



## **Economy Scrutiny Committee**

Date: Thursday, 14 October 2021

Time: 2.00 pm

Venue: Council Chamber, Level 2, Town Hall Extension

Everyone is welcome to attend this committee meeting.

**There will be a private meeting for Members only at 10:00am on Monday 11 October 2021. A separate MS Teams invite will be sent to Committee Members.**

### **Access to the Public Gallery**

Access to the Public Gallery is on Level 3 of the Town Hall Extension, using the lift or stairs in the lobby of the Mount Street entrance to the Extension. **There is no public access from any other entrance.**

### **Filming and broadcast of the meeting**

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## **Membership of the Economy Scrutiny Committee**

**Councillors** - H Priest (Chair), Baker-Smith, Bayunu, Doswell, Farrell, Johns, Moore, Noor, Raikes, Stanton, Strong and Shilton Godwin

## Agenda

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**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 - 12

To approve as a correct record the minutes of the meeting held on 9 September 2021.

**5. Work and Health**

13 - 28

Report of the Director of Inclusive Economy attached

This report provides an update on the activity of the most recent Working Well programmes (Work & Health, Early Help and JETS) and the impact of the programme overall in Manchester.

**6. Build Back Fairer - COVID-19 Marmot Review: Housing, Unemployment and Transport**

29 - 54

Report of the Director of Inclusive Economy and Strategic Lead Policy and Partnerships attached

This report provides an overview of the Marmot Build Back Fairer report focusing on housing, unemployment and transport in Manchester, in line with the remit of the Committee. The report discusses the impact of COVID-19 on housing, unemployment and transport in the city, relative to health inequalities, and outlines Manchester's response to recommendations in the Build Back Fairer report

**7. Opportunities and issues for older workers in the Labour Market** 55 - 72

Report of the Director of Inclusive Economy and Consultant in Public Health (Ageing Well Lead) attached

This report provides data on the employment and skills status of workers (aged 50 to 64) in Manchester, how they have been impacted by Covid and the actions being taken to connect them to opportunities in the City as part of the Economic Recovery Strategy. The report also includes work with City Art Gallery and an exhibition which highlights the experience of older women.

**8. Overview Report** 73 - 86

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

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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 Economy Scrutiny Committee has responsibility for looking at how the city's economy is growing and how Manchester people are benefiting from the growth. .

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. If you have a special interest in an item on the agenda and want to speak, tell the Committee Officer, who will pass on your request to the Chair. Groups of people will usually be asked to nominate a spokesperson. The Council wants its meetings to be as open as possible but occasionally there will be some confidential business. Brief reasons for confidentiality will be shown on the agenda sheet.

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Smoking is not allowed in Council buildings.

Joanne Roney OBE  
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## Further Information

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

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This agenda was issued on **Wednesday, 6 October 2021** by the Governance and Scrutiny Support Unit, Manchester City Council, Level 3, Town Hall Extension , Manchester M60 2LA

## **Economy Scrutiny Committee**

### **Minutes of the meeting held on 9 September 2021**

#### **Present:**

Councillors Baker-Smith, Bayunu, Farrell, Noor, Raikes, Stanton, Strong and Shilton Godwin

#### **Also present:**

Councillor Leese, Leader  
Councillor Craig, Deputy Leader  
Councillor Sharif Mahamed, Assistant Executive Member (Antipoverty)  
Councillor Midgley, Executive Member for Health and Care  
Councillor White, Executive Member for Housing and Employment

**Apologies:** Councillors H. Priest, Johns and Doswell

#### **ESC/21/40 Appointment of Chair**

Noting the apologies received from the Chair, Councillor Farrell was nominated to Chair the meeting. This was seconded and approved.

#### **Decision**

To appoint Councillor Farrell as Chair for the meeting.

#### **ESC/21/41 Minutes**

#### **Decision**

The minutes of the meeting held on 22 July 2021 were approved as a correct record.

#### **ESC/21/42 Manchester's support for families living in poverty**

The Committee considered the report of the Deputy Chief Executive and City Treasurer and the Director of Inclusive Economy that provided an overview of the Council's response to poverty, including an update on the Family Poverty Strategy Reprioritisation.

Key points and themes in the report included:

- Providing an introduction and background, noting that poverty in Manchester was deeply engrained and formed one of the most significant challenges due to its wide ranging and profound impacts on the people affected;

- The scale of the challenge had been further exacerbated by the COVID-19 pandemic;
- Noting that the Council and partners had a long-standing commitment to tackling poverty and supporting all its diverse residents to lead happy, healthy and fulfilling lives;
- Information on the rationale and approach taken to the Family Poverty Strategy 2017-22 Reprioritisation;
- Delivery of the Family Poverty Strategy, with examples of current activity and best practice;
- The approach to communications with residents;
- The Council's corporate role in tackling poverty;
- The impact of the Voluntary Community and Social Enterprise (VCSE) sector;
- Tackling poverty through day-to-day service design and delivery, with descriptions and examples provided across a range of Directorates and services; and
- The Council's response to COVID-19, noting the key achievements of the work to date.

The Committee also received a presentation from representative of Munchers Poverty Truth Commission, which informed Members of the findings of the investigation in to the Question "What if people who struggled against poverty were involved in making decisions about tackling poverty?". One of the key learnings from the Poverty Truth Commission was the value in developing relationships with people who share different life experiences and deeply listening to the impact of those experiences

The Committee was invited to comment on the report prior to it being considered by Executive.

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

- That the voices of people with lived experience of poverty was important and there was a need to keep including commissioners to feed-back information;
- Whether the Family Poverty Strategy could link into and be considered alongside other Council strategies;
- That there was a stigma attached to poverty and it was questioned as to how people could be encouraged to ask for help without losing their self-esteem;
- Did the Executive feel that some recommendations are more challenging than others;
- That the Marmot Review (into Health Inequalities) referred to in the report confirmed weaknesses around gender and race inequalities and that this could affect how the Council looked at the implementation of recommendations;
- Would there be some wider Scrutiny focus implemented to share reports and recommendations between Committees;
- That, whilst access to work and working was important, it was not a reality for all and to consider the Poverty Premium for people with disabilities and/or illnesses that keep them out of work; and
- That consultation was key to decision making.

The Deputy Leader confirmed that the Executive for Health and Care and the Assistant Executive Member (Antipoverty) were leading on the Family Poverty agenda and would bring together everything the Council was doing around the issue of poverty and looking at measures of support and prevention. The Deputy Leader stated that the report showed some of the harder issues and added that certain aspects of the Poverty Report (i.e. Revenues & Benefits) would be fed back to other Scrutiny Committees and it would be helpful for these to be shared with the Economy Scrutiny Committee in a year's time.

The Executive Member for Health and Care stated that the report was to provide information on the refresh approach to Family Poverty and confirmed her agreement with the need to include people with lived experience. The Executive Member for Health and Care stated that COVID-19 had exposed and widened many of the inequalities in people's lives and that the Council were committed to sharing the successes of the city with its inhabitants so all have the same opportunity to thrive but added that some of the policies were national and beyond the scope of the Council's response on the issue. The Executive Member for Health and Care stated that next month's Economy Scrutiny Committee would focus on aspects considered within the Marmot Review and added that the Family Poverty Strategy took consideration of some people's inability to work and felt that there was a need to look at tackling the poverty premium.

The Assistant Executive Member (Antipoverty) confirmed that he was taking the lead on Antipoverty and working closely with the Family Poverty Strategy group and referred to the report for information on how the Council was working with vulnerable residents across the city. The Assistant Executive Member (Antipoverty) referred to the work being done on family poverty but gave mention of the pandemic's affect across single adults and adult households and that when the wider review was complete in 2022 this demographic would form part of the ongoing review.

The Director of Inclusive Economy stated that there were three core themes to the Family Poverty Strategy, namely – access to quality sustainable work as a route out of poverty, focusing on the basics such as food and fuel and the third being boosting resilience and building on strengths. The Director of Inclusive Economy stated that part of the Family Poverty Strategy focused on families with children, noting that there had been an increase in the reliance on free school meals during the pandemic and echoed the Assistant Executive Member for Antipoverty's comments around single adults and adult households needs being included to broaden the strategy's aims.

A guest speaker from the Poverty Truth Commission stated that a shared sense of community between people with similar experiences could be a great help to individuals with regard to self-esteem and capturing these experiences should also feed into strategies to tackle poverty.

The Executive Member for Housing and Employment stated that Manchester Adult Education Service (MAES) formed part of the response to the lack of work by training 3,000 adults per year.

## Decisions

The Committee endorse the recommendations that the Executive:

1. Note the progress that has been made in delivering the Family Poverty Strategy 2017-22;
2. Note the Council's commitment to tackling poverty and its overall offer to residents;
3. Note the recommendations of the Poverty Truth Commission Report; and
4. Endorse the suggested approach to the refresh of the Family Poverty Strategy to address poverty more broadly and support all residents experiencing poverty; those with and without children.

### **ESC/21/43 Manchester's Digital Strategy**

The Committee considered the report of the Director of Inclusive Economy that sought the Committee's views on the approval for the adoption of the Manchester Digital Strategy.

Key points and themes in the report included:

- Providing a background and purpose of the Manchester Digital Strategy;
- Describing the stated ambition to make Manchester one of the world's leading smart cities and digital economies in the next five years;
- Describing the development of the strategy;
- The impact of Covid-19 on the growth of the digital sector;
- An overview of the consultation process that had taken place from September 2020 to March 2021 with business, public and VCSE sectors and community organisations and networks;
- The delivery of the strategy and governance arrangements; and
- Describing how the strategy would directly contribute to achieving Manchester's zero-carbon target.

The Committee was invited to comment on the report prior to it being considered by Executive at its meeting on 15 September 2021.

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

- What processes were in place to deal with electrical waste when digital devices were superseded;
- Who would own the infrastructure that was being proposed;
- It was good to see an international context within the strategy;
- How would the creative industry sector of the city feature in contributing to the strategy; and
- The Council should not lose sight of the number of residents in the city that were digitally excluded.



The Director of Inclusive Economy commented that in terms of ownership of the infrastructure, the Council had joined the Digital Co-op, who had developed an interface between the digital providers and end users to enable new developments to be provider neutral which would enable opportunities for new providers to enter the market. In terms of waste from the digital sector, it was noted that at present the strategy did not address this, but it was agreed that this issue would be looked at and consideration would be given as to how this could be built into the strategy.

The Committee was also informed that the time the strategy was being developed the cultural organisations in the city were implementing their recovery plans post covid and there was quite a bit of overlap, which had been taken on board in the development in the strategy and it was acknowledged that creative and digital sectors of the city sat well together and was one of the city's strengths.

### **Decision**

The Committee endorse the recommendation that the Executive adopt the Manchester Digital Strategy as part the City's policy framework.

### **ESC/21/44 Digital Exclusion Index**

The Committee considered the report and presentation of the Director of Inclusive Growth that described what the index was, how it worked, some of the initial trends the index provided in relation to residents and areas of the City with greatest likelihood of being digitally excluded and finally to provide a number of recommendations on how the index could be used to create better targeted interventions and more long-lasting change.

Key points and themes in the report included:

- Describing the background and rationale for developing the Manchester Digital Exclusion Index;
- Describing what digital exclusion was and who affected;
- Describing what the Manchester's Digital Exclusion Index was and its purpose; and
- Conclusion and next steps.

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

- Some of the data in the presentation was from Census 2011 and it would be interesting to compare with the Census update expected in 2022;
- That it would be useful to see how Manchester compared to other cities;
- That intervention would be key and would be an on-going learning process;
- Would developing the impact measurement tool affect how other organisations used the index; and

- That an update on the implications of digital exclusion during the pandemic would be useful.

The Work and Skills Specialist stated that comparing the 2011 data with the update next year may expose more challenges and added that GMCA were involved nationally, speaking with other cities and sharing information, adding that Manchester was unique in gathering more information and leading the way in certain areas. The Work and Skills Specialist stated that a support guide would be of help to support communities and inform them on applying for funding and added that the report would help raise awareness of specific needs at schools and for single households.

The Chair concluded by stating that there was a likely overlap with the Digital Exclusion Index map of the North of the city with the Council owned housing stock that the Council needs to address.

## **Decisions**

To note the report.

### **ESC/21/45 Economy COVID-19 Sit Rep Report**

The Committee considered the report of the Director of City Centre Growth and Infrastructure that provided 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.

The report offered a general overview in addition to considering updates on the following areas: footfall, higher education institutions, aviation, culture, development, affordable housing, transport and infrastructure, skills, labour market and business support and funding

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

- As there was a skills shortage, was there any funding available to support skills development?
- The increase in wages in lower waged sectors was welcomed;
- Was there a knock-on effect on prices locally?
- Was there any work being done to skill match/upgrade people who were coming to the end of their furlough and likely to have their roles disestablished?
- Was information up to date regarding transport use?
- Was there a shift to smaller office space and had the retail sector returned completely?

The Director of Inclusive Economy stated that work was being done with JobCentre+ and hospitality industries to link people with job opportunities as well as linking with Government programmes and MAES. The Director of Inclusive Economy confirmed

North Manchester was a priority target for funding and gave mention of the Kickstart scheme for under 25 year olds whereby a range of employers offered six months paid experience and a career pathway.

The Director of City Centre Growth and Infrastructure confirmed that price increases were evident in the construction industry and addressed the question on transport, stating that rail use was low and bus use was high, especially at peak times. Addressing the question around returning to the workplace, the Director of City Centre Growth and Infrastructure stated that larger businesses were more able to continue away from the office and that retail was still a challenge.

The Leader stated that the wage increase in the hospitality sector was welcomed but noted that this sector largely moved into the care sector during the pandemic but were now returning, leaving a staff shortage in care sector which needed urgent attention. The Leader stated that Brexit and the associated decrease in the student population had affected the amount of people covering roles in the care sector.

### **Decision**

The Committee note the report.

### **ESC/21/46 Overview Report**

The report of the Governance and Scrutiny Support Unit which contained key decisions within the Committee's remit and responses to previous recommendations was submitted for comment. Members were also invited to agree the Committee's future work programme.

### **Decision**

The Committee note the report.

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## Manchester City Council Report for Information

**Report to:** Economy Scrutiny Committee – 14 October 2021

**Subject:** Work and Health

**Report of:** Director of Inclusive Economy

### Summary

Working Well is a well-established Greater Manchester Combined Authority commissioned programme which is based on a key worker model bringing together support to tackle barriers that affect people's ability to enter the labour market and sustain jobs. It has evolved since 2014 to reflect a focus on different target groups, with the latest being the Work and Health programme. In 2020 it was expanded with the JETS programme as part of the National Plan for Jobs in response to COVID19.

The purpose of this report is to provide an update on the activity of the most recent Working Well programmes (Work & Health, Early Help and JETS) and the impact of the programme overall in Manchester.

