchester is a Marmot City. This recognises that the City would benefit from taking a Marmot type response to Covid-19, implementing strategies that better serve to reduce and not widen health inequalities. The document aims to consider more than clinical factors alone to measure risk under Covid-19. It also allows for officers to assess progress to date and outline any outstanding areas of need. As such, it forms the backbone of an action planning approach relating to communities of identity.
- 16.6 The Manchester is a Marmot City document will be incrementally updated throughout the recovery period. The latest iteration of this is attached as Appendix 1 of this report.

17. Summary Points

- 17.1 Whilst it is true that everyone has the potential to be affected by Covid-19, what is becoming strikingly clear from the data and insight is that it affects certain groups disproportionately more than others. In particular, its impacts on older people, disabled people, Black, Asian and Minority Ethnic groups and those with multiple comorbidities are stark. This report though, has sought to underline that an individual's or group's material characteristics are not the sole determinants of risk and susceptibility to infection and in fact, the wider social and economical environment, which were already contributing to unequal outcomes for many people across the UK and in Manchester, are compounding the already dangerous risks caused by Covid-19.
- 17.2 The health impacts of Covid-19 continue to unfold and more is known about the infection and clinical response options every week. The economic fallout from the pandemic is more variable; a range of industries are coming out of lockdown measures and re-establishing a revised offer, which will no doubt ease the economic impact to some degree, but with social distancing to remain in place for the foreseeable future and a knock-on effect to how retail, leisure and cultural industries can operate, a considerable financial hit for the UK is unavoidable. The closure of a

great many small businesses and the resulting spike in unemployment, which will be felt in Manchester just as anywhere else, will likely affect the prospects of a generation.

17.3 As the lockdown is eased, there is a need to shift the focus of local COVID-19 monitoring systems towards the early identification of an emerging 'second wave' of coronavirus in Manchester. Directors of Public Health are now starting to receive data aggregate data sets for local authority areas from pillar 2 testing sites and have been promised that this data will soon be broken down by postcode, age, sex, ethnicity and occupation.

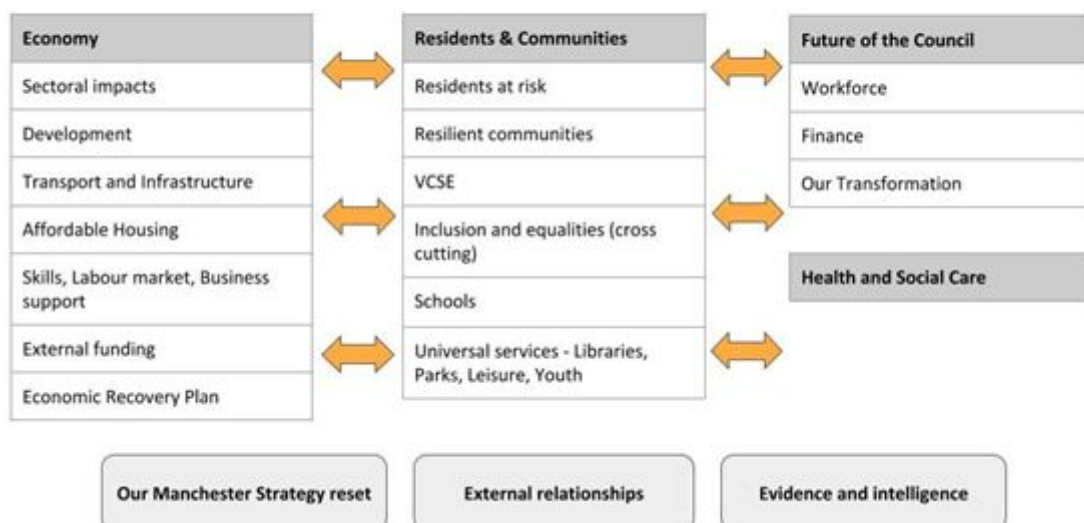
17.4 To progress the Covid-19 recovery planning, four recovery workstreams are in operation. These are highly interdependent, as illustrated in the diagram below. Each workstream involves a significant portfolio of work, and each is in the process of identifying short, medium and longer term priority actions. The workstreams are:

- Economy
- Residents and Communities
- Future Council / Impact on the Council
- Health and Social Care

Underpinned by:

- Evidence base and impact for each of the above workstreams
- External relationships with a range of key partners
- Reset of the Our Manchester Strategy

Manchester City Council: Planning for an effective recovery



17.5 The Equalities and Inclusion work reports in through the Residents and Communities workstream for governance purposes, but it is acknowledged that equality considerations are a cross cutting theme. It is through this governance arrangement

that service-level action planning and the harmonisation of equality inputs and outcomes can be managed. A cumulative review of the actions planned across workstreams and assessed through an equalities and inclusion lens, will give assurance of where the issues highlighted in this report are being addressed and where there are areas outstanding.

- 17.6 Across health and care, the 'Community Cell' has been set up to lead the out of hospital care system within the City during the period of Covid-19 response and recovery. The Community Cell will seek joint working opportunities with Trafford, and other GM Localities where it makes sense to. The three workstreams for the Community Cell are listed below. Each will have its own leadership, and coordinating group, to oversee it and report into the Cell.
- Coordination of the Manchester Covid 19 response
 - Overall capacity and demand planning
 - Care home and home care capacity increase
- 17.7 The Cell will work closely with the Manchester Hospital Cell arrangements and also connect to the wider system response at City and GM level.
- 17.8 The Manchester Covid-19 Response Group (the CRG) (previously called the Manchester COVID-19 Locality Planning Group (MCLPG)) fulfils the role of the Manchester Health Protection Group, which is the established group for all health protection issues in Manchester. Addressing inequalities / Health Equity is a key workstream under this group. The purpose of this workstream is to improve experiences of, and outcomes for, communities that suffer disproportionate adverse impacts from Covid-19.
- 17.9 This will involve reducing the risk of transmission, severe disease and death among groups of people who have been identified as most risk including*:
- Black African, Black Caribbean and Asian people
 - People born outside the UK or Ireland
 - People in specific occupational groups
 - People with learning disabilities
 - Inclusion health groups -Asylum Seekers and Refugees, Gypsies & Travellers, Sex Workers, Ex-offenders*

*This will be kept under review based on emerging and evolving understanding of the disease. Note the needs of other vulnerable groups e.g. people who are homeless, older people, clinically at risk/shielded groups are being addressed through other workstreams.

- 17.10 Across the Council and health and care, a continued use of Equality Impact Assessments (EIAs) seeks to ensure that activities and decisions related to Covid-19 are advanced with due regard for equality at their heart. The Council has undertaken EIAs of its emergency response measures (i.e. the Community Hub) and early stage recovery plans (i.e. re-opening sections of the City Centre). Health colleagues have produced EIAs of Hot clinics, Hot care homes, Testing service, MHCC Bereavement policy and digital primary care. This activity continues across the system.

- 17.11 In tandem with this work, the Council is also working to strengthen its approach to workforce equality, recognising that successful services are best provided by a workforce that reflects the communities in which they operate. A wide-ranging workforce equality strategy is in the early stages of development which builds upon, but is not limited to, the outcomes of the workforce race review conducted in 2019. Workforce considerations are also embedded within the Covid-19 recovery planning, with the health and safety of the Council's employees a primary concern. Risk assessments, safe return plans, guidance and regular communication are in place and under regular review.
- 17.12 As noted above, the Covid-19 recovery planning work sits within the context of the reset of the Our Manchester Strategy. The City is at the midway point of its 10 year strategy and good progress has been made against a number of its aims. A review of the strategy was already planned, but the revised social, economic and health context that the City now finds itself in casts a new complexion on the reset.
- 17.13 Just as the Our Manchester Strategy was based on extensive consultation with residents and stakeholder groups, the reset will be underpinned by engagement including targeted (with identity groups) and neighbourhood engagement, as well as universal engagement. Equality and inclusion is being embedded as a cross cutting / horizontal theme within the Strategy reset.

COVID-19 Equality Analysis Tool

The outbreak of COVID-19 has triggered an unprecedented rate and scale of organisational change in the UK, with all industries and sectors needing to take rapid and often fluid decisions to respond to the many different impacts of the virus on the economy, on employment, on access to care and services and on society more generally. It remains vital though, that those who are frequently the most disadvantaged in society do not take a 'double hit' from decisions taken to mitigate the impacts of COVID-19 having an adverse impact on protected groups. Now, more than ever, having due consideration of equality for Manchester's most vulnerable and disadvantaged people is of paramount importance.

This short equality analysis tool aims to help you to consider and record how equality issues relate to your COVID-19 response activity. It aims to be easy to complete so as not to delay the rapid turnaround on decisions and activities required at this time, whilst ensuring that equality matters are not de-prioritised and remain central to the way that Manchester responds.

The tool will help you to:

1. Assess whether a proposed response (a new service, a change in business as usual etc.) is relevant to our equality duties and / or different groups in Manchester
2. Identify what the potential impacts of the activity will be for different communities
3. Highlight what actions could be taken to mitigate any negative impacts that you identify

If you need any help or support with this tool, please let your Directorate contact in the Equality, Diversity and Inclusion Team know as soon as possible:

Directorate	Nominated EDI Team Lead
Corporate Core	Keiran Barnes – 07989 148 324 keiran.barnes@manchester.gov.uk
Children's Services	Lorna Young – 07904 679 204 l.young2@manchester.gov.uk
Adults Services	Sofia Higgins – 07989 162 966 Sofia.higgins@manchester.gov.uk
Neighbourhoods and Growth & Development	Ryan Lamey-McArthur – 07788 978 726 r.lamey-mcarthur@manchester.gov.uk

Guidance for officers

Roles and responsibilities

- The service managing the activity is responsible for completing an equality analysis on it and should start this at the earliest opportunity
- The Head of Service is responsible for quality assuring and approving the equality analysis and will need to do this at the earliest opportunity as the activity is being developed
- The Strategic Director is ultimately responsible for the equality analyses completed in their service area as these are public documents completed in line with our statutory responsibilities
- The Equality, Diversity and Inclusion Team (EDI Team) is responsible for quality assurance, help and guidance on equality analyses

Gathering your evidence

When developing your COVID-19 response activity, consider which vulnerable or disadvantaged groups might be the most affected. These will include the groups protected by the Equality Act 2010, but may also include other vulnerable groups in society. Have a think about impact on:

People in different age groups, like older people, young people and children	People with continuing health conditions, especially those who are 'at risk' or 'shielded'
Disabled people (including consideration of mental health issues)	People with caring responsibilities
People of various faiths, religions and beliefs	Trans people, non-binary people and other consideration of gender identity
Married people and people in a civil partnership	Homeless people
Ex-Armed Forces personnel and their families	People of either sex, with consideration of women during periods of pregnancy and maternity
Different racial groups	Lesbian, gay and bisexual people and other consideration of sexual orientation
Children, families and other people living in poverty	Any other groups you identify as relevant to the activity

When you're gathering evidence for your equality analysis, think about:

- What relevant service-level information is available and where can I get it from?
- Is there evidence from other sources that I could use, like websites, research reports, Census data or advice from independent commissions (i.e. Equality and Human Right Commission)?
- Has there been any engagement with stakeholders that I can draw evidence from, or might I need to do this?

Completing the tool

The tool has a few tips to help you as you fill it in, but a few things to remember are:

- Make your points clearly and concisely; don't copy and paste whole sections of other reports into this tool
- Signpost to other sources of information if they're relevant
- Use plain English and avoid abbreviations, jargon or technical terms
- Clearly show the link between your findings and the evidence that supports them
- Highlight whether the impacts that you identify are positive or adverse. If adverse, indicate whether the proposal can be adjusted to prevent the impact. Seek support from the Head of Service to assess what adjustments could be considered.
- If there is a justifiable reason why the proposal can't be adjusted, clearly outline why and what the implications of this would be. This will help decision-makers reach well informed conclusions.
- Remember that impacts can be on all groups, some or one. An adverse impact on one characteristic is no less significant than impacts for all groups.

COVID-19 Equality Analysis Tool

Tell us about your service

My Directorate	
My Service	
My team / section	
The name of the activity being analysed	
Is this a new service or a change to an existing one?	
Who is completing the assessment?	
Who is the lead manager for the assessment?	

Tell us about the CV19 response activity you're analysing

Briefly describe the main aims and objectives of your activity, outlining at a high level if it has implications for other areas of the Council's work and how / if it supports the Council's wider response to CV19.

TIP: briefly summarise the key points and keep your answer under 500 words.

TIP: try not to duplicate information that's available elsewhere; you can easily use this space to signpost to other sources of background information instead of rewriting them here.

Analysing the impact on equality

Will the CV19 response activity you're analysing... (Tick all that apply):

Remove or minimise disadvantages suffered by individuals or groups because of their characteristics	
Meet the needs of people from protected or disadvantaged groups where these are different from the needs of other people	
Promote diversity and encourage people from protected or disadvantaged groups to participate in activities where they are underrepresented	

Describe how you've reached your conclusion and what evidence it's based on (200 words max).

Considering which group/s you have identified the activity as being relevant to, complete the table below. Be brief with your answers and only complete them for the group/s relevant to your activity.

	1. What is the impact of your proposal on this group?	2. What evidence have you used to reach this assessment?	3. What actions could be taken to address the impacts?
Age (older people)			
Age (children and young people)			
Carers			
Continuing health conditions			
Disability			
Faith / religion / belief			
Families living in poverty			

Gender identity / Trans			
Marriage / civil partnership			
Homelessness			
Ex-Armed Forces			
Pregnancy / maternity			
Race			
Sex			
Sexual Orientation			
Any other (please list)			

QUESTION 1 TIP: think about 1) whether the activity removes or minimises disadvantage for this group, 2) whether it meets their needs that are different from other people's and / or 3) whether it promotes diversity / encourages participation.

QUESTION 2 TIP: evidence could include customer profile data, demographic information, research, or engagement and consultation outcomes

QUESTION 3 TIP: think about the extent to which the proposal meets our equality duties and whether this should or could be improved.

Head of Service Approval

Your completed analysis needs to be signed off by your Head of Service to approve it.

Name:		Date:	
Job title:		Signature:	

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Appendix 3: Examples of Black Lives Matter Internal and External Communications

Below are examples of the types of communications that were issued internally and externally by Manchester City Council in response to the killing of George Floyd and the Black Lives Matter campaign. It is not an exhaustive list, but does demonstrate the breadth of the response. The communications are from a range of voices and address a variety of audiences, but share some common threads of support, solidarity and unity. The communications are presented in chronological order.

1 June 2020, Adult Services, Councillor Bev Craig and Bernie Enwright's Message

We are sure you have seen the tragic events in the US over the last few weeks and the deep-rooted racial discrimination this has brought to the surface. It has been heart-breaking to watch for us all and has had a profound impact on our Black colleagues, friends, relatives and communities. The city of Manchester has a proud history of standing up against inequality in all its forms and will always stand beside those fighting for their rights.