### Recommendations

Members are recommended to comment on the report and support continued delivery.

**Wards Affected:** All

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

Social value commitments from contract providers will be directed across a number of priorities as set out in the Social Value Policy including delivery against net zero carbon projects and activity.

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	Working Well is focused on good quality sustainable jobs. The programme tackles barriers to work enabling participants to pursue a wider range of careers that may have been limited had they not received support.

A highly skilled city: world class and home-grown talent sustaining the city's economic success	Working Well prioritises skills as a core area to support participants into work. This supports residents with no skills and those with low skills to progress and increase their employability.
A progressive and equitable city: making a positive contribution by unlocking the potential of our communities	Health conditions can act as a barrier to employment and learning. The report sets out how Working Well supports participants to access opportunities through an inclusive service.
A liveable and low carbon city: a destination of choice to live, visit, work	Working Well provides a mechanism for residents to progress on an employability pathway reducing the number of economically inactive claimants across the city benefitting the economy and destination.
A connected city: world class infrastructure and connectivity to drive growth	The Council and Partners work together to take maximum advantage of infrastructure and connectivity opportunities to increase employment through the Working Well programmes.

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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.

Our Manchester Strategy – Forward to 2025, Executive (March 2021)  
 Work and Skills Strategy 2016-21

## 1. Introduction

- 1.1. Working Well began in 2014 as a pilot designed between Greater Manchester (GM) and Department for Work and Pensions (DWP) focused on a person centred, Key Worker model that addresses work and health barriers. This model has been the central tenant of all subsequent Working Well programmes to enable a holistic approach to understanding the barriers that participants on the provision face and tackling those in an integrated way with wider partners. The Working Well programme aims to bring residents back to work who have been long term unemployed, including those who have a health condition. Since 2014 the number of Manchester claimants who are long term unemployed or with health conditions has remained static. In February 2014 there were 55,942 Manchester out of work benefit claimants which rose to 56,784 by February 2020 prior to the pandemic (the latest data for February 2021 stands at 77,699 as a result of Covid-19). Out of Work Benefits include Employment Support Allowance, Incapacity Benefit, Jobseekers Allowance and Universal Credit Planning/Preparing/Searching for Work).
- 1.2. This report will cover the following Working Well programmes and provide a contextual overview of health and work and future provision. The report also includes two Work and Health Programmes Case Studies in Appendix 1.
  - Work and Health Programme (WHP)
  - Early Help (EH)
  - Job Entry Targeted Support (JETS)
  - Specialist Employment Service (SES)
  - EnterprisingYou
  - Be Well (local programme)
- 1.3. While the outcomes for the programmes have been impacted by Covid-19 they have continued to provide the main employment provision in the City for residents who have health conditions. Overall the Working Well provision has been a success for Manchester residents and businesses. The programmes have woven together the issue of work and health to support residents to receive a holistic service. Working Well has also driven Real Living Wage outcomes for Manchester residents through the payment mechanism for providers delivering the programmes. The total impact of Covid-19 on the economy would be worse had the Working Well programmes not been in place to support residents.
- 1.4. Economic Scrutiny has previously received reports on the Working Well provision, this report focuses on the family of programmes that are still active with the total investment of over £100m in employment provision across GM since 2014. This has strengthened relationships with Jobcentre Plus (JCP) and health system partners through innovative programmes like Early Help.
- 1.5. Working Well has shaped and influenced Government thinking and design of work programmes through the devolution agenda. More recent national programmes such as Kickstart and Restart have not been designed or

delivered through the devolution mechanism. The UK Shared Prosperity Fund (UKSPF) is an example of a major funding pot that we would want to design and deliver on a devolved basis to ensure the best opportunity to combat the challenges in our local economy. GM continues to work with the Department for Health and Social Care and NHS on the Health is Everyone's Business agenda to shape future provision to provide integrated services for those residents who are out of work due to ill health.

## **2. Health and policy context**

- 2.1. The Build Back Fairer in Greater Manchester report highlighted the disparities in the risks of illness and death for Covid-19 itself – with mortality in Greater Manchester 25% higher than in the rest of England and in the socio-economic impacts of the response to the pandemic. Covid-19 has highlighted and exacerbated inequalities, particularly for people from Black, Asian and Minority Ethnic (BAME) groups, disabled people, older people, children and young people, women and those on low incomes. This is the subject of a separate report to Economic Scrutiny on the 14<sup>th</sup> October 2021.
- 2.2. The Manchester Population Health Plan 2018-2027 sets out a priority of 'Strengthening the positive impact of work on health' with the key measures being:
  - Reducing the rate of health related worklessness
  - Improve the connections between out of work assets such as local work clubs
  - Increase the number of people with health problems helped back to work quickly
  - Increasing recruitment of local people in health and care organisations
- 2.3. This report provides evidence that strong progress is being made towards this priority despite the impact of Covid-19.
- 2.4. The key statistics below provide contextual information for this report by detailing the impact of the Covid-19 driven recession.
  - Increase in furloughed workers and newly unemployed has increased the risk to individuals already facing disproportionate competition or complex barriers to securing and sustaining work particular those who do not engage with JCP and wider provision. This can be seen through starts to the WHP post pandemic.
  - Unemployment in Manchester is currently 6.5% up 0.7% since December 2019.
  - The claimant count rose to 30,510 in August 2021 from 16,390 in January 2020. 60% of claimants are men.
  - Unemployment most severely affected young people (18-24) initially, though all age groups have been impacted and the 25-49 group is currently experiencing highest levels of unemployment. The WHP provides evidence that the older a client is on programme the less likely they are to start work.



- Universal Credit claims rose from 40,792 in February 2020 to 78,132 in July 2021, 37% are in work / 63% out of work claimants. 36% of UC claimants are currently searching for work. The 'no work requirements group' continues to rise from c10,000 to c17,000. This work group could include those with a disability or long term health condition.
- Wages in Manchester have risen in the last 12 months by 5.7% from £1,714 per month to £1,811.

### **3. Working Well programmes**

- 3.1. This section provides an overview of each programme and its impact in Manchester.

#### *Work and Health Programme*

- 3.2. The £52m Work and Health programme was launched in 2018 eventually supporting 22,000 people across GM. The programme incentivises Real Living Wage outcomes through a key worker led model to support people tackle their barriers to employment. The target cohort for the programme is the long term unemployed and disabled people capable of entering work within 12 months. In Manchester the programme is operationally delivered by the Growth Company. During 2020 the programme was seen as a lifeline for many due to impact of Covid-19. The programme adapted quickly shifting to remote delivery overnight with an increase in signposting to health services and introduction of a self referral route. WHP is performing well in Manchester with some areas for improvement.
- 3.3. To date across GM there have been 16,470 programme starts with 3,674 in Manchester which is above the profile target of 3,287. The WHP 2021 Annual Report (data to March 2021) sets out that the overall conversion rate for referrals in GM is 75% dropping to 65% in Manchester. This highlights a wider issue with engagement in programmes and is a focus on the ongoing work by Manchester's Working Well Integration Board. The Board has focused on the quality of initial referrals from JCP offices and relationship with the provider in increasing engagement and accessibility in the programme.
- 3.4. The pandemic has seen less Manchester Long Term Unemployed (LTU) clients on the programme (down -12%) and an increase in early entrants (up +9%), this means that those already furthest away from work will have their circumstances exacerbated. The LTU group was no longer mandated to start the programme during the pandemic. Those clients in the Health and Disability Group continue to be the highest group starting the programme in GM and Manchester both pre and post pandemic. In GM the pandemic has seen, on average, younger people join the programme and an increase in female clients. Overall the type of clients joining the programme has shifted since the pandemic started - most notably age, length of unemployment, number of barriers to work and severity of health conditions. This has meant the cohort is likely easier to move into work than previously.

- 3.5. Over half of all GM clients to the programme have at least one health condition, 68% of that group having multiple conditions. At GM level the type of conditions both pre and post pandemic have not changed significantly; physical health (33% pre and 31% post), mental health conditions (31% pre and post). The most common conditions include anxiety (25% pre and post), depression or low mood (23% pre and post) and problems with back (10% pre and 9% post). The support offer for WHP includes several in house and external health specific options including mental health platforms SilverCloud (Manchester) and Be Mindful (other parts of GM).
- 3.6. To date there have been 5,350 GM job starts, 1,255 of these were in Manchester, this is below the profiled job starts for the City of 1,793. The latest WHP Annual Report (data to March 2021) shows that the LTU group has the lowest job start rate in GM 28%, with Health and Disability group the highest at 33%. Manchester's job start rate is 33%, slightly higher than the GM overall rate of 32%.
- 3.7. Econometric analysis provides insight into the 'likelihood of achieving a job start'. Insights are provided below at a GM level.
- Clients who are older, long term unemployed, with no qualifications are less likely to start jobs.
  - For older clients the probability for starting work is 40% at 20 years old falling to 20% for 60 year olds.
  - Clients more confident about being in work are more likely to start a job.
  - Clients with caring responsibilities 22% are less likely to start a job than those without 27%.
  - As a client's number of health conditions increases the probability of them starting a job falls by 1.31 percentage points.
  - Clients who exercise regularly are more likely to start a job 27% compared to those who do not exercise 25%.
  - Those with a driving license 31% more likely than those without 25%.
  - The impact of Covid-19 means that Early Entrant (EE) and LTU clients are less likely to move into work. Those unemployed for longer are less likely to move into work. Those with lower confidence less likely than before.
- 3.8. Caring and customer service jobs have become more likely since the pandemic. The proportion of jobs paying the Real Living Wage has increased from 26% to 29%.
- 3.9. To date 2,752 GM job starts turned into 'Earning Outcomes' with 640 in Manchester below profile of 870. GM incentives Real Living Wage outcomes (the National version of WHP uses the lower National Living Wage).
- Earnings Outcomes are triggered when a client is employed and meets the accumulated earnings threshold – equivalent to working for 16 hours per week for 182 days at the adult rate (aged 25 or over) of the Real Living Wage – within 15 + 6 months of starting the programme.

- The Higher Earnings Outcomes are triggered when a client reaches the Earnings Outcome threshold within six months of starting work.
- 3.10. Manchester performs slightly below the GM average for '*clients with a job start 15 months ago that have an Earning Outcome*' (53% vs 54%) and '*Higher Earning Outcome*' (47% vs 48%.) At GM Level econometric analysis showed:
- White clients 9% were more likely to have achieved an Earning Outcome than other ethnicities 8%, for job starts there was no significant effect by ethnicity.
  - Male clients 8% are less likely to have achieved an Earning Outcome than female clients 10%, these was no significant affect by gender on job starts.
- 3.11. It is important to acknowledge that Manchester residents are benefiting from Real Living Wage jobs as a result of WHP although our performance is behind the GM average and initiatives such as the Manchester Anchors Pilot and GM Good Employment Charter are needed to continue to drive up pay across the city and particularly in the foundational economy. Across Manchester wages have risen in the last 12 months by 5.7% in the previous 12 months from £1,714 per month to £1,811 which in part has been driven by the vacancies in the foundational economy.
- 3.12. 62% of all GM job starts are still in work demonstrating the sustainability of jobs on the programme. 36% of Manchester clients who started work are no longer in any job, slightly lower than the GM average of 38%. The main reason at GM level for leaving a job was; temporary employment 20%, the client found the job was not a good fit 13%, the client was unable to manage their health condition 13%.
- 3.13. The insights below are provided from current Manchester only programme data to supplement findings from the WHP Annual Report 2021. They enable a more in-depth analysis of the provision.

Insight	Commentary
34% of Manchester clients on the programme have moved into a job	The WHP supports a significant number of our residents with complex barriers into work.
35% of Manchester clients who joined the programme are from Black, Asian, Minority Ethnic backgrounds. The job start rate for this cohort is 37%.	<p>The job start rate for clients from (Black, Asian, Minority Ethnic backgrounds) 37% is higher than the overall job start rate of 34%.</p> <p>After (White British), (Asian/Asian British) and (Black/African/Caribbean/Black British – African) had the largest cohorts on the programme with job start rates of 30% and 46% respectively.</p>

52% of Manchester clients on programme are aged 25-49 with the second highest group 24% 50-59.	Those aged 18-24 39% and 25-49 37% have the highest employment rates by age group.
Male clients 60% make up the majority of the cohort with female 39% and all other 1%.	Male clients have a higher job start rate 38% than female clients 26%.
47% of clients have a health condition. 10% of clients have a learning disability.	Those with a health condition have a lower job start rate 29% compared to the programme average. Those with a learning disability also have a 29% job start rate.
Residents starting the programme most commonly came from the following Jobcentres <ul style="list-style-type: none"> <li>• Rusholme 23%</li> <li>• Cheetham 18%</li> <li>• Wythenshawe 16%</li> <li>• Newton Heath 13%</li> <li>• Openshaw 13%</li> </ul>	Jobcentres serving North Manchester residents represent 31% of clients while Rusholme 23% provides the highest number to the programme. The Jobcentres with highest client job start rates are Rusholme 23%, Wythenshawe 16% and Cheetham/Newton Heath 15%.

### *Working Well – Early Help*

- 3.14. WWEH is a £6.5m test and learn early intervention programme available to residents in all 10 local authority areas in Greater Manchester. It aims to support a return to sustained employment for individuals with a health condition or disability who have either recently become unemployed or taken medical leave from an existing job. Referrals could come from a GP, JCP or Employer pathway (in Manchester the GP practice pathway was not used due to the existence of the Manchester Fit For Work service which evolved within the Be Well model).
- 3.15. Manchester has seen 438 starts onto the programme with 46% of those returning to work and 27% of unemployed referrals supported into employment. Due to Manchester not engaging with the GP referral pathway comparisons with GM have not been made.
- 3.16. This programme has helped drive Disability Support Webinars with Small, Medium enterprises (SMEs) offering to upskill businesses to deal with a variety of health conditions such as Depression, Anxiety and Autism. The webinars also help business how to make adjustments to help staff with musculoskeletal conditions.

### *Working Well - JETS*

- 3.17. The Job Entry Targeted Support (JETS) programme is a £19.5m extension of the Work and Health programme designed as a light touch provision to support those impacted by COVID19 who have been claiming benefits for over 3 months to move rapidly back into work. The programme has recently been

extended for a further 12 months originally starting in October 2020. JETS is performing very well for Manchester.