Personal message from Cllr Craig:

It has been a difficult week for many, as the events in the US have unfolded. I wanted to personally assure you of my personal, professional and political commitment to rooting out structural inequality, and both institutional and societal racism in our city. This city is built on the shoulders of Mancunians, those who were born here, and equally those who call it home. We can never overlook the inequalities that have blighted our society before, during and after COVID.

Two quotes have stuck with me over the recent days, the first from Angela Davies 'In a racist society, it is not enough to be non-racist, we have to be anti-racist' - I want our Black, Asian and Minority Ethnic staff to hear that we as an organisation want to listen to your voices and take action. The second from Martin Luther King Jnr 'No one is free until we are all free'. As a Council, we are committed to tackling the inequalities and inequities of our society.

Personal message from Bernie Enright:

I have personally been deeply shocked and saddened by these appalling events - our thoughts and prayers go out to George Floyd's family and friends at this devastating time. Sadly, times like this are a reminder that there is still so much injustice, inequality and racism in the world, and that we must stand together and support each other to challenge what is wrong and campaign for what is right.

At this difficult time, its clear we must support our Black, Asian and Minority Ethnic staff by talking to each other, being there for each other and supporting one another, never allowing our love for humanity to be overshadowed by racial discrimination and social injustice. I want us to work together to develop our action

plan and work has started to look at this already. Furthermore, we are also exploring how we take this agenda forward within the Council, to continue to address any racism and urge all staff to get involved.

If you have any concerns, please speak to your manager, or if you'd like confidential support, the Employee Assistance Programme is available to you 24/7.

We would also like to take this opportunity to raise a recently identified issue concerning people from Black, Asian and Minority Ethnic backgrounds who are infected with COVID-19 being at a greater risk of severe complications, as well as those people initially considered to be clinically more vulnerable. You may want to review the report from Public Health England. We are doing everything we can to reduce this and other risks across our workforce.

One of the ways we are doing this is to introduce a new individual assessment for those members of staff who are more vulnerable, which has been published this week and will list specific conditions and vulnerabilities. We understand some of you may be feeling more anxious than ever and would urge you to speak to your manager if you feel additional support is necessary.

3 June 2020

[Statement signed by all Greater Manchester local authority and Combined Authority leaders, including Sir Richard Leese.](#)

4 June 2020, All-Staff Communication (Chief Executive's Introduction)

Dear Colleague,

I have been profoundly affected by the outpouring of emotion, grief and support for the family of George Floyd that has rippled across the world, and also by the undeniable anger and protests of black people and other people of colour not just in the US, but here in the UK and in Manchester.

While the first protests may have been thousands of miles away, it is clear the issue has struck a chord here, among our local population and our own staff. This affects everyone in different ways - of course we support our black staff, some of whom have told us they are experiencing a range of feelings from anger to sorrow, and a determination to be part of the movement for change. We also recognise that all people of colour will be affected and that as white colleagues we must redouble our efforts to fight racism in all its insidious guises, and be anti-racist allies to our black and minority colleagues.

No one should suffer because of the colour of their skin – or their sexuality, race or culture.

In Manchester we have a proud history of fighting for the equal rights of all our residents. We will always stand in solidarity with those facing inequality. And we will always support the right to peaceful protest.

Employees of a black and minority ethnic background make up just over a fifth of the Council's workforce and we want to assure every one of you that we stand with you at this time.

I care hugely about this issue. It is not enough not to be racist, I am anti-racist and will do what I can to educate myself and hold myself to account for my actions, and I know the majority of my white colleagues have the same determination. I care about our right to protest, I care about the right to express our thoughts and challenge others, and I care about the wellbeing of all our staff.

There has been protest activity in Manchester already, as people have gathered to share a voice - one in the city centre earlier this week, there have been others suggested. I would however also strongly stress that under Covid 19 we do need to still respect social distancing and not put the health of ourselves and others at risk.

As I said above – this is a passion of mine – and you will rightly expect more than some public statements and symbolic lighting of a building. It is not enough to sign a pledge. It is about what we are going to do next after the warm words.

I want to be more proactive about what flows from this groundswell of activity and debate. I want this moment to effect change - to demonstrate to all staff that there is a role to play. You will not have to march to have your voice heard - we will create those conditions for you to shape the future.

My pledge is that we will listen more to all staff groups, through surveys, through question and answer sessions, through networks - and we will follow that up with action aimed at ensuring that we have a diverse, talented and inclusive workforce at all levels in the City Council.

That action will also flow through the work we do and influence across Greater Manchester as we continue our proud tradition of standing up to discrimination in all its forms.

Kindest regards.
Joanne

5 June 2020

[Corporate Twitter post](#): Local authorities in Greater Mcr have joined up tonight to show support for the family of George Floyd.

Buildings across the region are lit up purple - including our iconic Central Library in Manchester City Centre - as we unite in the fight against racism.

5 June 2020, Neighbourhoods and Growth & Development 'Feel Good Friday' message

'Fiona Worrall (Strategic Director - Neighbourhoods) says 'I am so proud to see Manchester communities supporting Black, Asian and Minority Ethnic Equality around the world. It's the foundation of who we are as a city. We Stand Together'. Here we share just some of the visual tributes to these injustices; we know that whilst symbolic gestures such as these show unity and help us reflect, there is so much more to be done to challenge ourselves and turn discussion into action.

We want to hear from you, email us at nandgd@manchester.gov.uk

6 June 2020

[Joanne Roney OBE Twitter account](#)

[Sir Richard Leese statement](#) to thank protesters for their exemplary behaviour during the Black Lives Matter protests. Also on [Corporate Twitter](#)

8 June 2020, All-Staff Communication (Chief Executive Introduction)

(Extract from Joanne Roney's staff introduction)

Dear Colleague,

It's important for me to address the current situation, both in terms of the coronavirus crisis and more recent events following the tragic death of George Floyd in the US some two weeks ago.

The outpouring of emotion and the action being taken across the city to drive forward change through the Black Lives Matter protests has been incredibly humbling.

I'm sure you will have seen images or videos from the protests that took place in the city this weekend. While it is so encouraging to see so many people stand up against racism in our city, we also need to be mindful of the ever-present threat of coronavirus, and try as much as possible to adhere to social-distancing guidelines for our own health and the health of our loved ones. We continue to work closely with the Government on our next steps, and are continually assessing the current situation around the rise in the 'R' rate across the north west and what this means for all of us...

Manchester lights up in solidarity of Black Lives Matter

This weekend, we – alongside the other local authorities in Greater Manchester – showed our support for the family of George Floyd.

Buildings across the region were lit up purple – including our iconic Central Library in the city centre – as we unite in the fight against racism.

8 June 2020, Children’s Services, Director’s Broadcast

The unjust and tragic death of George Floyd on 25th May 2020 has without doubt struck a chord with us all and has been a catalyst to reflect on the values, beliefs and prejudices of many. I know there has been a great deal of commentary and discussions on these issues both locally and nationally as well as the messages coming from the work of ‘Black Lives Matter’ this week.

It is important for us all to recognise how our Black Asian and Minority Ethnic colleagues, Manchester’s children, their families and communities have been impacted by George’s death; experiencing a range of feelings from anger to sorrow.

I would want to speak specifically to our Black, Asian and Minority Ethnic colleagues and offer my personal assurance that I and CLT members are committed to ensuring there will be positive action and offer the opportunity to have a discussion and then come back with some proposals. Consequently, rather than add to the narrative as someone who seeks solace in music, I offer you a track from 1976! the musical genius ‘Stevie Wonder’ that found its way into my reflections which I hope is received in the spirit it is intended:

<https://www.youtube.com/watch?v=Zf0zcOM0750>

It's an understatement to say ‘change is long overdue’ and I know there have been messages of solidarity from the Leader of the Council and Chief Executive. The leader also spoke about this issue at the beginning of Executive on Wednesday and is still available via the council’s webcast.