- 3.18. 5,364 Manchester residents have been referred to the JETS programme, 32% of the Greater Manchester contract. This evidences the need and strong performance by agencies to combat the Covid-19 driven recession. In Manchester 2,892 of the referrals have started the programme with 1021 (29% of all GM job starts) starting a job and 693 achieving a job outcome. The programme has performed well and is achieving its purpose as a response to Covid-19. Of those who were referred but did not start the programme the main reasons were 'unable to contact 20% / attend 24%'.
- 3.19. Manchester clients are slightly above the GM average for active clients with work skills as a barrier (33% compared to 32%) and ICT as a barrier (42% compared to 41%). This continues to evidence need for employability and digital inclusion to be cornerstone provision for work and skills services. 19% of Manchester clients have been referred to wider services using the Elemental tool which is much higher than the GM average of 7%. Elemental referrals can include ICT, CSC cards (construction), Health and Social Care and ESOL services.
- 3.20. An in-depth study of JETS and WHP across GM was conducted in April 2021. The study found that JETS has a higher number of Black (9% vs 5%) and Asian (14% vs 9%) clients compared to WHP. This can be seen as a positive of the programme in terms of access for communities impacted by Covid-19. Clients on JETS across GM are younger than on WHP again reflective of the rise in youth unemployment. The majority of JETS clients 71% have been unemployed for less than one year and are more likely to be qualified with over half possessing a Level 3 qualification and 7% with no qualifications compared to 14% on WHP.

#### *Specialist Employment Service (SES)*

- 3.21. SES is a £4m three year programme launched in August 2020 for 1,200 participants with complex health needs and disabilities. The provision comprises Supported Employment for people with a learning disability and or autism and Individual Placement Support for people with severe mental health. Remploy provide the service for Manchester residents. The service brings together funding from the Mental Health Transformation Fund, European Social Fund, ten GM Local Authorities and One Clinical Commissioning Group.
- 3.22. The programme started at the height of the pandemic impacting on initial performance and referrals from clinical routes. Further updates will be available as this important programme progresses.

#### *Working Well – EnterprisingYou*

- 3.23. The EnterprisingYou pilot programme is delivered by the Growth Company and People Plus to support GM's self- employed residents and those working

in the gig economy. It provides a range of bespoke personal and professional training and development opportunities. While not a direct health and work programme it does provide a significant contribution to supporting sustainable work and income for Manchester residents who are self employed.

- 3.24. 1,142 GM residents are on the programme, with 337 from Manchester. Of those Manchester residents on programme 118 completed with 97% being extremely satisfied with the support they received. 88% increased their skills and 54% saw an increase in turnover.

#### **4. Manchester provision**

- 4.1. Be Well is Manchester's citywide social prescribing and wellbeing service and compliments the Working Well provision in the city. Big Life Group is the lead provider for the service, working in partnership with a range of other organisations (Pathways CIC, Northwards Housing/Yes, One Manchester, Southways Housing, Wythenshawe Community Housing Group, and Citizens Advice Manchester).
- 4.2. The purpose of Be Well is to support improvements in physical and mental health and wellbeing, and reduce health inequalities, for individuals and communities. Be Well workers provide person-centred, holistic support, tailored to the needs and goals of each individual. This support enables people to increase resilience, live healthier lifestyles, improve mental health and wellbeing, address 'social determinants' needs (such as work, housing, money and family issues), and connect to networks of ongoing support.
- 4.3. The Be Well service has close links with primary care services in Manchester in as per Manchester's decision not to engage with the GP pathway of Working Well Early Help. Practices have a named Be Well contact, and a range of primary care practitioners, including GPs, can make referrals to the service - 100% of GP practices in Manchester have made referrals to Be Well in 2021/22 (year to date). Referrals can also be made by Integrated Neighbourhood Teams.
- 4.4. Work and health coaches support people to maintain or return to employment while managing their health conditions, and support with a range of employment-related issues including finding work, managing Covid-19 related work issues, accessing psychological or physiotherapy support for common work-related health conditions, returning to work after a period of unemployment, and accessing training/volunteering to develop skills. The work-related health offer within Be Well dovetails well with the wider work and health provision in the city by providing a direct pathway to employment/unemployment support from primary care and other health and social care provision, and enabling residents to access a holistic support offer to address a range of social issues and improve general mental and physical health and wellbeing.
- 4.5. Year to date in 2021, Be Well has received 3,601 referrals and provided 18,073 appointments (assessments and support sessions). In 2019 (before

the Covid-19 pandemic) the service was receiving around 400 referrals per month, in 2021 this has increased significantly to around 500-550 referrals per month, indicating an increased need for the service as a result of the Covid-19 pandemic. Around 50% of individuals currently supported by the service are receiving work and health support, against a target of 30% of service users receiving this type of support; this indicates an increased need for work-related health support as part of individuals' overall support package. 87% of employed individuals who receive work-related health support from Be Well are back in work by the time they leave the service (compared to a target of 80%). 43% of unemployed individuals who receive work-related health support from Be Well are engaged with further employment support, training, volunteering or work experience by the time they leave the service (compared to a target of 50%), whilst 37% have secured employment (compared to a target of 15%).

4.6. An independent evaluation of the Population Health Prevention Programme (of which the Be Well service is a part) is currently being completed. Interim findings indicate that in terms of wider outcomes and impact, Be Well is:

- Reaching its target population of individuals from the most deprived areas within the city, and individuals from diverse backgrounds (indicating impact on health inequalities)
- Supporting a much larger number of individuals with more complex/wider-ranging needs than originally anticipated when the service was designed, and working flexibly to tailor support appropriately
- Achieving very good outcomes for service users in terms of physical and mental health and wellbeing, work-related health and connection to community networks
- Reducing Accident and Emergency attendances.

## **5. Economic recovery**

5.1. Alongside the Working Well provision the Government's Plans for Jobs was launched during Covid-19. This saw two major programmes launched which have supported employment outcomes though do not have a specific focus on health.

- Kickstart – Delivered locally by Jobcentre Plus, offers 6 month jobs for young people aged 16-24 who are currently claiming Universal Credit and who are at risk of long term unemployment. Employers are funded to provide jobs at 25 hours a week for 6 months paid at National Minimum/Living Wage. The programme has helped to tackle youth unemployment in Manchester although has seen implementation and performance challenges and is due to end in December 2021.
- Restart – Delivered locally by Ingeus for Universal Credit Claimants who have been out of work for at least 12 months providing enhanced support to find jobs. Will support 8,000+ Manchester residents over the next 3 years and has been supported during the implementation phase to begin delivery by the Manchester Working Well Integration Board.

5.2. Manchester's economic recovery plan has focused specifically on the following 7 Workstreams in relation to work and skills (see below). The workstreams have been delivered in conjunction with existing initiatives like Working Well and Kickstart to combat the impact of Covid-19 delivering activity and outcomes for many of residents most in need. Digital Inclusion work has been one area of high success with over 2,000 Manchester residents supported with kit, connectivity or skills since the start of the pandemic:

- Furlough, newly unemployed
- Offer 16-19 year olds
- Youth unemployment
- Skills and employment support for adults
- Social value and local benefit
- Business support, sustainability and growth
- Equalities

## **6. Conclusion**

- 6.1. The Working Well programmes continue to provide an effective large scale provision to tackle work and health barriers for our residents. The JETS programme in particular has been an excellent rapid response to the Covid-19 driven recession. JETS has supported 2,892 Manchester residents and is a testament to the ability to respond with large scale programmes by Greater Manchester. The pandemic has had a clear impact on moving some residents further away from the job market including long term unemployed and exacerbating inequalities for example in employment for black residents. Manchester City Council and partners will continue to work in collaboration with the Working Well programmes to direct and intensify services onto those who require them most.
- 6.2. The Working Well programmes have driven change in how employment and skills provision is designed and commissioned with a focus on person centred services tackling barriers such as health condition management. The impact of recession and Covid-19 on health inequalities will exacerbate the challenge faced by Manchester in tackling long term unemployment and economic inactivity as a result of poor health. The need for large scale innovative and well designed provision that is inclusive and is accessed by our communities is paramount. The Council will continue to drive and influence policy and commissioning with GMCA at all spatial levels.
- 6.3. The Council and partners will continue to promote Working Well clients to employers who are recruiting. This includes promotion of those with health conditions, disabilities or caring responsibilities into sectors that traditionally may not have considered recruiting from these groups. The impact of the pandemic has changed the economy with labour and skill shortages in many industries such as logistics and hospitality requiring an adjustment of pay, conditions and recruitment approaches which we aim to align to the Working Well cohort.



## **7. Recommendations**

- 7.1. Members are invited to comment on or seek clarification regarding the issues raised in the report.

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## **Appendix 1 Case Studies**

### **Case study 1**

This lady joined the Work and Health Programme in February 2021 with her main barriers being health and childcare. Through discussion with her Keyworker, she disclosed that she would like some support with her mental health and was referred to our Pathways Mental Health Practitioner. The Keyworker also signposted her to local medical provision after disclosing that she had been struggling to find a GP and Dentist in the area.

As her confidence grew, she began to look for work that met her childcare requirements and attended an appointment for an induction with our Skills Support for Employment mentor which the Keyworker had arranged. She didn't take up the offer of a course with SSE, but we found her an alternative course through a local provider using our Elemental Platform. She started a food Hygiene course shortly after and was also referred for an English assessment through Manchester Adult Education Service as she was not confident in her use of English. The lady has now secured employment and is due to start in September in a local school which addresses all the concerns she had around her childcare.

### **Case Study 2**

Our customer joined the Work and Health programme in March 2021 and had not worked for 30 years. She had no IT skills or equipment, no CV and did not possess a smartphone. Her barriers were quite complex as a result of an accident she had sustained a physical injury which had contributed to her mental health.

Her Keyworker knew that in the first priority would be to focus on the customer's confidence and communication skills and highlight the various resources available to her on the programme. Pathway's support was offered to the customer but the customer felt that she had managed her health condition and was very private about opening up to someone she didn't know. We assured her that she could tap into this support at any time on the programme.

Her Keyworker discussed the possibility of coming off benefits and moving back into the workplace to support her health and booked an appointment with our Hub Guide to build a CV. The Hub Guide built a basic CV and explored the different methods of completing job applications.

The Keyworker put aside an hour every day for a fortnight to assist with job search to build confidence and support our customer. After 30 years being out of work the customer was offered a post at a hotel and started work in September 2021 with support given for travel costs and footwear. She decided this was not the job for her and only stayed a short period but now has taken the first step towards sustainable employment and has a better understanding of how to manage her health in the workplace. The customer has continued to engage and is looking for other suitable roles which the Keyworker is continuing to support her with.

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## Manchester City Council Report for Information

<b>Report to:</b>	Economy Scrutiny Committee – 14 October 2021
<b>Subject:</b>	Build Back Fairer – COVID-19 Marmot Review: Housing, Unemployment and Transport
<b>Report of:</b>	Director of Inclusive Economy and Strategic Lead Policy & Partnerships

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### Summary

Greater Manchester has been disproportionately negatively impacted by the COVID-19 pandemic. Mortality rates in the region were 25% higher than the England average with life expectancy in the Northwest of England declining more during 2020 than in England overall. In Manchester, existing inequalities, particularly for our most deprived communities, Black and ethnic minorities and those already living in poverty have deepened. There has been a big impact on our children and young people who have faced significant disruption to their education and employment opportunities, widening the gap between those who are already the most vulnerable and their counterparts.

The Marmot report 'Build Back Fairer in Greater Manchester: Health Equity and Dignified Lives' highlights how levels of social, environmental and economic inequalities in society are damaging health and wellbeing. It explores how these inequalities have been exposed and magnified by the COVID-19 pandemic and its impacts. It provides a framework for how Greater Manchester can '*Build Back Fairer*' in the aftermath of the COVID-19 pandemic.

The framework calls for health equity to be placed at the heart of governance in Greater Manchester, including resource allocation, and for all policies in the region to be geared towards achieving greater health equity. The report has a particular focus on "future generations", with children and young people disproportionately, and inequitably, harmed by the impacts of coronavirus restrictions and lockdowns.

This report provides an overview of the Marmot Build Back Fairer report focusing on housing, unemployment and transport in Manchester, in line with the remit of the Committee. The report discusses the impact of COVID-19 on housing, unemployment and transport in the city, relative to health inequalities, and outlines Manchester's response to recommendations in the Build Back Fairer report.

### Recommendations

It is recommended that the Economy Scrutiny Committee:

- Consider and comment on the content of the report and the findings of the Build Back Fairer in Greater Manchester: Health Equity and Dignified Lives report in relation to housing, unemployment and transport; and

- Note the Council's response to the recommendations and the activity that has been carried out to reduce health inequalities and the impact of the COVID-19 pandemic in the city, in relation to housing, unemployment and transport.

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**Wards Affected:** All

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

Improving health inequalities in the city with a focus on achieving this via housing condition, employment opportunities for residents and transport in the city will have a positive impact on Manchester's commitment to be zero-carbon by 2038. Improving the condition of housing will improve the energy efficiency of homes reducing emissions. Increasing travel by sustainable and active modes and supporting the increased use of public transport will also assist the city in reducing its carbon emissions.

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 Build Back Fairer recommendations support the creation of a diverse economy which support a wide variety of jobs and opportunities for residents in order to reduce health inequalities.
A highly skilled city: world class and home grown talent sustaining the city's economic success	The report sets out recommendations to target adult education budget more effectively and incentivise employers to upskill their workforce. Our response shows the activity in place to meet these recommendations.
A progressive and equitable city: making a positive contribution by unlocking the potential of our communities	Employing residents in well paid sustainable employment is a key tenant of the recommendations with several initiatives such as the Anchors Pilot in place.
A liveable and low carbon city: a destination of choice to live, visit, work	The report discusses the Council's actions to increase the number of journeys undertaken by sustainable and active modes of travel which will significantly contribute to the city being zero-carbon by 2038.

A connected city: world class infrastructure and connectivity to drive growth	Digital exclusion is a barrier to work as it can include for example low level English skills. The Council's Digital Inclusion Action Plan targets and support residents and communities with higher levels of need around digital kit, connectivity and skills will support increase local employment of our population. Developing an increasingly sustainable transport infrastructure will ensure that Manchester is well connected and able to meet its zero-carbon commitments.
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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.

Manchester's Support for Families Living in Poverty Report - 9 September 2021  
 Economy COVID Sit Rep Report - 22 July 2021  
 Build Back Fairer in Greater Manchester: Health Equity and Dignified Lives - June 2021  
 Manchester Housing Strategy 20201 – 24 June 20201  
 Build Back Fairer: The COVID-19 Marmot Review - December 2020  
 Health Equity in England: The Marmot Review 10 Years On - February 2020  
 Health Equity in Greater Manchester Evaluation 2020

## **1.0 Introduction**

- 1.1 In summer 2021 Greater Manchester (GM) launched 'Build Back Fairer in Greater Manchester: Health Equity and Dignified Lives'. The report was produced by University College London (UCL) Institute of Health Equity and was commissioned by the Greater Manchester Health and Social Care Partnership.
- 1.2 The report outlined a new framework, which includes new bold and ambitious recommendations, on how to reduce health inequalities and build back fairer from the COVID-19 pandemic for future generations. The Framework is part of a new Marmot Review and comes as life expectancy falls for everyone across the UK, and health inequality widens, at a cost of £39 billion every year.
- 1.3 The purpose of this report is to provide an overview of the Marmot Build Back Fairer report focusing in housing and unemployment in Manchester. The report discusses the impact of COVID-19 on housing and unemployment in the city, relative to health inequalities, and outlines Manchester's response to the housing and unemployment recommendations in the Build Back Fairer report.

## **2.0 Background**

- 2.1 The Marmot city region approach has been developed with GM over the last two years and has provided a basis to place health equity at the centre of action in communities, local authorities, and the combined authority. The Build Back Fairer report builds on the February 2020 "Health Equity in England: The Marmot Review 10 Years On" report and its accompanying Greater Manchester evaluation, plus the December 2020 "Build Back Fairer: The COVID-19 Marmot Review".
- 2.2 The Marmot report highlights how levels of social, environmental and economic inequality in society are damaging health and wellbeing. It explores how these inequalities have been exposed and magnified by the COVID-19 pandemic and its impacts. It provides a framework for how Greater Manchester can 'Build Back Fairer' in the aftermath of the COVID-19 pandemic.
- 2.3 The report states that in order to achieve a permanent reduction in health inequalities GM needs to focus on the social determinants of health; those factors outside health care that affect health, including:
  - communities and places
  - housing, transport and the environment
  - early years, education and young people
  - income, poverty and debt
  - work and unemployment
  - public health.



- 2.4 In each of these areas the report overviews inequalities prior to the pandemic, during the pandemic and the likely impacts of the pandemic on inequalities in the future. Although there are many effective programmes and approaches in place in Greater Manchester to tackle inequalities in these areas, ten years of austerity have damaged health and health inequalities, and the COVID-19 pandemic has amplified this damage. The report calls for additional urgent and more widescale action in order to Build Back Fairer in the aftermath of the pandemic.
- 2.5 The Build Back Fairer report makes recommendations for actions in Greater Manchester, and nationally, to ensure these inequalities do not continue to grow and are reduced as we build back from the pandemic. Some of the recommendations outlined in the report are new and some offer support for, and expansion of, existing approaches in Greater Manchester.
- 2.6 The framework calls for health equity to be placed at the heart of governance, including resource allocation, in Greater Manchester and for all policies in the region to be geared towards achieving greater health equity. The report also has a particular focus on “future generations”, with children and young people disproportionately, and inequitably, harmed by the impacts of coronavirus restrictions and lockdowns.

### **3.0 Manchester Context**

#### **3.1 The Impact of COVID-19**

- 3.1.1 The Marmot report details the disproportionately negative impact that the COVID-19 pandemic has had in Greater Manchester. The impacts of the pandemic are summarised below:
- COVID-19 mortality rates are 25% higher in Greater Manchester than in England as a whole.
  - These rates are highly unequal within the city region – 2.3 times higher in the most deprived decile than the least (March 2020 to January 2021); this gap is wider than in the rest of England.
  - Provisional data shows life expectancy in the Northwest of England declined more during 2020 than in England overall.
  - Higher infection and mortality rates in Greater Manchester (see point 3.1.2 for further details).
  - Greater Manchester has experienced particularly damaging longer-term economic, social and health effects from national and local lockdowns, which will further damage health and widen inequalities. These include:
    - strains in public finances, affecting community and environmental conditions
    - widening inequalities in attendance and attainment in education and early years
    - increasing poverty, debt and income inequality
    - rising unemployment, particularly for young people
    - deteriorating mental health for all age groups, but particularly for young people.

3.1.2 Inequalities in infection and mortality from COVID-19 in Greater Manchester have been affected by the following factors:

- **Health conditions** – some existing health conditions significantly increase the risk of dying from COVID-19.
- **Deprivation and inequalities** – the more deprived a local authority is the higher the COVID-19 mortality rate has been during the pandemic.
- **Living conditions** – overcrowded living conditions and poor-quality housing are associated with higher risks of mortality from COVID-19. These housing conditions are more common in deprived areas and inhabited by people from lower incomes.
- **Occupation** – there are clear differences in the mortality risk related to occupations. For example, being in a key worker role, unable to work from home and being near others puts you at a higher risk. Occupations particularly at risk include security guards, leisure and transport workers and health and social care workers.
- **Ethnic minorities** - mortality from COVID-19 is much higher among many Black and minority ethnic communities than among White groups. Minority ethnic residents are more likely to be affected by the factors identified here.
- **Cumulative risks** - the risks of mortality from COVID-19 are cumulative – being male, older, from a minority ethnic group, having an underlying health condition, working in a higher risk occupation and living in a deprived areas with overcrowding have led to much higher rates of COVID-19.

3.1.3 Manchester's residents have been disproportionately negatively impacted by the pandemic. Existing inequalities, particularly for our most deprived communities, ethnic minorities and those already living in poverty have deepened. There has been a significant impact on our children and young people who have faced significant disruption to their education and employment opportunities, widening the gap between those who are already the most vulnerable and their counterparts.

## 3.2 Housing - Manchester Context

3.2.1 The private rented sector (PRS) represents the fastest growing tenure across Manchester, with over 90,000 PRS properties in the city (approximately 38% of total stock). Much of this growth has been driven by the city centre apartment market, which is attractive to young, professional workers in the city. A high-quality housing offer is key to attracting inward investment and to bringing in the skills to power our high value growth sectors including digital, health & life sciences. However, the PRS outside the city centre remains concentrated in poorer quality, often older terraced stock.

3.2.2 Outside of the apartment market, the PRS has grown fastest in areas which have seen the highest levels of inward migration, such as Crumpsall (45.8% of stock) and Longsight (34.2% of stock). A study by The Migration Observatory found that three in four (76%) migrants who have moved to the UK in the last

five years find accommodation in the private rented sector<sup>1</sup>. Migrants rely on the PRS because of its relative flexibility and ease of access. In Manchester evidence suggests many new migrants find rented accommodation through well-established cultural and community ties.

- 3.2.3 In Manchester, the lack of new supply coupled with the strength of demand has meant that despite aging stock and poor-quality management, rents have continued to increase in the lower end of the private rented sector and the number of available properties, particularly larger family houses, has continued to decline. As a result, residents claiming benefits are increasingly directed into the lowest value neighbourhoods in North and East Manchester which account for 26% and 17% of Manchester's total claimant market respectively.
- 3.2.4 The impacts of these longstanding housing inequalities came to the fore during the pandemic and contributed to the unequal impact of COVID-19. MCC analysis during Autumn 2020 found that residents in older, poor quality PRS, much of which is used very intensively, were amongst the most at risk of infection from COVID-19. This along with higher levels of deprivation in Black and minority ethnic groups, larger household sizes and intergenerational housing, meant that it is has been these communities that have been hardest hit by the pandemic.
- 3.2.5 Addressing overcrowding and bringing forward housing which better meets the needs of Manchester's diverse communities will therefore be required to meet these challenges and address ingrained inequalities, poverty and polarisation in the city. This will be one of the priorities of the new Housing Strategy for the city, which is in development. Similarly, opportunities around bringing Northwards back in-house and the Council's new housing delivery vehicle 'This City' will present an opportunity to redefine, reshape and reimagine the way affordable housing is both managed and developed in Manchester.
- 3.2.6 Recognising community heritage and local identity in proposals to improve existing stock and build new homes will be integral to the place-based approach articulated in the forthcoming Housing Strategy. This will include proposals to bring forward a housing scheme celebrating the history and culture of the many communities who have made Moss Side their home on the site of the former Reno nightclub, a place where Black people were welcomed at a time when many night clubs unofficially barred Black people.
- 3.2.7 The number of individuals and households experiencing homelessness in Manchester has remained high throughout the pandemic and there remains significant pressure on services that are working to prevent and tackle homelessness in the city. The Government's 'Everyone In' initiative launched during the lockdown of the city centre in March 2020 successfully provided safe, supported accommodation for people who had been sleeping rough in the city, or who had been living in shared spaces in emergency accommodation. Consequently, there was a decrease in begging opportunities

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<sup>1</sup> The Migration Observatory, "Migrants and Housing in the UK: Experiences and Impacts" (October 2019)

during this period and a greater engagement with statutory and support services. The number of people presenting as homeless decreased by 3% from 2019/20, largely due to a drop in presentations during the first national lockdown, in March 2020. However, the number owed a statutory duty increased in 2020/21, in part due to people accessing support via emergency COVID-19 accommodation who would not have engaged with services in the past.

### 3.2.8 The Build Back Fairer report summarises that:

- Poor quality and overcrowded housing is harmful to health and widens health inequalities.
- Housing conditions in the PRS had deteriorated before the pandemic.
- Housing costs were increasing before the pandemic.
- Young people and those from ethnic minorities are more likely to rent from the private sector.
- Lockdowns resulted in an increased exposure to unhealthy and overcrowded housing conditions which have added to the stress of living in poor quality housing.
- In the aftermath of the pandemic, it is likely that the quality of some poorly managed private rented sector houses will continue to deteriorate.
- Homelessness is a larger problem than rough sleeping and includes those living in temporary accommodation. There currently is not enough affordable accommodation available for people on the Housing Register.
- Poor quality and unaffordable housing remains a critical health equity issue in Manchester.

## 3.3 Work and Unemployment - Manchester Context

- 3.3.1 In the two decades before the COVID-19 pandemic Manchester achieved exceptional growth. The city saw very significant increases in the city's population and sustained economic growth, helped by major investment and strong partnerships. The city's assets, infrastructure, innovation, population and skills have enabled the city to be more resilient to the last recession than many other parts of the UK and have powered growth over the past decade.
- 3.3.2 Our economy has become more diverse, with digital, creative, technology and health-innovation businesses now thriving alongside more traditional sectors, such as financial and professional services. This economic growth, building on the strengths of our existing communities, has helped to encourage a younger, more diverse and higher-skilled population. However, now there is a new set of challenges that needs to be overcome.
- 3.3.3 Manchester is at a critical point, due to the combined challenges of the continued impacts of COVID-19, the UK exiting the EU, and the uncertainties in our well-established international relationships and trade.
- 3.3.4 Manchester is the sixth most deprived Local Authority area in England and consequently many neighbourhoods and communities in the city were less

resilient to the economic shock caused by the pandemic compared to other less-deprived areas of the country.

- 3.3.5 Poverty in Manchester is a huge challenge and continues to have a significant impact on the life and outcomes of too many of the city's residents. This challenge is reflected in the number of children living in poverty with the End Child Poverty Coalition estimating that around 46,700 children (42%) in Manchester were living in poverty at the end of March 2020. This was discussed in the Manchester's Support for Families Living in Poverty Report which was presented to Economy Scrutiny on 9 September 2021 (see background documents for further information).
- 3.3.6 The scale of the challenge of poverty and unemployment has been further exacerbated in Manchester by the COVID-19 pandemic and its associated lockdowns and restrictions. The claimant count in Manchester (JSA and unemployed UC) increased 104% between March 2020 to March 2021 (from 17,740 to 36,100) and currently stands at 30,510 in August 2021. The initial spike in claimants came in the period March-May 2020 and then stabilised. In Manchester residents under 25 were initially the most severely economically impacted by COVID-19 however all age groups saw increases and the 25-49 age group is currently the most impacted. Unemployment increased in wards corresponding to areas with higher Black, minority ethnic populations.
- 3.3.7 Ethnic minority groups also faced disparities long before the onset of the pandemic. In GM all Black, Asian and minority ethnic groups have been found to be less likely to be employed pre-COVID-19 than White people. In addition to this people of Pakistani and Bangladeshi ethnic backgrounds (particularly women) have the lowest levels of employment in GM<sup>2</sup>.
- 3.3.8 Job losses have been greatest in sectors that were most severely impacted by the COVID-19 restrictions and lockdowns including retail, hospitality, accommodation, leisure & tourism and personal care activities. Generally, these are sectors which employ more young people and people from Black and minority ethnic communities and tend to be lower paid and have a larger number of employees on casual contracts.
- 3.3.9 The Build Back Fairer report summarises that:
- Being in good work is usually protective of health while poor quality work, stressful jobs, and unemployment, particularly long-term unemployment, contribute significantly to poor health and low wellbeing and increase the risk of mortality. Manchester needs to ensure all jobs are of good quality as efforts to increase employment are introduced after the pandemic. The labour market situation before the pandemic influenced and impacted the labour market during the pandemic.

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<sup>2</sup> UoM & MCC, May 2021. 'The Economic Impact of the COVID-19 Pandemic on Ethnic Minorities in Manchester'.

- The impacts of COVID-19 containment measures have fallen the most on low-paid workers and have had significant health and health inequality impacts.
- As Manchester's economic challenges become clearer through 2021, it is important that those most at risk of being employed in poor quality work or of being unemployed are supported the most in order to protect their health as well as livelihoods. This includes younger people, those on low pay and insecure contracts and some workers from ethnic minority groups. Manchester is seeing positive indicators that the economy is recovering and the Council and partners have promoted groups such as long term unemployed or those with health conditions into sectors with vacancies or labour/skill shortages.

### **3.4 Transport and Active Travel Manchester Context**

- 3.4.1 Increases in both active transport (cycling and walking) and public transport are needed to improve health and reduce health inequalities. Progress on reducing car use was harmed by the pandemic due to a significant decrease in the use of public transport during the lockdowns while private car use substantially increased due to concerns about infection on public transport as well as ongoing concerns about the cost and frequency of public transport in Greater Manchester. Due to the pandemic, there has been a 18% decrease in journeys to the city centre by all modes and a significant impact on the volume of patronage on public transport and on highways usage.
- 3.4.2 Manchester has worked to make the city centre more people-centred and less reliant on the use of private motor vehicles, as set out in the City Centre Transport Strategy (CCTS) to 2040, which aims to enable significant growth in city centre jobs and residents whilst also increasing the percentage of morning peak trips to the city centre by sustainable modes to 90% and for walking to be the dominant mode of moving around the city centre.
- 3.4.3 In the early stages of the pandemic, some streets were closed to cars, and pavements were widened to aid social distancing. Work is continuing to deliver the CCTS vision on a permanent basis in the form of collaborative work with Transport for Greater Manchester and Salford City Council to re-design how major areas of the city centre will function and to reallocate space to walking and public realm.
- 3.4.4 In March 2021, the Greater Manchester Mayor announced that powers contained in the Bus Services Act 2017 will be used to introduce a system of bus franchising in Greater Manchester. This will see the introduction of a unified brand across the city region for buses, with simplified, integrated ticketing across bus and Metrolink. This will support the development of a resilient and accessible integrated transport system for residents.
- 3.4.5 The transport system is a major source of emissions that are damaging health and contribute to climate change. In 2018 (the most recent available data), ground transport produced 32% of the total carbon dioxide emission in the city. Manchester's commitment to be zero-carbon by 2038 will require, among

other measures, shifting national transport policy from road building for cars to increasing the use of public transport as well as increasing levels of walking and cycling. Manchester is working with TfGM through the GM2040 Transport Strategy on a pipeline of major investment in public transport and active travel infrastructure to achieve the aim of zero-carbon and the wider benefits to mobility and connectivity.