Finally, it is important to recognise the importance of talking about how we feel and I would encourage that to happen. This may be with friends, family, your line manager or colleagues. Equally I would remind you of our [staff counselling service](#) if appropriate and our [internal groups](#) which you may find supportive.

In addition to this myself and other CLT members can be contacted directly or via the following inbox cfmessage@manchester.gov.uk (all messages will be treated as confidential).

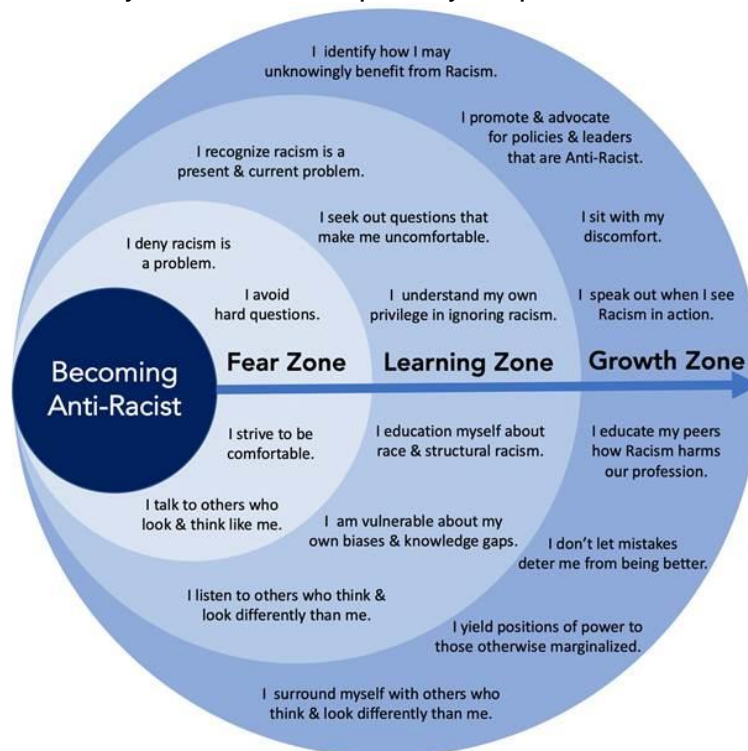
8 June 2020, Adult Services, Councillor Bev Craig and Bernie Enwright’s Weekly Message

We hope that you and your family are staying safe and well. We would like to start this week’s message by revisiting the sad events we addressed last week that took place in the US on 25 May with the tragic death of George Floyd and the widespread unrest this has caused. We are sure you will have seen the reports and footage of the peaceful protest that took place in the city over the weekend as part of the Black Lives Matter movement that some of you may have attended.

Thousands attended the protest and this is just testament to the way Mancunians are feeling about these tragic events and the injustice, inequality and racism that still exists in the world. We both feel very passionately about this topic and are committed to fighting any form of racism not only in the directorate but the Council.

We would like to share a [powerful article](#) written by one of our Social Workers Theresa Chadenga. It really makes you think about the impact of everyday racism in its subtler and more insidious forms. Please take the time to read the article as we all must learn from the experiences shared within it.

There is also a thought provoking diagram below - 'becoming an anti-racist' model from the British Association of Social Workers. Please take the time to digest the information, self-reflect and have a think of where you are currently positioned on the diagram and what you can do to improve your position.



If you do have any concerns, please speak to your manager, or if you'd like confidential support, the Employee Assistance Programme is available to you 24/7.

9 June 2020

Corporate Twitter account. [Statement from Cllr Luthfur Rahman](#) who explains the Council has committed to a full review of the city's statues in response to the Black Lives Matter protests.

10 June 2020, COVID-19 All-Staff Communication (edit)

Employee Equality Groups

As an organisation we recognise and celebrate the benefits diversity brings and strive for all of our colleagues to have an equal opportunity to be their best selves at work.

The protests that took place in Manchester last weekend are a testament to the solidarity we show for those facing inequality, not just in the UK, but around the world. We proudly stand up against inequality in all its forms, stand beside those fighting for their rights, and are committed to effecting change.

[Our Employee Equality Network groups](#) – run by employees, for employees – are a key component of this work. The groups provide opportunities for everyone in our diverse workforce to develop, influence and contribute. Most of all, they help us recognise how our individual differences make us stronger as a whole.

One such group, the Black, Asian and Minority Ethnic Network, provides a forum for all the Council's staff from Black, Asian and Minority Ethnic backgrounds to share their experiences, empower staff, provide support to each other and network. Today we'd like to share with you their recent message of condolence to the family and loved ones of George Floyd, and a reminder of the support available in these difficult times.

[Read the message from the BAME Staff Network Group.](#)

10 June 2020, Neighbourhoods & Growth & Development Weekly Broadcasts

Two colleagues have been in touch with us this week, Leon Phillips (Contract & Commissioning Manager) and Sherelle Fairweather (Work and Skills Specialist) to share a really useful and comprehensive resource called ['Justice in June'](#) which is full of learning materials for anyone wanting to educate themselves about the black community and racial justice.

Together, Leon and Sherelle tell us more:

'You will have noticed the tensions that have risen and protests taking place all around the world since the murder of George Floyd at the hands of the police in Minnesota. The issue of racial inequality is a global issue and one that needs to be dealt with in order for us to move forward as a society. On a personal level the video left me with a sense of loss, anger and fear. That could have been me! That could have been my father, my cousin, my friend. This isn't the first video and unfortunately I don't think it will be the last.

These instances of police brutality are just symptoms of the wider issue that is systemic racism. Which is pervasive in our society, in our health system, in our media, in our housing and benefits system and much more. This isn't just an issue in America - the issues exist here too and as individuals we have a responsibility to ensure that no person is treated differently because of their skin.

Often we are unsure how as an individual we can make a difference, but there are steps you can take in order to understand these issues. To start - listen to understand the perspectives of your black colleagues. Secondly let's Talk - help to create safe spaces that encourage more transparent and open conversations, about difficult and complex topics around race you may feel uncomfortable about having.

['Justice in June'](#) shares links to learning resources. You can even set a schedule of learning based on how much time you want/ have to commit to learning more - even as little as up to 10mins.'

10 June 2020, Neighbourhoods & Growth & Development, Message from Strategic Directors

Support from Strategic Directors

'Louise Wyman, soon to join MCC as the new Strategic Director for Growth & Development, got in touch this week ahead of her start date to tell us how she's been feeling:

'The past few months have been a really reflective time for me, I sense I'm probably not alone here. The global health crisis that we're all living through is unsettling and challenging so many norms. It's been a time when I've thought seriously about what matters to me and why. I'm acutely aware of the impact of George Floyd's death in Minneapolis and how the Black Lives Matter movement is foregrounding conversations about inclusion and equality in towns and cities across the globe. Manchester's voice, our ability to listen and engage with our diverse communities, matters more than ever at this time.'

Fiona Worrall (Strategic Director - Neighbourhoods) also wanted to share this message:

'I, along with many of you, have been impacted by recent events and I stand firmly beside anyone who is fighting against racism and any other form of inequality. For many this is seen as a new issue but I am well aware that for many of our Black, Asian and Minority Ethnic staff this is not new.

I really want to hear from all staff, and particularly our Black, Asian and Minority Ethnic colleagues, on how these issues have been affecting you, your experiences of Manchester and Manchester City Council, and what you want to see happen next. I acknowledge that I have a lot of learning to do and I want to start by hearing from you. Equally I want to encourage conversation on these issues to take place in all our teams so that we can collectively look to a better future. I am committed to using my position to help make the changes you want to see happen'

If you want to reach out, share your experiences or make your suggestions, you can get in touch in several ways...

12 June 2020, [Important Friday update from the Chief Executive, and the Leader of the Council](#)

Leader and CEX introduction extract:

“...This has been a difficult week for many, not just in Manchester but around the world, as we face the ongoing challenges of the current pandemic and the fight against racism.

We stand strong against inequality and discrimination with all our black, Asian and minority ethnic colleagues. Our BAME Staff Network is a place where you can have your voice heard and help develop, influence and contribute to change. We pledge to listen and take the actions needed to make our workplace and the city a more equal place for all...”

Lourabelle Hill talks about her work with the BAME Staff Network

Lourabelle Hill, a Business Analyst in Adult Social Care, is the Communications Officer for the [BAME Staff Network](#), a staff peer-support group that provides a forum for staff to network, share their experiences, increase empowerment, and provide peer support:

Chaired by Lorna Willams, Customer Service Operations Manager, the [steering group](#) has members from across the Council and is always pleased to welcome more members to the network.

Says Lourabelle: “My role is to ensure frequent and consistent messages for the group. We’re fortunate to have the shared knowledge and experience of our network members, which is invaluable in supporting us to achieve our future ambitions for the group.

“We want to challenge and support the organisation to achieve its Our Manchester obligations. Our black, Asian and minority ethnic workforce will play an integral part in achieving the Council’s vision and delivering the Our Manchester strategy.”

“Since May, we’ve been holding virtual meetings using Google Meet,” adds Lourabelle.

“These offer advice and peer support during these unprecedented times. Why not join us at our next meeting on Tuesday 16 June? Details of this, future meetings and more can be found on [our intranet page](#).

“I’ve found this to be a really positive assembly of people and I’ve really enjoyed being involved,” continues Lourabelle. “It’s been a great support network for both my personal and professional development. Since joining I’ve been able to access support to help with my recent studies in a Management and Leadership Degree, and I’m also now involved in a Council initiative to mentor a looked-after child.

“I would encourage more people to get in touch and get involved. Everyone has something to offer the group (as little or as much as you like). We’re here for you: bame@manchester.gov.uk.”

12 June 2020, Children’s Services, Black, Asian and Minority Ethnic Discussion Group

Due to recent events of the Covid19 virus pandemic and the recent research we know that people from Black, Asian and Minority Ethnic backgrounds are and continue to be disproportionately affected. This has meant that many black employees have lost loved ones and also live with the fear of being more likely to be affected by the virus.

In addition to this, the viral social media coverage surrounding the murder of George Floyd and its aftermath has further highlighted the lack of value sometimes placed on black lives and this has resulted in anger, heartbreak and the opening of wounds, stemming from black/ethnic minorities own experiences of racist abuse and disadvantage faced throughout their lives.

We need to feel able to speak up and discuss our experiences openly to bring change and educate our colleagues. Institutional racism exists within our society and we need to feel we work in an empathetic workforce which protects the needs of all staff and ensures we all have access to the same opportunities.

We would like to invite all Black, Asian, and minority ethnic officers throughout Children's Services to attend a discussion group on the **18 June 2020 at 10.00am**. Our Director, Paul Marshall said in his broadcast last week that he and other members of CLT are committed to ensuring there is positive action, so this discussion group is an opportunity for Black, Asian and Minority Ethnic colleagues to share their experiences and raise issues to feed into that wider conversation.

24 June 2020, Neighbourhoods & Growth & Development Broadcast

‘Black Lives Matter - learning more’

Thank you to everyone who got in touch following the article from Leon Phillip and Sherelle Fairweather in which they shared an important resource for learning about the black community and racial justice. Whilst we know that actions speak louder than words, really listening to what members of the Black, Asian and Minority Ethnic community are saying and having safe and open conversations are crucial steps we can all take in tackling inequalities.

There are resources available to aid these conversations with children too; Elaine Mills (Project Manager - MCRVIP) got in touch to share a few she has come

across, which have also been shared with the Neighbourhood Teams, Libraries and [MACC](#) to be included in any information packs being shared with residents.

- [YouTube video channel](#) - or search for 'KidsBlackHistory' on YouTube. A new video will be uploaded each week,
- [Virtual Library](#) - this is a really brilliant interactive PDF for you to 'browse', with links to online narrated books covering themes like Blacks Lives Matter, Civil Rights Leaders, Around the World and more. Whilst most of the books are aimed at a younger audience, the choice is huge and accessible to everyone.

Black Lives Matter - Work & Skills team plans

Angela Harrington (Director of Inclusive Economy) has shared with us her plans for the Work & Skills teams to support the Black Lives Matter movement:

'I am sure that like me you will have been shocked and saddened by the recent brutal murder of George Floyd by the Mississippi Police. Sadly this is neither the first nor last murder of a black person by an institution that is supposed to protect all of us, nor is racism confined to police forces or the USA. The subsequent Black Lives Matter movement & protests show that racism is endemic and worldwide and the need for change is urgent and overdue.

Closer to home it affects some of us, in our team, organisation and communities more deeply and personally because it is part of our lived experience. To those of you who have reached out to check in with Black, Asian and Minority Ethnic colleagues over the last few weeks; thank you. We all have a responsibility to support our Black, Asian and Minority Ethnic colleagues, residents & communities and to educate ourselves and support the Black Lives Matter movement.

As part of the work we are doing to plan for economic recovery from Covid, we have a timely opportunity to better reflect & address some of the economic and social inequalities that particularly affect Black, Asian and Minority Ethnic communities in the City.

Therefore, our next team meeting will focus on Black Lives Matter. Sherelle pointed me in the direction of a [comprehensive article](#) about supporting the Black Lives Matter movement here in Manchester - I would encourage everyone to take time to read and reflect on this.'

We will also hear from the MAES team soon, as they are including Black Lives Matter as part of their cross-service training. If you want to reach out and share your experiences and suggestions contact....

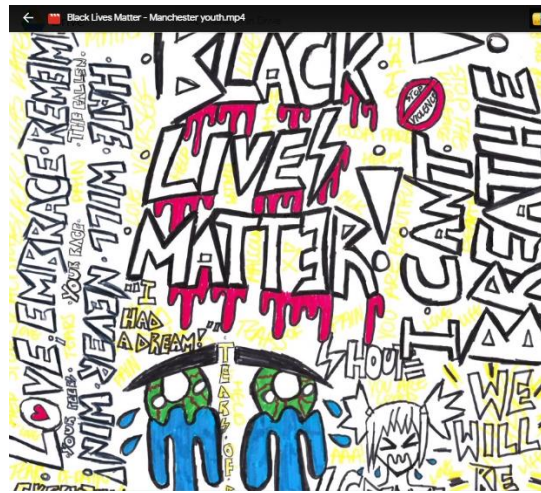
29 June 2020, Extract from Louise Wyman's (Strategic Director, Growth & Development) 'Monday Note' (sent to all staff in the Directorate)

...'A couple of items stood out for me last week. Firstly the importance of listening to our Black, Asian, and minority ethnic colleagues, taking time out from busy lives to hear their thoughts, insights and concerns. My first meeting this week was with

Deb Clarke (Director of Human Resources and Organisation Development) who will be leading our work on responding to racism. I want to better understand the challenges we face as an organisation, how should we change the way we work?