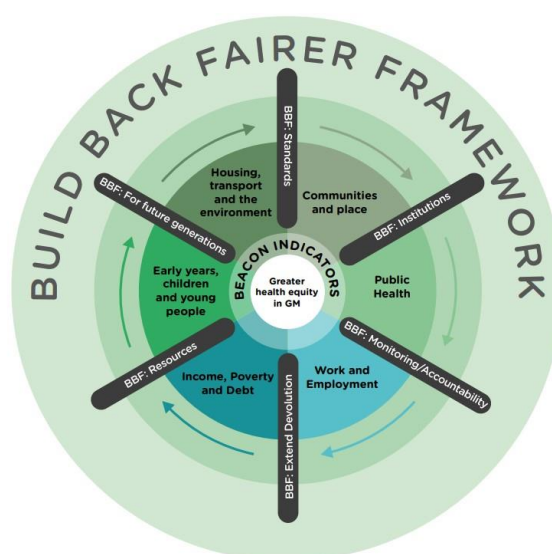
- 3.4.6 Manchester is also taking action to reduce the harmful levels of pollutants that exist in some areas of the city via the GM Clean Air Plan which includes the introduction of a Clean Air Zone by May 2022 under which non-compliant commercial vehicles will incur a daily charge to drive anywhere on Greater Manchester roads. There is over £120m in funding support for businesses and organisations to be able to upgrade their non-compliant vehicles.
- 3.4.7 Transport poverty is affected by the affordability and accessibility of transport systems. Research into transport poverty in Greater Manchester found those with low incomes felt local transport was too expensive, unreliable and slow, making it harder for them to attend job interviews or continue in low paid employment. A Joseph Rowntree Foundation study in 2018 of residents in four areas, including Manchester, found that low-income neighbourhoods were served by unreliable public transport, under-served or not at all served, leading to transport being a significant barrier to employment.
- 3.4.8 The Build Back Fairer report summarises that:
- Transport poverty relates to the affordability and accessibility of transport. Low income neighbourhoods served by unreliable public transport causes a significant barrier to employment.
  - Achieving long-term, equitable and sustainable changes in transport requires more than equitable provision of active transport and clean public transport.
  - Increases in both active transport (cycling and walking) and public transport are needed to improve health and reduce health inequalities.

#### **4.0 Marmot Report Framework and Recommendations**

- 4.1 The Marmot report provides a framework for how Greater Manchester can Build Back Fairer in the aftermath of the pandemic. Fundamental to achieving a permanent reduction in health inequalities is a focus on the social determinants of health: those factors outside health care that affect health.
- 4.2 Some of the report recommendations are new and some offer support for, and expansion of, existing approaches in Greater Manchester. The framework calls for health equity to be placed at the heart of governance, including resource allocation, in Greater Manchester and for all policies in the region to be geared towards achieving greater health equity.
- 4.3 The framework is built around six key themes which are summarised below:

- **Future generations** – greater support for all young people, but proportionately so for those in more deprived areas, educational settings and workplaces.
- **Resources** – reverse and compensate for cuts to public funding, which have been experienced proportionately more in poorer areas and those outside of London and the south.
- **Standards** – improve those living and working conditions that are key drivers of health, including employment, environment and housing, transport and clean air.
- **Institutions** – support and advise businesses and develop public sector “anchor institutions” such as universities and hospitals to use their significant assets and spending powers to benefit communities.
- **Monitoring and accountability** – regularly monitor equity in the impacts of, and recovery from, COVID-19. This will enable greater understanding of likely trends, inform action and maintain a focus on social determinants and health inequalities.
- **Greater local power and control** – advocate for greater powers to be devolved to Greater Manchester, removing existing limitations to how far the city region can act on health and equity.

Figure 1: Framework for Building Back Fairer in Greater Manchester



4.4 These six key themes are accompanied by recommendations for specific actions in six key areas summarised below:

#### 1. Communities and places

- Providing more resources for more deprived areas and communities – by redistributing existing resources / assets and seeking greater investment from business and central government.

#### 2. Housing, transport and the environment

- Developing ‘healthy living’ standards for housing, environment and employment.
- Providing guaranteed training and support for young people, affordable transport and clean air.



### 3. Early years, children and young people

- Prioritising future generations – with no young person without employment, education or training after they leave school.
- Providing additional support for mental health in schools and workplaces and more mental health service provision for young people.

### 4. Income, poverty and debt

- Developing a minimum income level for healthy living, specific to the cost of living healthily in Greater Manchester.
- Advocating nationally for this minimum income level to be the benchmark for wages and welfare payments.

### 5. Work and unemployment

- A stronger role for business in achieving social goals, including reducing health and social inequalities, by being good employers, having 'equitable' supply chains, investing in / contributing to communities, investments to be sustainable and healthy, and providing beneficial products and services.
- Extending the positive impacts of public sector organisations, beyond their services.

### 6. Public health – including by:

- providing a guaranteed offer of universal access to public health / wider public services.

4.5 A full list of these framework themes and recommendations can be found in Appendix 1.

## 5.0 Manchester's Response to the Recommendations

5.1 The recommendations made in the Build Back Fairer report are based on assessments of health inequalities in Greater Manchester, including COVID-19 mortality and inequalities in the social and economic arrangements which drive health outcomes.

### 5.2 Housing Recommendations

5.2.1 Housing recommendations are focused on improving the quality and affordability of housing. The below table outlines Manchester response to the housing recommendations.

**Table 1: Manchester Response to the Marmot Housing Recommendations**

Marmot Recommendation	Manchester's Response
<b>Fully implement the Good Landlord Scheme.</b>	In principle MCC supports the implementation of the GM Good Landlord Scheme subject to further consultation with elected members. The Council are committed to working with GM colleagues to design a scheme which complements the Council's current Selective Licensing schemes.

<p><b>Strengthen and enforce decent housing regulation and advocate for resources to enforce housing regulations.</b></p>	<p>The Council is committed to improving the quality of homes across the city. The Selective Licensing scheme was developed to respond to problems of poor property management, crime and anti-social behaviour in private rented sector housing. The scheme was initially launched in four areas between 2016 and 2017 and is currently due to be expanded across the city. In addition to this, the Council's Enforcement and Compliance Team issue Enforcement Notices and Civil Penalty Notices to properties in states of disrepair. Since 2018, 95 Civil Penalty Notices have been served totalling fines of £786,957.</p>
<p><b>All new housing to be built to net-zero emissions standards, with an increased proportion being either affordable or in the social housing sector.</b></p>	<p>The Council's Climate Change Action Plan 2020-25 details the Council's commitment to be zero-carbon by 2038 and includes actions to reduce emissions from housing. The Local Plan is currently under development and will consider the net-zero emission standards for new housing. The Manchester Climate Change Partnership have developed a <a href="#">Roadmap to Net Zero Carbon report</a> which will be considered as part of the development of the Local Plan.</p>
<p><b>Continue to reduce rough sleeping and hidden homelessness and extend action to reduce risks for homelessness.</b></p>	<p>During 2020/21 MCC worked with partners to develop a range of responses to tackling rough sleeping focusing on increasing access to settled homes in the social and private rented sectors. A wide range of incentives were developed to tenancies in this sector including specialist support, financial assistance, rental guarantees and landlord insurance policies. This has successfully helped over 1,000 households move into private sector properties. 2020/21 also saw the launch of the Rough Sleeper Accommodation Programme which provides accommodation and support to those impacted by rough sleeping. Phase 1 of the scheme saw over 70 properties developed and delivered. A particular challenge in Manchester has been the lack of settled accommodation for individuals who need a home as well as mental health support. During the past year the Greater Manchester Mental Health (GMMH) team have partnered with the homelessness service to pilot innovative ways to tackle some of these barriers including contributing funding to secure properties including deposits and rent voids.</p>

### 5.3 Work and Unemployment Recommendations

- 5.3.1 The Marmot report outlines several recommendations for work and unemployment in GM relating to improving the quality of work in Greater Manchester and reducing unemployment and build skills. The recommendations and Manchester's response are detailed in table 2 below.

**Table 2: Manchester's Response to the Work and Unemployment Recommendations**

<b>Marmot Recommendation</b>	<b>Manchester's Response</b>
<p><b>Fully implement the Greater Manchester Good Employment Charter and Local Industrial Strategy and monitor for inequalities, particularly the proportion of employers signing up to the Charter offering lower paid jobs.</b></p>	<p>Manchester City Council fully supports the implementation of the GM Good Employment Charter and Local Industrial Strategy and has ensured these areas of work are built into the foundation of new strategies, programmes, policies and activities. Council officers promote the Good Employment Charter through procurement and wider work with the business community in the city.</p> <p>The multi-agency Manchester Employment Partnership has promoted the benefits of the Good Employment Charter to its members particularly those in sectors that have faced labour and skills shortfalls. The scheme has also been promoted to new investors establishing businesses in the city. The Good Employment Charter will act as a mechanism to increase the attractiveness of a business through the improvement of working conditions and is considered to be an excellent vehicle to promote diversification of the workforce into well paid and sustainable roles with health and wellbeing at the heart of an employer's core values. Many businesses including small and medium enterprises are signing up to the GM Good Employment Charter and recognising the importance of health and mental wellbeing. The British Chamber of Commerce highlighted this work in the Future Workforce study recognising how business has and will continue to evolve to train their workforce around the importance of good health and have better lines of communication to discuss issues. Labour and skill shortages driven by the COVID-19 pandemic and Brexit have enabled an opportunity for workers' pay and conditions to be placed in the spotlight with realignment a clear opportunity.</p> <p>The Anchors Pilot (set out in more detail below) will support the monitoring of real living wage jobs in the city.</p>
<p><b>Provide incentives via the Good Employment Charter to reduce precarious and insecure work.</b></p>	<p>MCC will continue to support GMCA in the development of the Good Employment Charter to reduce precarious and insecure work. GM wide incentives are not within Manchester's remit however, MCC's work on Social Value through procurement and the Anchors Pilot intensifies the city's focus on reducing insecure work at a local level and the incentives this brings to the employer and city.</p>
<p><b>Define and implement a</b></p>	<p>The recently launched Anchors Pilot has a twin focus of supporting Manchester to become a Real Living Wage City</p>

<p><b>Greater Manchester quality of work guarantee which extends commitments in the Good Employment Charter and is publicly available for each employer.</b></p>	<p>and increasing commitment to employing local people, particularly from our more disadvantaged communities. This will support the implementation of the Good Employment Charter and any future evolving definition of a GM quality of work guarantee.</p>
<p><b>Lead discussions about a four-day work week.</b></p>	<p>Supporting health and wellbeing at work is an essential component of Greater Manchester designed and commissioned programmes such as the Working Well Work and Health Programme and Early Help Pilot. The Early Help pilot has a particularly strong focus on how to support an individual to stay in work through the management of a health condition through adjustments co-developed with an employer. The learning and outcomes from this GM pilot will help inform future provision. Discussion on a four-day week and the health and wellbeing benefits derived would be led at a Greater Manchester level.</p>
<p><b>Build on actions to increase local recruitment into all jobs and work with employers to improve retention rates.</b></p>	<p>The Real Living Wage and sustainable employment has been the focus of city-wide Devolved Programmes such as Working Well Work and Health Programme since 2018. Manchester City Council led procurement includes Social Value measures to recruit locally and develop longer term pathways for young people to foster and grow their ambitions. Over the next 10 to 15 years North Manchester will see an intensified focus as major developments, including Victoria North and the plans for the North Manchester General Hospital site, enable the city to develop a pathway for North Manchester residents to access employment opportunities in the short and long term. This work will also develop community resilience through social value with the aim of strengthening third sector infrastructure to support employability within communities. The North Manchester Social Value Benefits Framework sets this approach clearly for partners who commission and contractors who deliver.</p> <p>The city has a healthy development and investment pipeline. This opportunity combined with a strengthened focus on social value through the updated Social Value Policy, intensified focus in North Manchester and local Anchors Pilot will enable progress on increasing local recruitment.</p>

	<p>In 2019/20 MCC increased total procurement spend in Manchester to £353m, up from £322m (2018/18). 69% of spend was with Manchester based organisations with 92.4% spent in Greater Manchester. Based on a survey with the Council's top 300 suppliers there was an increase in the number of business creating new jobs (80% in 2019/20 from 77% 2018/19) with 29% of those roles in Manchester. 91% of businesses paid the Living Wage Foundations recommended Living Wage. Suppliers to MCC created 6,189 employment opportunities for 'hard to reach' individuals in GM.</p>
<p><b>Increase funding for adult education more in more deprived communities and link to job market demands. Offer training and support to older unemployed adults.</b></p>	<p>Manchester's Adult Skills and Education Plan was developed in 2019 and is taken forward by a multi-agency partnership to make Manchester a world class city for adult education by 2025. The Partnership is focusing on priorities related to the impact of COVID-19 including the disproportionate impact on older unemployed adults. The Manchester Adult Education Service (MAES) targets the most deprived communities in the city with the offer linked heavily to skills for employment and entry level skills needed to progress to higher education to support social mobility.</p> <p>MCC will continue to play an active part in the strategy for distribution of the devolved Adult Education Budget (AEB) and commissioning of provision through the GMCA forum. Our aim is to see AEB provision support inclusive growth with employers active in the design of curriculum to ensure employment outcomes.</p> <p>MCC continues to work with GMCA to develop Age Friendly services and provision. Employment and skills are one of the core areas of focus. Manchester is support GMCA to co-design an employment and skills programme that will support older unemployed adults. This is the subject of a separate report to Economy Scrutiny</p>
<p><b>Incentivise the private sector to participate in training and skills development and link this to the social value framework.</b></p>	<p>The Anchors Pilot was launched in September 2021 to support Manchester in becoming a real living wage city. The incentives to employers in terms of a highly engaged and productive workforce are set out within GM Good Employment Charter.</p> <p>The Council reviewed the Social Value Policy in March 2021 setting out areas to combat the impacts of COVID-19 and embed social value further:</p>

	<ul style="list-style-type: none"> <li>• Priority cohorts - targeting social value at those cohorts in the city who have been disproportionately impacted by COVID-19 which includes the over 50s</li> <li>• Prioritising specific actions to support the city's recovery, such as maximising new job creation</li> <li>• Procurement – for the existing minimum social value weighting which is applied to all tenders to be increased over time to a 30% weighting for all contracts (20% social value and 10% environment)</li> <li>• GM Good Employment Charter – for the Council's Social Value policy to endorse this</li> <li>• Anchor institutions – for anchors to have a central role in supporting the economic recovery of the city through the championing of social value objectives</li> </ul> <p>The Anchors Pilot will deliver a 12 to 18 month programme focused on two priorities that will have a big impact on improving outcomes for residents:</p> <ol style="list-style-type: none"> <li>1. Manchester to become a Living Wage City</li> <li>2. Support for local employment</li> </ol> <p>These priorities will support people to be lifted out of poverty and increase local employment opportunities for Manchester residents.</p> <p>The Anchors Pilot comprises 10 anchor institutions including statutory, business and cultural sector. The pilot will aim to foster buy in across these sectors to create long term change in relation to sustainable, secure well-paid work for residents.</p>
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## 5.4 Transport and Active Travel Recommendations

5.4.1 The Marmot report outlines recommendations for transport and active travel in GM. Manchester's response to these recommendations are detailed below.