Across SMT we're committed to prioritising inclusion and equality and Deb is looking for volunteers from each team to get involved. If you'd like to support this work please let me or Jo Johnston (Directorate Support, Service Lead) know...'

17 July 2020, Children's Services, Director's Weekly Broadcast



The Youth Justice team have worked, as part of a restorative justice project, on this very powerful [video](#) (shared at the staff engagement event), capturing the thoughts and feelings of Manchester's young people about the Black Lives Matter movement. This includes a [poem](#), written by one of our young people, which highlights the importance to those growing up in our city.

The team have also collated this [useful resource](#) of resources and information related to BLM and equalities.

22 July 2020, Adult Services, Directorate Message

'MAES - Cross Service Development Week'

Manchester Adult Education staff have just enjoyed a useful and inspiring Cross Service Development Week. Michaela Salmon (Area Adult Education Manager) told us how things worked a bit differently this year: 'We usually have a cross service training day at this time of year but this time we decided to spread it over a whole week! This meant we could plan a range of shorter workshops which have proved really effective.

As well as workshops on the new form of adult learning courses being offered next year - which will be a blend of face to face classes in small groups and online

learning - we have had a series of workshops related to Black Lives Matter, which have been really interesting and thought-provoking. We felt it was important to include these, in order to reflect on what more we could be doing to address the issues. Annette Joseph delivered a great workshop for us on unconscious bias and Sharon Amesu, one of our MAES governors, also delivered a really inspiring workshop called 'My Story'.

We also had 3 workshops by MAES staff on practical ways we can embed BLM into our adult education courses. These included:

- Developing Critical Thinkers and Exploring Unconscious Bias
- Managing Discussions on Sensitive Subjects in the Classroom
- Sharing resources to Raise Awareness in the Classroom'

Feedback from staff



19 August 2020, Neighbourhoods & Growth & Development Weekly Broadcast

'No place for racism'

Samiya Butt (Prevent & Community Cohesion Coordinator, pictured above) has worked for the Council for over 15 years in different teams and services, as well as working on many different projects. Here, Samiya shares her experiences of working on the [RADEQUAL](#) campaign, the Council's Black, Asian and Minority Ethnic Staff Group and the Workforce Race Review:

[‘RADEQUAL](#) is a campaign that was created in partnership with communities to tackle prejudice, hate and extremism in Manchester. The campaign is for all communities and is built on values that promote equality and recognise the importance of diversity.

It has not always been easy and there have been many difficult conversations and times when I have had to challenge racist views and behaviours. I have also listened to some personal stories of discrimination and tried to understand and balance different perspectives. I have learned that getting people to come together, talk and think critically about themselves, their views and their experiences is really important. I have also seen a lot of good work by communities to build community cohesion.

As a former joint chair of MCC’s Black, Asian and Minority Ethnic Staff Group, my work with communities and being a Manchester resident, I recognise that racism and ignorance still exists. We cannot ignore it. We all must call it out and send a strong message that racism and discrimination, in all its forms, does not have any place in Manchester. It has no place in our communities, and especially not in our workplace.

We need to build confidence and empower managers, staff and communities to come forward and report their concerns and make complaints if something is not right. In our workplaces, we all need to know that we are supported and what we say will be taken seriously. All managers have a responsibility to properly investigate complaints, bringing in independent parties if needed, and effective action needs to be taken if discrimination exists.

The [Race Equality Review](#) has identified some concerning issues for the Council. One outcome has been the start of The Race Equality Working Group. It gives staff an opportunity to influence change and make sure that our ways of working, the delivery of services and the way we recruit and manage our staff are inclusive - I really encourage managers and staff to engage in this process.

As a member of the Race Equality Working Group myself, I am committed to making sure that MCC is truly an inclusive employer. We all need to practice and demonstrate this through our behaviours - not just through our policies and strategies.’

Report it

Fiona Worrall (Strategic Director, Neighbourhoods) says:

‘Manchester is a City that has always prided itself on its inclusivity. As someone who has always lived here, it is something I have always been proud of. Challenging racism and all forms of discrimination within the workplace and our communities, is everybody’s responsibility. I want to assure all of our teams that in calling this out they will be supported.

I've seen some of the work coming out of the Race Equality working group and am keen to support the ideas and approaches being developed to improve the experience of Black, Asian and minority ethnic staff working in the Council. The RADEQUAL programme mentioned above has been a key part of our approach to increasing levels of cohesion across the city in our neighbourhoods. If you want to know more or get involved directly, please speak to Samiya.

If you are concerned about your own experience, or are seeing or hearing things in the workplace that are not in line with our values, please talk to your manager or to someone else who can help.'

All employees have the right to be treated fairly, with dignity and respect in the workplace. If you have a concern or need to report an incident, you should speak to your line manager in the first instance. You can also contact HR, your Equalities Leads or your Trade Union rep.

Support for managers

Managers should feel supported in having conversations with their teams about issues of racism and discrimination. HR and the Equalities Leads can provide advice and support for managers too.

Our HR Business Partner, Caley Holt, says: 'We appreciate it can be difficult to have conversations on these issues but we mustn't shy away from it. We should all take personal responsibility to promote equality and opportunity for all our employees. Please don't hesitate to get in touch with me or HR colleagues if you need any support.'

Having conversations about race - Managers sessions

A manager's session is also planned for Friday 11 September to help managers to address the important issue of race with their staff. The session will focus on having conversations about race, and will be hosted in part by Sharon Amesu, MAES Governor. If you are a manager and interested in attending this session, please contact us: nandgd@manchester.gov.uk

2 September 2020, Neighbourhoods & Growth & Development Weekly Broadcast

(promotion of managers session as mentioned in above article)

Manager's session - Having Conversations About Race

Date for your diary - Friday 11 September

A manager's session is planned for Friday 11 September (10.30am-12pm) to help managers to address the important issue of race with their staff. The session will focus on having conversations about race, and will be hosted in part by Sharon Amesu, MAES Governor.

This will be a virtual session hosted on Google Meet. If you are a manager and interested in attending this session, please contact us:

nandgd@manchester.gov.uk

16 September 2020, Neighbourhoods & Growth & Development Weekly Broadcast

(follow up after the managers session held on 11 September)

Managers' Session - Having Conversations about Race

'A managers' session took place last Friday 11 September to help managers to address the important issue of race with their staff. The session was virtually attended by 102 managers from across Neighbourhoods and Growth & Development and was hosted in part by Sharon Amesu, MAES Governor, former Criminal Barrister and lifetime advocate for diversity and inclusion.

Following the session Sharon said,

" The DNA of the City of Manchester is laced with courage, vision and an unflinching will to tackle the hydra headed challenges of the day. In commissioning the Race Review, Manchester City Council is exemplifying the best of that which exists within our collective DNA. I was delighted to be a contributor in today's Conversation on Race. It was a moment which felt both significant and prescient. The conviction, will and intention that was expressed in the session by the leadership bore the hallmarks of hope for the change that the City is ready to embrace."

The session was recorded and will be available for all staff to view in the coming weeks.

Feedback forms have been sent to all attendees and we will be holding further sessions on the subject of race in the coming months so watch this space for further details.

If you would like to read the recent report to scrutiny committee on the update on progress of the Race Review you can access it [here](#).'

25 September 2020, Children's Services, Directorate Message

We will be having another Reach (previously called BAME) meeting on 6th October at 10.30am. We will have a guest speaker called Gani Martins attending

and doing a presentation for us. She is a social worker and former Interim Director of Children's Services and she worked in many different roles in different local authorities, including Manchester . Gani is passionate about supporting black and ethnic minority staff into leadership positions and she will give us ideas and inspiration in this area! She will tell us about the challenges she has faced on her journey and give some insight into how she overcame the barriers to leadership. I really hope you can attend!

We will be gathering feedback from the previous meeting so bring your reflections! We will also update on the developments from the Race Relationships group.

Please note that if you attended previously, you will get an invite automatically, but if you are new to the meeting, please let me know and I will add you to the calendar invite.

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*Appendix 4:***Manchester City Council Equality Objectives 2020 – 2024****Objective 1 – Knowing Manchester Better**

We will work together with Manchester's citizens and our partners in the public and voluntary sectors to improve the quality of the information we have about Manchester's diverse communities. This will strengthen our understanding of our people and will help us to support 'community cohesion', where people from different backgrounds get on well together in the local area, and treat each other with respect and consideration. We will engage with our citizens to build strong, trusting relationships which will help us to develop policies and commission services that meet everyone's needs.

We have 6 indicators that will tell us we're making progress in these areas:

1. We will strengthen our approaches to engaging with residents and communities, making extra effort to speak to people and groups who are harder to reach. We will embrace co-production, reaching out to people at the earliest opportunity when developing our services and projects, and enabling minority and / or disadvantaged groups to influence the decisions that affect them the most. We will build on what people tell us to better understand our communities and how our services affect them.
2. We will use our growing knowledge of Manchester people and their lives to inform our own priorities and services. We will share this evidence-base with our partners and learn from their understanding of communities, to ensure that our shared work reflects residents' challenges, issues and opportunities. This will help us to develop targeted and effective services across the public sector built on robust evidence, without the risk of duplication.
3. We will continue to work with and support Manchester's voluntary, community and social enterprise (VCSE) organisations, recognising the close and unique relationship that they have with many protected characteristic groups in the City. Working with our VCSE partners, we have started to develop the leadership and capacity of some of our Black, Asian and minority ethnic and disability groups amongst others, which we will continue to build on together.
4. Building on the tolerance and unity that characterises Our Manchester, we will work with our partners and directly with communities of identity to ensure that our communities are cohesive and safe places to live. We will learn from our communities what unites us, and tackle those things that people feel would divide us. We will monitor our community relations, mindful of tensions in the UK more broadly, and will address hateful, divisive and anti-social behaviour head on, to support our Manchester people to enjoy a City that is respectfully everyone's.
5. We will support our City Council workforce to build its knowledge and confidence about Manchester's communities, developing up to date tools and learning about a wide range of identity groups. We will capitalise on the diversity of our workforce, engaging with our staff networks to learn from their experiences of working with the Council and helping them to influence our approaches to inclusive employment.
6. We will extend our use of Equality Impact Assessments, making sure that all of our key priorities and services are underpinned by a robust understanding of how they affect different people differently.

Objective 2 – Improving Life Chances

We want everyone living in Manchester to have a good quality of life and equal chances. We aim to remove disadvantage and prejudice from people's lives and make sure that everyone has access to the services and opportunities that will help them to fulfil their potential. We know that for some groups in Manchester this is not already the case and we will work with our partners to take a positive approach to removing inequalities.

We have 6 aims to support this:

1. We will work towards providing the best economic opportunities and outcomes for families, whilst continuing to work with our public and VCSE partners to connect residents to those opportunities. We will equip residents with the skills and qualifications to enable them to access the City's opportunities, developing approaches that are flexible, accessible and inclusive of residents' language, learning and other needs. We will build the digital capacity of our communities as the City's digital infrastructure grows.
2. In addition to the ongoing development of Manchester's housing and commercial stock, we will continue to develop accessible, inclusive travel networks to connect people to opportunities. We will work to more fully understand the interaction between equality issues and environmental issues, ensuring that our work to advance our priorities in each does not impact negatively on the other.
3. We will continue our work with partners to reform, strategically plan, jointly commission and deliver a range of provision to support children, young people and their families at the earliest opportunity. We will reduce adverse child experiences and invest in children and young people's growth and development by ensuring we have a deeper understanding of the root causes. Our children and young people will be supported to have the best start in life and equal access to high quality education, continuing to narrow educational gaps between the UK average and Manchester and between different identity groups in the City's schools.
4. Building on the City's successes in integrating health and social care services, we will continue to reduce health inequalities and provide health and social care services on a locality basis to suit everybody's needs. We will use our growing knowledge of the differing health trends across Manchester's communities of identity and tailor services to meet those needs.
5. We will take a strengths-based approach to reducing homelessness in Manchester, working across services and partner agencies to ensure people are not discharged from services to the street, and that access to housing is complimented by access to skills, education, employment and health. We will work to prevent personal circumstances from being a barrier to opportunities, and provide support for those in the greatest need.
6. We will embed programmes of work to enable the Council's workforce to be more reflective of the communities it services. In particular, we will increase the proportion of Black, Asian and minority ethnic and disabled people in the Council's workforce overall, and introduce measures to make sure these groups are more represented in the organisation's senior leadership.

Objective 3 – Celebrating Our Diversity

Manchester's commitment to equality and diversity is part of its fabric; the City has championed equality for generations and has been home to a number of inclusion figureheads. We have a thriving and increasingly diverse population with a wealth of characters, cultures and contributions. The City has much to celebrate, be that its past, present or future. We've achieved a lot by working with our different communities to promote their identities and achievements. We will maintain and build on that, going even further to celebrate Manchester's diversity.

We have 5 indicators to tell us we're making progress:

1. We will continue to support and deliver events that promote the achievements and contributions of our diverse communities. Manchester boasts an events calendar full of celebrations of its people, both historical and contemporary. We will enhance this by promoting the achievements of our own workforce, working with our employee networks to showpiece their achievements and abilities.
2. Working to national frameworks and accreditations, we will achieve and maintain the highest standards in meeting the needs of key stakeholder groups such as achieving the Disability Confident Leader and Armed Forces Covenant Gold standards. We will publicise and celebrate these achievements, highlighting our own good practice and influencing that of our partners.
3. We will continue to raise the profile of equality issues and the diversity of our residents and workforce in our internal and external communications. We will ensure that inclusion is everybody's business, and that people recognise their identities being reflected in the way the Council promotes itself.
4. Recognising the strength and capabilities of Manchester's people, we will further extend the Our Manchester principles of enabling communities to find solutions that are right for and work for them. We will capitalise on the City's existing assets, both in terms of facilities and people, and investigate new ways of connecting these together to form unique and innovative solutions.
5. We will make sure our work connects to the broadest range of people by embracing Manchester's language diversity. We will promote Manchester's multilingualism as a cause for celebration, recognising the opportunity to share examples and experience of over 200 languages across communities and cultures to bring people together, as well as connecting Manchester and its people to international opportunities.

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**Manchester City Council
Report for Information**

Report to: Communities and Equalities Scrutiny Committee – 8 October 2020

Subject: Overview Report

Report of: Governance and Scrutiny Support Unit

Summary

This report provides the following information:

- Recommendations Monitor
- Key Decisions
- Items for Information
- Work Programme

Recommendation

The Committee is invited to discuss the information provided and agree any changes to the work programme that are necessary.

Contact Officer:

Name: Rachel McKeon

Position: Scrutiny Support Officer

Telephone: 0161 234 4997

Email: rachel.mckeon@manchester.gov.uk

Background documents (available for public inspection):

None

1. Monitoring Previous Recommendations

This section of the report lists recommendations made by the Committee and responses to them indicating whether the recommendation will be implemented and, if it will be, how this will be done.