**Table 3: Manchester's Response to the Transport and Active Travel Recommendations**

<b>Marmot Recommendations</b>	<b>Manchester's Response</b>
<b>Extend incentives to encourage people back to public transport &amp; improve road safety by implementing 20mph speed limit in all residential</b>	Increased amounts of investment are being made into the highways network to make it easier and more attractive to make more short journeys on foot or by bike. In <a href="#">Greater Manchester the Cycling and Walking Infrastructure Plan</a> , known as the Beelines, details how Greater Manchester will create a genuine culture of cycling and walking. Funding of £160million has been made available with Manchester, securing £79million for projects to deliver improvements to

<p><b>streets and implement other road safety initiatives in deprived areas first</b></p>	<p>the highways network to make it easier and more attractive for people to take shorter journeys on foot or by bike.</p> <p>The City Centre Transport Strategy to 2040 aims to enable significant growth in city centre jobs and residents whilst also increasing the percentage of morning peak trips to the city centre by sustainable modes to 90% and for walking to be the dominant mode of moving around the city centre.</p> <p>MCC is working with TfGM through the GM2040 Transport Strategy on a pipeline of major investment in public transport and active travel infrastructure to achieve the aim of zero carbon and the wider benefits to mobility and connectivity.</p> <p>MCC is commitment to deliver 20mph schemes across all residential road's dependent on funding.</p>
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## 6.0 Beacon Indicators

- 6.1 The framework is supported by proposed “Marmot Beacon Indicators” to provide information about the levels of inequalities in health and social determinants and support planning, prioritisation and assessment of and accountability for actions.
- 6.2 The proposed indicators underpin the Build Back Fairer framework and cover the areas and recommendations outlined in the report and are considered critical in driving down health inequalities and in delivering on the potential to Build Back Fairer. Greater Manchester system partners will take forward the following candidate Marmot Beacon Indicators.
- 6.3 The housing beacon indicators relevant to this report are:
- Ratio of house price to earnings
  - Households/persons/children in temporary accommodation
- 6.4 The work and unemployment beacon indicators relevant to this report are below. The Work and Skills Team have supported children and young people throughout Covid-19 by focusing on targeting resources on those at risk of becoming NEET and combating the surge in youth unemployment seen through 2020. The Kickstart scheme is part of the National Plan for Jobs and has been supported locally to encourage and provide employment opportunities for 18-24 year olds, most recently with two dedicated jobs fairs delivered in conjunction with DWP.
- NEETs aged 18 to 24
  - Unemployment rate
  - Low earning key workers
  - Proportion of employed in non-permanent employment

## **7.0 Recommendations**

7.1 It is recommended that the Economy Scrutiny Committee:

- Consider and comment on the content of the report and the findings of the Build Back Fairer in Greater Manchester: Health Equity and Dignified Lives report in relation to housing and unemployment; and
- Note the Councils response to the recommendations and the activity that has been carried out to reduce health inequalities and the impact of the COVID-19 pandemic in the city, in relation to housing and unemployment.



## **APPENDIX 1: Build Back Fairer in Greater Manchester – Recommendations in full**

### **Framework recommendations**

1. Build Back Fairer for <b>future generations</b>	<b>Prioritise children and young people</b> <ul style="list-style-type: none"> <li>• Provide further support for early years settings in more deprived areas, including additional support for parents.</li> <li>• Extend interventions to support young people's mental health and wellbeing at school and at work.</li> <li>• Ambition for all young people, 18–25 years old, to be offered in-work training, employment or post-18 education.</li> <li>• All policies assessed to consider impacts on health equity for future generations.</li> <li>• Implement all recommendations and commitments in Greater Manchester's Young Person's Guarantee.</li> </ul>
2. Build Back Fairer <b>resources</b>	<b>Rebalance spending towards prevention</b> <ul style="list-style-type: none"> <li>• Share expertise and evidence of prevention interventions across local authorities and public services, and continue to build capacity and partnerships.</li> <li>• Double the budget for prevention in the total health care budget in Greater Manchester within five years and a system-wide prevention/health spending target for all of Greater Manchester to be developed by end of 2021, with incremental targeted increases over five years.</li> <li>• Advocate for real terms percentage increase in the regional budget for public health.</li> </ul>
	<b>Build Back Fairer opportunities for all</b> <ul style="list-style-type: none"> <li>• Ensure proportionate universal funding – increase funding in more deprived communities and particular areas of public services.</li> <li>• Advocate for increases in local government funding and public service allocations and other regional shares of national budgets.</li> <li>• Establish a Build Back Fairer Investment Fund in Greater Manchester to include contributions from businesses that support the Build Back Fairer agenda.</li> <li>• Increase funding and support for training and apprenticeships in more deprived communities.</li> <li>• Request that businesses invest in a regional Build Back Fairer Investment Fund or equivalent through social value approaches and corporate social responsibility.</li> </ul>
	<b>Build Back Fairer commissioning</b> <ul style="list-style-type: none"> <li>• Extend social value commissioning to all public sector contracts and to businesses in Greater Manchester to enhance business contributions to Building Back Fairer.</li> </ul>
3. Build Back Fairer <b>standards</b>	<b>Standards for healthy living</b> <ul style="list-style-type: none"> <li>• Identify the minimum income for healthy living in Greater Manchester and advocate for national resources to meet</li> </ul>

	<p>this in public sector pay and support business to pay the minimum income for healthy living.</p> <ul style="list-style-type: none"> <li>• Guarantee offer of universal access to quality services including existing public services and public health services and universal access to training, support and employment for young people.</li> <li>• Develop Greater Manchester minimum standards for quality of employment, environment and housing, and transport and clean air and advocate for enforcement powers and resources.</li> </ul>
4. Build Back Fairer institutions	<p><b>Extend anchor institution approaches</b></p> <ul style="list-style-type: none"> <li>• Implement Greater Manchester's social value framework and extend anchor institutions approaches to VCSE sector and businesses.</li> <li>• Extend the remit of anchor institutions to incorporate social value procurement and commissioning and contributions to the Build Back Fairer Investment Fund.</li> </ul>
	<p><b>Scale up social value contracting and extend business role</b></p> <ul style="list-style-type: none"> <li>• Health and social care act as leaders in social value commissioning and work in partnership across local authorities to develop local supply chain across Greater Manchester.</li> <li>• Embed widescale social value requirements in the Local Industrial Strategy and Good Employment Charter.</li> <li>• Add provision of apprenticeships for all ages to the social value framework.</li> <li>• Link Innovation Greater Manchester with social value framework.</li> </ul>
5. Build Back Fairer monitoring and accountability	<p><b>Develop Build Back Fairer equity targets for Greater Manchester</b></p> <ul style="list-style-type: none"> <li>• Based on the Marmot Beacon Indicators develop publicly accessible targets to monitor progress towards Building Back Fairer.</li> <li>• Report biannually on Marmot Beacon Indicators related to targets.</li> <li>• Invest in routine data collection to support monitoring of reductions in inequalities in wellbeing, opportunity and community cohesion within local authorities.</li> </ul>
6. Build Back Fairer through greater local power and control	<p><b>Build Back Fairer devolution</b></p> <ul style="list-style-type: none"> <li>• Advocate for increased local control of employment services, post-16 skills, labour market, social housing and early years policies and services.</li> <li>• Build on success of devolved services and advocate for further powers and resources to deliver local health and wellbeing needs.</li> <li>• Further involve communities in the design and delivery of interventions to support their health and wellbeing.</li> </ul>

	<ul style="list-style-type: none"> <li>• Enhance public visibility of the Build Back Fairer approach in Greater Manchester, including explicit commitments and offers to the public.</li> <li>• Develop publicly accessible data on equity in health, wellbeing and the social determinants of health.</li> </ul>
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### Themed recommendations

<b>1. Communities and places</b>	<ul style="list-style-type: none"> <li>• Advocate for increased deprivation weighting in funding by level of area deprivation.</li> <li>• Advocate for a greater share of resources for regions and local authorities hit particularly hard by COVID-19 and containment measures, and based on remedying shortfalls in funding from the last 10 years.</li> <li>• Develop publicly accessible data on equity in health, wellbeing and the social determinants of health within local authorities and strengthen monitoring by ethnicity at the local level.</li> </ul>
<b>2. Housing, transport and the environment</b>	<b>Improve the quality and affordability of housing</b> <ul style="list-style-type: none"> <li>• Fully implement the Good Landlord Scheme.</li> <li>• Strengthen and enforce decent housing regulation and advocate for resources to enforce housing regulations.</li> <li>• All new housing to be built to net-zero emissions standards, with an increased proportion being either affordable or in the social housing sector.</li> <li>• Continue to reduce rough sleeping and hidden homelessness and extend action to reduce risks for homelessness.</li> </ul>
	<b>Green spaces, air quality and quality high streets</b> <ul style="list-style-type: none"> <li>• Fully implement clean air zones and monitor for inequalities in exposure.</li> <li>• Improve quality of existing green spaces and prioritise provision of new green spaces in areas of higher deprivation.</li> <li>• Adopt city-wide strategies that put health and sustainability at the centre of strategic planning.</li> <li>• Work with local communities to better include their local needs when reviving local high streets.</li> </ul>
	<b>Transport and active transport</b> <ul style="list-style-type: none"> <li>• Extend incentives to encourage people back to public transport.</li> <li>• Improve road safety by implementing 20mph speed limit in all residential streets and implement other road safety initiatives in deprived areas first.</li> </ul>
<b>3. Early years, children and young people</b>	<b>Reduce inequalities in early years development</b> <ul style="list-style-type: none"> <li>• Increase the quality and availability of parenting support programmes run through early years centres and schools.</li> <li>• The regional budget to meet the OECD average for the proportion of spending on the early years and increase funding per child for early years settings in more deprived areas.</li> <li>• Develop a new measure of school readiness for Greater Manchester.</li> </ul>

	<ul style="list-style-type: none"> <li>• Ensure childcare workforce wages in public and private sector meet the Greater Manchester minimum income for healthy living.</li> </ul> <p><b>Reduce inequalities in educational attainment</b></p> <ul style="list-style-type: none"> <li>• Increase catch-up tuition for more deprived students, beyond the UK Government programme, and give additional support to families with children with special educational needs and disabilities (SEND).</li> <li>• Implement all recommendations and commitments in Greater Manchester's Young Person's Guarantee.</li> </ul> <p><b>Prioritise and improve mental health and outcomes for young people</b></p> <ul style="list-style-type: none"> <li>• Prioritise improving the mental health of young people including through providing further mental health support/first aid training in all schools in Greater Manchester.</li> <li>• Improve mental health treatment options for children and young people rapidly.</li> <li>• Work with primary care and local charities to provide a whole-system and early response to improve mental and physical health and wellbeing in children aged 0–5 years through the hub-and-spoke model and to address the social determinants of health in local communities.</li> <li>• Increase the provision of local youth services for young people, advocating for national resources.</li> </ul> <p><b>Improve training and work prospects for young people</b></p> <ul style="list-style-type: none"> <li>• Extend offers of apprenticeships and training for young people linked to requirements for social value employers to participate.</li> <li>• Achieve no NEETs in Greater Manchester by guaranteeing an employment or training offer for 18–25 years olds.</li> <li>• Advocate to raise the minimum wage for apprentices.</li> <li>• Increase mentoring opportunities (including in public services; the voluntary, community and social enterprise sector and business) and add provision of mentoring to the social value framework and Good Employment Charter.</li> </ul>
<p><b>4. Income, poverty and debt</b></p>	<p><b>Reduce poverty</b></p> <ul style="list-style-type: none"> <li>• Establish a goal for everyone in full-time work to receive a wage that prevents household poverty.</li> <li>• Develop a regional standard for minimum income for healthy living, to be used to establish the minimum wage for Greater Manchester.</li> <li>• Support food aid providers and charities, and advocate for better national funding.</li> <li>• Continue to advocate for additional £1,000 annual uplift to Universal Credit and explore other ways of providing this if it is cut.</li> <li>• Extend eligibility for free school meals.</li> <li>• Advocate for an end to the five-week wait for Universal Credit and extend cash grants for low-income households.</li> </ul> <p><b>Reduce levels of harmful debt in Greater Manchester</b></p>

	<ul style="list-style-type: none"> <li>• Increase financial management advice in schools and workplaces.</li> <li>• Further support community and voluntary sector provision of debt advice.</li> <li>• Work with Credit Unions to reduce the use of high interest loan businesses and further regulate loan agencies.</li> <li>• All local authorities in Greater Manchester to offer support for those who are in debt due to non-payment of council tax.</li> </ul> <p><b>Monitoring for poverty and inequity</b></p> <ul style="list-style-type: none"> <li>• Improve local data collection and collation of national and voluntary sector data to estimate inequalities in income and debt within local authorities.</li> </ul>
<p><b>5. Work and unemployment</b></p>	<p><b>Improve the quality of work in Greater Manchester</b></p> <ul style="list-style-type: none"> <li>• Fully implement the Greater Manchester Good Employment Charter and Local Industrial Strategy and monitor for inequalities, particularly the proportion of employers signing up to the Charter offering lower paid jobs.</li> <li>• Provide incentives via the Good Employment Charter to reduce precarious and insecure work.</li> <li>• Define and implement a Greater Manchester quality of work guarantee which extends commitments in the Good Employment Charter and is publicly available for each employer.</li> <li>• Lead discussions about a four-day work week.</li> </ul> <p><b>Reduce unemployment and build skills</b></p> <ul style="list-style-type: none"> <li>• Build on actions to increase local recruitment into all jobs and work with employers to improve retention rates.</li> <li>• Increase funding for adult education more in more deprived communities and link to job market demands. Offer training and support to older unemployed adults.</li> <li>• Incentivise the private sector to participate in training and skills development and link this to the social value framework.</li> </ul>
<p><b>6. Public health</b></p>	<p><b>Reduce inequalities in vaccine uptake and in infection and mortality rates</b></p> <ul style="list-style-type: none"> <li>• Advocate for local control over vaccination programmes, especially catch-up programmes, and focus vaccine rollout more on groups at higher risk and with lower vaccination rates.</li> <li>• Follow the principle of proportionate universalism and direct increased resources and supply to ensure the needs of the most deprived, diverse and more vaccine-hesitant communities are met.</li> <li>• Advocate for resources for adequate financial support and provide practical, clinical and wellbeing support for those who cannot work because of COVID-19 risk and those who have to self-isolate and ensure guarantees of return to employment.</li> </ul> <p><b>Allocate public health resources proportionately, with a focus on the social determinants</b></p> <ul style="list-style-type: none"> <li>• Advocate for real terms percentage increase in the regional budget for public health.</li> </ul>

	<ul style="list-style-type: none"> <li>• Strengthen the public health focus on the social determinants of health.</li> <li>• Public health to provide a key leadership role post-COVID-19 in plans to Build Back Fairer.</li> <li>• Continue to support Greater Manchester's integrated health and care system to be a true population health system, working in partnership with the 10 local authorities and the GMCA.</li> <li>• Develop equity targets for local authorities and the City Region, with clear lines of accountability to reflect priorities for reducing health inequalities and inequalities in the social determinants in the longer term.</li> </ul>
	<p><b>Prioritise inequalities in mental health</b></p> <ul style="list-style-type: none"> <li>• Increase mental health provision in workplaces.</li> <li>• Continue and expand existing programmes which focus on preventing mental health problems, and strengthen monitoring and evaluation for equity.</li> <li>• Work with planners to develop mentally healthy high streets and access to good quality green space within a 15–20 minute walk for all in Greater Manchester, including specific actions to reduce noise and air pollution, improve community safety and reduce anti-social behaviour.</li> </ul>
	<p><b>Give prevention interventions time to succeed</b></p> <ul style="list-style-type: none"> <li>• Invest for the long term, measure success over five and 10 years, and improve sharing of best practice between local authorities in Greater Manchester.</li> <li>• Identify and embed learning from the COVID-19 pandemic, including the value of place-based services and other 'bottom-up' approaches.</li> <li>• Place prevention and taking action on the social determinants at the centre of the integrated care system.</li> </ul>

## Manchester City Council Report for Information

**Report to:** Economy Scrutiny Committee – 14 October 2021

**Subject:** Opportunities and issues for older workers in the Labour Market

**Report of:** Director of Inclusive Economy and Consultant in Public Health  
(Ageing Well Lead)

### Summary

The purpose of this report is to provide the Committee with data on the employment and skills status of workers (aged 50 to 64) in Manchester, how they have been impacted by Covid and the actions being taken to connect them to opportunities in the City as part of the Economic Recovery Strategy. The report will include work with City Art Gallery and an exhibition which highlights the experience of older women.

### Recommendations

To note and comment on the contents of this report.

**Wards Affected:** All

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

The Work and Health and Restart programmes, referenced in the report and which supports many older people have a number of social value commitments including delivery against zero carbon targets.

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	Older people are an asset to the economy as they bring many attributes, knowledge and skills to the workforce.
A highly skilled city: world class and home-grown talent sustaining the city's economic success	The provision detailed in this report seeks to equip older jobseekers with skills to improve and increase their employability.
A progressive and equitable city: making a positive contribution by unlocking the potential of our communities	Many of the employment programmes outlined in the report are committed to supported over 50's as a priority group and providing equal access to support provision for this group.

A liveable and low carbon city: a destination of choice to live, visit, work	The opportunities described in the report will support the reduction in those economically inactive thereby benefitting the economy.
A connected city: world class infrastructure and connectivity to drive growth	The report sets out how the needs of older people are understood and responded to through the wider digital inclusion action plan.

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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.

Digital Exclusion Index – report to Economy Scrutiny 9 September 2021



## 1.0 Introduction

- 1.1 Older workers who are out of work are twice as likely to be long-term unemployed as younger workers who are out of work. While there has been a great deal of focus on the risks of long-term youth unemployment in recent months, long-term unemployment is also a significant challenge for those aged 50-67.
- 1.2 This report considers the current position of older workers in the city, those between the ages of 50 and 67 and the challenges they face. It looks at the employment and skills status of older workers and the impact that Covid-19 has had on this group. It sets out the importance of older workers to the Manchester and Greater Manchester (GM) economies set against Manchester, GM and national strategic contexts. The report details the range of activity being delivered across the city by the Work & Skills team, the Age Friendly Manchester team, learning providers and the Over 50's Employment Support Group with highlights of progress achieved to date and proposals for future delivery.
- 1.3 This is set within the context of the Skills, Labour and Market Economic recovery plan and contributes to the support for the newly unemployed, adult skills and employment support and equalities priority workstreams.
- 1.4 Manchester is forecasted to have a healthy economic recovery and support measures need to be kept in place and built on to ensure that our 50-67 year olds benefit from this growth.

## 2.0 Older Workers in Manchester

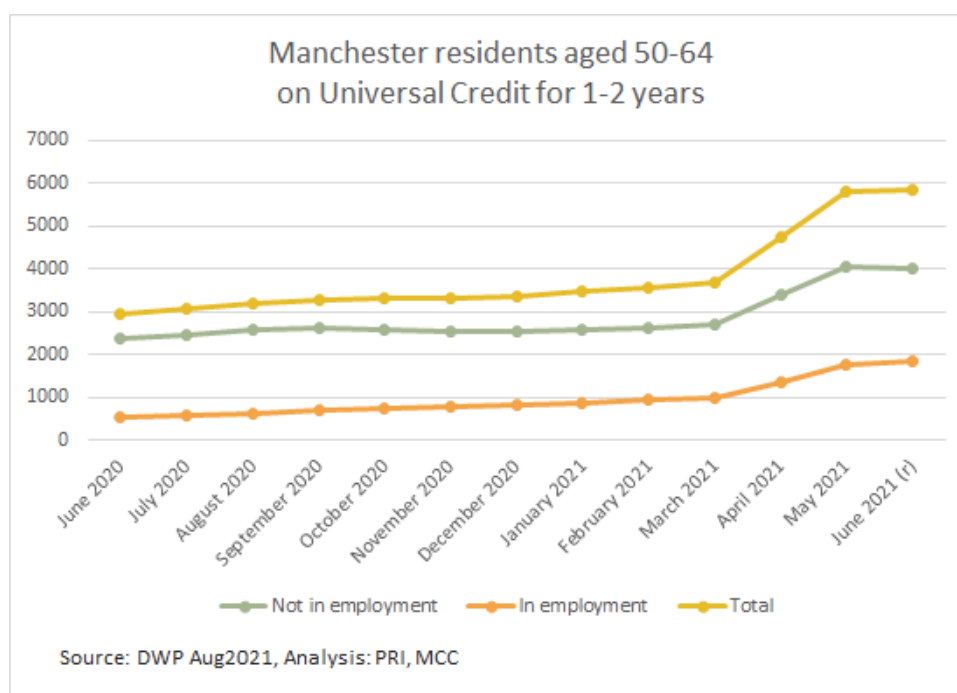
- 2.1 About 22% of Manchester's population is aged 50 or over with a life expectancy for men of 75.6 years (UK average 79.1) and a life expectancy for women of 79.1 years (UK average 82.8). However healthy life expectancy (years lived without one or more life limiting medical conditions) for men and women in Manchester is 56 years, ranging from 49.2 years for men in Miles Platting & Newton Heath to 65.8 for men in Didsbury East. The UK average is 63 years for men and 64 years for women. This varies across the city with males in Didsbury East at 65.8 years while males in Miles Platting & Newton Heath at 49.6 years.
- 2.2 Large health and wellbeing inequalities exist in later life with a person's socioeconomic position being a key factor (*"The Golden Generation? Wellbeing and Inequalities in Later Life. MICRA, 2017"*). Being in good, well paid, healthy work and the ability to remain economically active into later life is a strong determinant in older people's health and wellbeing outcomes.

## 3.0 Employment and Skills

- 3.1 Residents over the age of 50 in Manchester are more likely to be economically inactive; less likely to be highly skilled; and more likely to suffer from poor health. A disproportionately higher number of people over 50 are on out of

work benefits. Fewer over 50s have skills at level 4+, while 30% of over 50s have no formal qualifications at all. Evidence suggests that for someone over 50 who is out of work and with poor health, as they get older, they will become more socially isolated, increasingly unhealthy and more dependent on services than if they had worked.

- 3.2 As of February 2021, the number of 50-64 year olds claiming out of work benefits was 19,101 with 83% (15,794) claiming due to ill-health.
- 3.3 The graph below highlights the number of residents claiming Universal Credit (UC) for 1-2 years (5,842). This number includes people who transferred across from Employment Support Allowance (ESA) and who may have been claiming ESA for decades but only UC for 1-2 years, as well as new claimants between July 2018 and 2020. It shows how volume has changed over the course of a year for long term.
- 3.4 In Manchester all UC recipients aged 50-65 rose from 4,907 in February 2019 to 7,486 in February 2020 and then doubled to 14,268 by February 2021. The largest annual rise is for those who have been claiming for 6 months up to 1 year, rising from 1,384 in February 2019 to 4,468 in February 2021. More startling, however, is the latest July 2021 provisional data showing that this has changed for those claiming for 1 to 2 years duration at 5,842 people compared to 722 in February 2019.
- 3.5 As of July 2021 there were 4,286 UC recipients in employment over the age of 50 years, with the highest number of claimants from Gorton/Abbey Hey, Longsight, Harpurhey, Miles Platting/Newton Heath and Moss Side wards. UC recipients not in employment amounted to 10,757 across Manchester with the highest number of claimants from the same wards and Clayton/Openshaw.



#### **4.0 Impact of COVID-19 on employment**

- 4.1 Covid-19 and the associated lockdown measures had an enormous impact on the labour market with millions of people experiencing employment and/or income shock. Generally, those who were already disadvantaged in the labour market and overrepresented in low-paid work were most vulnerable.
- 4.2 While the impact of the pandemic has been greatest on younger people, older workers aged 50 and over have been affected to a greater extent than those in the middle age groups. Nationally, over a quarter of furloughed employees are people aged 50 years and over (1.3 million), with 3 in 10 of older workers on furlough thinking there is a 50% chance or higher that they will lose their job when the scheme ends. Analysis by Business in the Community of the sectors where most jobs have been furloughed suggests that the largest group affected is the youngest employees, followed by older workers. This reflects the concentration of these age groups in sectors closed during lock-down: non-food retail, restaurants and hotels, passenger transport, personal services and arts and leisure services.
- 4.3 “The cost of unemployment for older workers is particularly high. They take the longest to return to work – with fewer than two-in-three returning within six months – and experience the biggest earnings fall when they finally to return to work.” [The Resolution Foundation]
- 4.4 Getting more of the City’s residents who are over 50 economically active and keeping those who are working in work as they age, will have a very positive impact on their health and wellbeing, help reduce health and social care costs, as well as generate a significant contribution to the local economy.

#### **5.0 Challenges and Issues**

- 5.1 Prior to the COVID-19 crisis, people aged 50-64 already had the lowest re-employment rates following redundancy. If over 50s who lose their jobs or are made redundant in this crisis aren’t helped back into work, they are likely to struggle.
- 5.2 Evidence shows that despite an increase in the employment rate among the over 50s in recent years, on the eve of the crisis, this group were still less likely to be in work than others. Additionally, research shows that rather than becoming unemployed, many older workers are becoming inactive, or out of work and not seeking employment.
- 5.3 There is a real risk of further job losses among older workers over the coming months, as the furlough scheme is unwound. However, sectors within the Foundational Economy such as hospitality, care, logistics and transport have recovered and are experiencing skills and labour market shortages. This presents a challenge and opportunity to connect more older people to these vacancies.

- 5.4 Further research illustrates a lack of confidence from older job seekers in their own ability and in their perceived employability. Unsuitable training, changes to the ways that jobseekers are expected to find and apply for jobs, and underdeveloped digital skills add to this group's difficulties. In addition, many have caring responsibilities or health concerns and there is a lack of opportunities for flexible working to accommodate these needs. To add to this, more work needs to be done with employers to tackle the perceived or actual ageism of their recruitment practices.
- 5.5 There is a broad consensus that this group requires intensive tailored employment support, with digital skills and retraining, along with age-aware advice and support within programmes.

### **Financial concerns**

- 5.6 Uncertainty around current employment and future employment prospects may have resulted in some older workers feeling they have to work longer than planned to achieve financial security in retirement. Polling by Ageing Better has shown real concern about their finances among older workers, with two out of five older workers believing their finances would worsen as a result of the pandemic.
- 5.7 Many are concerned that they will have to start 'eating into their savings' as a result of being out of work, while others are frustrated that they are having to draw down on pensions despite not being able to retire. This is particularly true for women, who feel the changes to the pension age has moved the goalposts and present a significant financial challenge. [Centre for Ageing Better: Tackling worklessness among the over 50's after Covid 2021]
- 5.8 With the State Pension Age rising to 66, a more tailored approach is needed to support longer working lives.

### **Digital Divide**

- 5.9 Nationally, 4.2 million people over the age of 55 have never been online. Over 55s make up 94% of everyone who has never been online (4.5 million people). These people – who are already likely to be poorer, less well educated and in worse health than their peers – are at risk of being left on the wrong side of the digital divide, as more services and information move online.[CfAB- The Digital Age, 2018]
- 5.10 Those with limited exposure to computers and the internet during their working lives are often far less confident with them, though sometimes this was down to lack of interest than opportunity. While it is not always the case that workers need digital skills as part of their jobs, for those claiming job-seeking benefits such Universal Credit, it has become unavoidable. Added to this is the increase in online job applications which demand a certain level of digital literacy.

- 5.11 In Manchester our digital inclusion work has targeted over 65s, providing free telephone support for those with internet access but not the skills or confidence to use it. In addition, tens of thousands of Manchester's residents are digitally excluded through lack of home Internet access. Over the last 18 months we have donated over 700 free devices with internet access to residents and provided support through a digital champion. Of this number 208 (34%) are over 60 years old.
- 5.12 A report on Manchester's Digital Exclusion Index was presented to this committee in September. The report referenced Good Things Foundation, the UK's leading digital inclusion charity, report which identified older people as one of the groups disproportionately impacted by the pandemic. The index will serve as a tool for partners across the city to identify need and specific challenges and barriers, enabling them to adapt and tailor services to better support priority groups, such as the over 50's.

## **6.0 Age Friendly Manchester (AFM)**

- 6.1 Manchester's Ageing Strategy - Manchester: A Great Place to Grow Older 2017 – 2021 focuses on the key priorities for the city and its partners, offering a framework to deliver real improvements to the lives of older people, putting them centre stage. There are three key priorities:
1. Develop age-friendly neighbourhoods - places where people can age well in neighbourhoods of their choice with access to the right services, housing, info etc.
  2. Develop age-friendly services - where commissioning includes age-friendliness in its specification and services are delivered in an age-friendly way
  3. Promote age equality - by addressing negative images and changing the narrative to one that celebrates the valuable role and contribution of older people.
- 6.2 A key strand of work, focusing on over 50's employment and support has been developed between Work & Skills Team and Age Friendly Manchester. This reflects the importance the Age Friendly Manchester Older People's Board has placed on age friendly employment. Action underway is detailed throughout this report.