Date	Item	Recommendation	Action	Contact Officer
7 December 2017	CESC/17/48 Volunteering – Timebanks	To ask Equality Lead Members to consider what role they could play in enabling timebanking to reach different communities, including consideration of specific timebanks around protected characteristics.	A response to this recommendation has been requested and will be reported back to the Committee via the Overview Report.	Keiran Barnes, Equality Team Leader
11 October 2018	CESC/18/39 Widening Access and Participation, Leisure, Libraries, Galleries and Culture – Update	To request that data on which wards the users of individual leisure facilities lived in be circulated to Members.	A response to this recommendation has been requested and will be circulated to Members.	Lee Preston, Sport and Leisure Lead
6 December 2018	CESC/18/54 Update on Revenue Financial Strategy and Business Plan Process 2019/20	To ask the Chief Operating Officer (Neighbourhoods) to confirm the implications of the change of management for staff employed at the Powerleague in Whalley Range.	A response to this recommendation has been requested and will be reported back to the Committee via the Overview Report.	Fiona Worrall, Strategic Director (Neighbourhoods)
3 September 2020	CESC/20/32 Peterloo Memorial	To ask the Executive Member for Skills, Culture and Leisure to circulate a note to Members which outlines the work that has taken place to find a solution to the accessibility issues relating to the Memorial.	A response to this recommendation was circulated to Members by email on 22 September 2020.	Rachel McKeon, Scrutiny Support Officer

2. Key Decisions

The Council is required to publish details of key decisions that will be taken at least 28 days before the decision is due to be taken. Details of key decisions that are due to be taken are published on a monthly basis in the Register of Key Decisions.

A key decision, as defined in the Council's Constitution is an executive decision, which is likely:

- To result in the Council incurring expenditure which is, or the making of savings which are, significant having regard to the Council's budget for the service or function to which the decision relates, or
- To be significant in terms of its effects on communities living or working in an area comprising two or more wards in the area of the city.

The Council Constitution defines 'significant' as being expenditure or savings (including the loss of income or capital receipts) in excess of £500k, providing that is not more than 10% of the gross operating expenditure for any budget heading in the in the Council's Revenue Budget Book, and subject to other defined exceptions.

An extract of the most recent Register of Key Decisions, published on **25 September 2020** containing details of the decisions under the Committee's remit is included below. This is to keep members informed of what decisions are being taken and, where appropriate, include in the work programme of the Committee.

Register of Key Decisions:

Subject / Decision	Decision Maker	Decision Due Date	Consultation	Background documents	Officer Contact
National Taekwondo Centre 2018/10/19A Enter into a 39 year lease with Sport Taekwondo UK Ltd for areas within the building.	Chief Executive	Not before 1st Nov 2018		Briefing Note and Heads of Terms	Richard Cohen r.cohen@manchester.gov.uk
Leisure Services - External Ref: 2016/02/01C	City Treasurer	Not before		Business Case	Lee Preston l.preston2@manchester.gov.uk

The approval of capital expenditure on external Leisure Services land and buildings.	(Deputy Chief Executive)	1st Mar 2019			
Financial approval of MCR Active Contract 2020/21(2020/02/04A) To seek financial approval of 2nd year of MCR Active Contract for period 1st April 2020 to 31st March 2021.	Executive	11 Mar 2020		Executive report	Yvonne O'Malley, Lord Mayor Charity y.omalley@manchester.gov.uk
Wynnstay Grove Public Space Protection Order (2019/01/08A) To grant a Public Space Protection Order to address anti-social behaviour outside the Marie Stopes Abortion Clinic on Wynnstay Grove.	Strategic Director (Neighbourhoods)	Not before 1st Apr 2020		Consultation responses and covering report	Sam Stabler s.stabler@manchester.gov.uk
Public Space Protection Orders - Alleygating and Alcohol (2020/06/12A) Decision to extend existing public space protection orders for alleygating (formerly Gating Orders) and whether or not to introduce new public space protection orders for alcohol (formerly Designated Public Place Orders)	Strategic Director (Neighbourhoods)	Not before 1st Sep 2020		Consultation responses and covering report	Sam Stabler s.stabler@manchester.gov.uk
Enforcement against spitting using littering legislation (2020/08/04A)	Strategic Director (Neighbourhoods)	Not before 2nd Sep 2020		Report and Recommendation	Sam Kinsey s.kinsey@manchester.gov.uk

<p>To deal with incidents of spitting using littering legislation, under section 87/88 Environmental Protection Act 1990. Enforcement is to consist of the issuing of Fixed Penalty Notices and/or prosecution where appropriate.</p>					
<p>Extra Care - Russell Road LGBT Project 2019/03/01H</p> <p>The approval of capital expenditure on the City's Extra Care Programme to develop new build extra care units which will be in the ownership of MCC.</p>	<p>City Treasurer (Deputy Chief Executive)</p>	<p>Not before 1st Mar 2019</p>		<p>Checkpoint 4 Business Case</p>	<p>Steve Sheen s.sheen@manchester.gov.uk</p>

**Communities and Equalities Scrutiny Committee
Work Programme – October 2020**

Thursday 8 October 2020, 2.00 pm (Report deadline Monday 28 September 2020)				
Item	Purpose	Executive Member	Strategic Director/ Lead Officer	Comments
Update on COVID-19	To receive an update of the city's response and recovery work focusing on areas within the Committee's remit.	Councillor Craig	Fiona Worrall	
Voluntary Community and Social Enterprise (VCSE) Sector	To receive a report on the VCSE sector including: <ul style="list-style-type: none"> • How the support being provided by the infrastructure support services has changed in response to COVID-19 • Impact of COVID-19 on community groups • Equalities monitoring of funded groups 	Councillor Stogia	Fiona Worrall/ Michael Salmon	See July 2020 minutes
Equalities	To receive a report to include: <ul style="list-style-type: none"> • The Council's response to Black Lives Matter • How the Council has been using Equality Impact Assessments including how they will be used in the COVID-19 recovery work • How equality compliance is monitored within the organisations that receive Our Manchester funding • The non-workforce-related elements of the Independent Race Review 	Councillor Akbar	Fiona Ledden/ James Binks/ Keiran Barnes	See July and September 2020 minutes
Overview Report	The monthly report includes the recommendations monitor, relevant key decisions, the Committee's work programme and any items for information.	-	Rachel McKeon	

Thursday 5 November 2020, 2.00 pm (Report deadline Monday 26 October 2020)				
Item	Purpose	Executive Member	Strategic Director/ Lead Officer	Comments
Update on COVID-19	To receive an update of the city's response and recovery work focusing on areas within the Committee's remit.	Councillor Craig	Fiona Worrall	
Peterloo Memorial	To receive an update report on the Peterloo Memorial in relation to accessibility for disabled people.	Councillor Rahman Councillor Akbar	Louise Wyman/ Pat Bartoli	See September 2020 minutes Invite Deansgate ward councillors
Domestic Violence and Abuse	To receive a report on Domestic Violence and Abuse Support Services including: <ul style="list-style-type: none"> Information on the Sanctuary Scheme, including figures on how many sanctuary installations have been carried Information on how many Manchester families fleeing domestic violence are re-housed outside of the city 	Councillor Murphy	Fiona Worrall/ Sam Stabler/ Delia Edwards	See July and September 2020 minutes
Digital Inclusion	To receive a report on digital exclusion and work to address this. To include information on how this varies across different parts of the city.	Councillor Craig Councillor Rahman	Angela Harrington/Neil MacInnes	See July and September 2020 minutes
Budget-related item	Precise details to be confirmed.		Carol Culley	To be confirmed
Overview Report		-	Rachel McKeon	

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