## **7.0 Opportunities**

- 7.1 The AFM and Work & Skills teams jointly facilitate the Over 50s Employment & Skills Support group which launched in 2018. The group brings together organisations working to support Manchester people into employment, to develop and co-ordinate the approach to employment support for older workers - those pushed out of employment through redundancy, ill health or early retirement and to explore how we can work better together to tackle inequalities across the city.

- 7.2 The group has recently refreshed its work plan in line with the AFM Recovery Plan 2021/22 to ensure sufficient focus is given to support older job seekers and workers. The key priorities and initial actions are detailed below:

<b>50+ Employment &amp; Skills Work Plan 2021</b>	
Priorities	Actions
Develop an approach that commits MCC to become an age friendly employer	Establish a 50+ employee group Use the GM Guide to Age Friendly Employment to benchmark currently policy and practice
Review job retraining offers, including volunteering	Review specific service offers of employment support partners.  Collaborate with MACC, MAES and Libraries to promote volunteering opportunities and to develop a volunteer programme for over 50's digital champions
Improve access to employment support services for over 50's	Co-produce an information leaflet of targeted and specific support services to be shared online and hard copy
Promote and deliver training and refresher courses	YES Manchester delivering specific digital skills sessions for over 50's in North Manchester. MAES promoting 'Skill Up' programme through age friendly networks. Growth Company delivering 'mid life MOT' webinars. Work Clubs supported to increase support to over 50's. Uncertain Futures project with MAG to deliver a series of employment & skills focused sessions for women from October 2021 to May 2022.
Maximise employment and training opportunities arising from the North Manchester General Hospital and Victoria North developments	Work & Skills team have developed a social value framework for developers which includes over 50's as a priority group. YES Manchester is positioned to play a key role in connecting residents to opportunities
Develop an all-age apprenticeship campaign and increase uptake	Social media campaign to be developed to run in line with National Apprenticeship Week in February, with a focus on promoting all age apprenticeships to older people.

Work with GMCA and DWP to better reflect over 50's in their employment support programmes	Working with the Growth Company to ensure the Work & Health Programme meet the specific needs of older participants. Exploring mentoring support for over 50's customers with DWP
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- 7.3 Pre-COVID-19 we had begun to test a few new approaches to specific interventions. As a result of lockdown, many services were paused or repurposed. As restrictions have lifted and the recovery work has picked up in pace, the refreshed employment and skills work plan will allow us the opportunity to re-visit some of the new approaches and build on the early lessons learned.

## **8.0 Programmes and work being delivered across Manchester Age Friendly Employment**

- 8.1 Manchester City Council is committed to being an age friendly employer. Sustaining this progress, can be achieved across many facets of an organisation. This includes, for example, looking at making flexible working policies clear and assessing whether the overall working environment is age-positive: with sufficient health support, and career development opportunities for all ages.
- 8.2 Employee voice is crucial here; with age often creating assumptions regarding capability, and desired career progression. Having clear and consistent conversations with all employees, including older workers, about any potential concerns, desires or needed adjustments – will work to ensure that age alone isn't treated as the reason for making decisions. This work will be guided by the Greater Manchester Good Employment Charter and central to its success will be the voice of older workers. To support this an over 50s Employee Group will be established shortly.
- 8.3 Employer engagement work will continue to promote the benefits of age friendly employment and over time the intention will be to share Manchester City Council's experience and help develop further good practice.

### **Manchester Employment Support Partnership**

- 8.4 The partnership was set up in September 2020 with the purpose of mobilising a range of agencies and services put in place to provide immediate support for employees who are facing redundancy, whose furlough is coming to an end or have their hours reduced due to Covid 19.
- 8.5 The partnership includes The Growth Company, DWP, Citizens Advice Service, National Careers Service, Manchester College, MAES, MIDAS and Business Growth Hub. Support is available via the link [www.manchester.gov.uk/helptogetwork](http://www.manchester.gov.uk/helptogetwork). Of the 97 who have requested support via the helpline, 27 are over 50 years old with 7 of that number over 60 years.

## Work Clubs

- 8.6 There is a network of around 30 work clubs across the city, delivered by voluntary and community sector groups, housing providers and skills partners. The less formal nature of work clubs appeals to many older residents and offers one-to-one and peer support.
- 8.7 A number of focus groups were undertaken at work clubs across the city pre-pandemic to gather the experiences of service users over 50, when looking for and finding employment. Feedback highlighted common themes with participants which remain the same today. These include:
1. lack of confidence
  2. lack of IT skills
  3. daunted by online applications
  4. needing jobs suitable for their age and physical abilities
  5. valuing one to one support
  6. and the need for employers to give them a chance.
- 8.8 This information is being used by the Over 50s Employment & Skills Support group to develop practical approaches to support and influence current support provision.
- 8.9 Earlier in the year the Work & Skills team awarded several grants to work clubs to deliver projects or initiatives to improve employment outcomes for residents. One of the priority groups specified for this funding stream is the over 50s. Projects started in May 2021 and will run until March 2022. Activity will vary by organisation, however, specific outcomes include progression routes on to more formal training, volunteering opportunities and employment outcomes. Further work will take place over the coming months to monitor and evaluate the 50+ employment and training outcomes of the work clubs.

### Case Study: Get Ready for Work (GRFW)

S a 55 year old male was employed at a secondary school working as a cleaner before and after school and a lunchtime support, unfortunately due to COVID and closure of schools his working hours were cut by 50%.

S contacted GRFW, his brother was a former client and suggested he get in touch with GRFW, for help to apply for Universal Credit to top up his earnings until he was able to get back to a full wage, he needed help with rent etc.

At the time of contact we were able to meet at The Grange on a 1-1 basis in a safe environment – masks, hand sanitizer and clear screens between the computers.

S had little IT skills, low confidence and needed support to apply, which is very difficult when maintaining social distance rules.

We managed to successfully register and apply online and contacted his housing provider to notify them of the situation.



S was very emotional; he had felt very lost and feared losing everything he had worked for and hadn't known where to go for help until his brother suggested GRFW. I reassured him that we would continue to offer support and kept in telephone contact for the next few weeks to ensure his claim had been processed. We also gave him MCC Support Hub information, food bank information including the Pandemic Pantry.

***“Thank you for your help and support, I feel so much better now I’ve been able to sort things”***

### **Skills Support for Employment Service**

- 8.10 Manchester has a disproportionate number of residents with no or low skills, the over 50s making up the largest proportion of this group. A lack of digital skills has been identified as a particular issue for this age group. Some lower level qualifications have little value in the labour market with a need for greater focus on skills and work experience.
- 8.11 The Skills Support for Employment (SSE) service has been commissioned across Greater Manchester to meet some of that need. Delivered by The Growth Company in Manchester it provides participants with a learning mentor to ensure a tailored support package, including careers advice, pre-employment support and accredited qualifications, as well as employment opportunities for residents with low skills as a barrier to work.
- 8.12 Across Greater Manchester since April 2019 there have been 1,534 over 50's signed up to SSE out of a total of 3198 (47%). Of these 592 have achieved a qualification, 120 have entered further education and 286 have gone into employment.

### **National Careers Service (NCS)**

- 8.13 Since October 2018 the NCS has included people aged over 50 as a priority group. The service provides personalised careers information, advice and guidance to assist young people and adults to make informed choices about learning, employment and skills. It helps residents to understand employer demand and skills gaps through government data presented in accessible job profiles, and assists residents to plan their progress through skills assessment, and a detailed directory of courses and vacancies. Officers from the City Council work closely with The Growth Company to ensure the service reaches those it is designed to help, including an increased focus on residents over the age of 50. 3,497 GM residents over 50 have accessed this service in the last 12 months.
- 8.14 The Midlife MOT project in Greater Manchester was delivered in partnership with the Growth Company, the prime contractor for the National Career Service. The project delivered a series of bespoke webinars, one per week for five weeks covering topics relating to employment and skills of those aged 50+. It also established a Midlife MOT webpage on the existing EmployGM

website, which introduces the service and information on how to access the support on offer. <https://employgm.org/midlife-mot/> remains live and is updated as and when new resources become available.

### **GM Over 50's and Employment Project**

- 8.15 The Centre for Ageing Better in partnership with the Greater Manchester Combined Authority (GMCA) and the Department for Work and Pensions (DWP) are working on a project with a joint aim to improve the economic activity rate amongst people aged 50 to State Pension age (SPa). As part of this Humanly has been commissioned to conduct a design-led project to develop new approaches to supporting people aged 50 to SPa into work in Greater Manchester. The project began in July 2020 and will be completed in January 2022.
- 8.16 Co-creation activities were targeted in Moss Side and Cheetham Hill in Manchester alongside two areas in Trafford and Wigan. Co-creation has been conducted with a range of participants, including people with lived experience, service providers, employers and wider stakeholders. The target locations and participants were selected to ensure diversity of ethnicity, age, socio-economic profiles, levels of unemployment or economic inactivity, transport links, links to industry, and experience of long-term ill health or disability. Three concepts have been taken to prototyping. These are: (1) 'Reach', a coaching model linked to digital self-guided support (2) 'Give Back', a placement project with employers, (3) 'Person centred procurement' which tests the bidding and assessment process for employment support funding. Five residents from Manchester with lived experience and several organisations including One Manchester, YES Manchester, The Boiler House and North Manchester Community Partnership are actively involved in this phase of the project. Prototyping began in April 2021 and will run until January 2022. During this time ideas will be brought to life on a small scale to see what could work in practice and whether they could be scaled up.

### **GM Working Well Work & Health Programme**

- 8.17 The Greater Manchester Working Well Work & Health programme, being delivered by The Growth Company in Manchester, has been commissioned to support disabled people or those experiencing health conditions to address their barriers to work and move into employment. The Work & Health programme delivers holistic, intensive and personalised support through a key worker who draws on, sequences and integrates other public service interventions to support them back to work.
- 8.18 The programme evaluation has identified that people aged over 50 are more likely to have been unemployed for a longer period of time and to have severe physical health issues. A further finding suggests that many older people have the perception that they are viewed as less worthwhile to an employer compared to a younger person. This perception linked with low self-confidence acts as a barrier to work.

- 8.19 In Manchester, 37% of participants on the programme are over 50 years old. To date the Work and Health programme has supported 1212 residents aged over 50 in Manchester, 340 of whom have gone into employment.
- 8.20 The programme has prioritised supporting those over 50 with employment, health, skills and qualification support.

### **GM Job Entry Targeted Support (JETs)**

- 8.21 As part of the Work and Health programme, JETs is aimed at residents who have been unemployed for 13 weeks and in receipt of benefits. The service began taking referrals in October 2020 and is a light touch programme for those closer to returning to employment. The programme is being delivered by the Growth Company in Manchester and offers support with CV's, job applications and transferable skills, along with links and signposting to support around mental health, skills and debt. As of June 2021, in Manchester 2614 people had received support with 840 securing employment. Of these 464 were over 50 years with 43 moving into employment.

### **DWP Restart Programme**

- 8.22 The Restart programme is part of the government's Plan for Jobs and will give Universal Credit claimants who have been out of work for at least 12 months enhanced support to find employment. Ingeus is delivering the programme in Manchester. Referrals started in July 2021 and over the next three years a projected 11,800 residents from Manchester will be supported. The programme design allows for flexibility to tailor support to priority groups, including the over 50's.
- 8.23 There is a separate report on the above Working Well programmes on this agenda which will provide more detail.

### **Employer Engagement**

- 8.24 Manchester City Council is becoming a Timewise Council which will promote flexible hiring and working across the Council. This will better meet the needs of some of our over 50s group who may need to balance work with health demands and other responsibilities and interests. It will also meet the needs of other groups such as women returners, disabled people and those who have been long-term unemployed for whom a part-time or more flexible employment pattern would be more sustainable.
- 8.25 GMCA Age Friendly Employer Engagement Toolkit - Nearly one in three workers in the UK are aged 50 and over, and with the average employee in the UK in their 40s, this is set to grow over the next decade. With many more people working into their 60s and beyond, people aged 50 may have another 20 years of working life ahead of them.

- 8.26 Being an age friendly employer is more crucial than ever. However, many businesses struggle to understand how they can adapt their policies and practice to support the recruitment and retention of older workers.
- 8.27 Manchester has been involved in testing an employer engagement toolkit which aims to equip businesses with the tools to become more age-friendly employers. The toolkit designed by GMCA and the Centre for Ageing Better will be launched in late Autumn 2021.
- 8.28 Self-employment offers an opportunity for older people with greater flexibility and control. Pre-Covid, People Plus who are currently delivering the Start Smart self-employment support contract for the Business Growth Hub across Manchester, delivered two pilot programmes specifically aimed at residents aged over 50 in the south of the city and Wythenshawe. 31 residents attended the two projects. The evaluation highlighted the need for upfront IT support, social media skills development and peer networking from those of a similar age group. Learning from the pilots has been used to influence delivery of larger business support programmes.
- 8.29 Enterprising You - A pilot project to support Greater Manchester's self-employed and those working in the gig economy launched February 2020. Enterprising You is aimed at those who find themselves in more vulnerable situations, for instance where regular income is insecure and/or there is a high dependence on welfare support. Delivered by GM Growth+, a new partnership between the Growth Company and PeoplePlus Enterprise, the programme covers all types of self-employment across any sector. The project supports workers to increase their earnings by providing support to upskill and enhance their business knowledge.
- 8.30 Over 50's self-employed is a priority group within the programme and supports with dedicated over 50's business coaches. In Manchester of the 337 on the programme 16% (53) are over 50 and 3% (8) are 60 years of age.
- 8.31 Over the last couple of years the Work & Skills team has developed a social media campaign to coincide with National Apprenticeship week which has as specific focus on the over 50s and include a positive image campaign for apprenticeships. The intention is to run this again early in the new year. [See Appendix 1.]
- 8.32 Ensuring opportunities in key sectors such as digital, health and care remain strong in Manchester are open to people of all ages is crucial to overcoming both the external ageism of some employers and the internalised ageism of jobseekers. We will continue to work with employer networks and employers to develop age-friendly employment practices.

### **Uncertain Futures – Women over 50 and Work**

- 8.33 Uncertain Futures is a collaborative artwork, created by women from Manchester's diverse communities with internationally renowned socially engaged artist Suzanne Lacy. For over a year, the project at Manchester Art

Gallery has explored intersectional issues on paid and unpaid work through the lens of women over 50, focusing on gender, age, race, disability, and class. Uncertain Futures launched on 24 June 2021 with an installation and programme of online and in Gallery events and runs until May 2022.

- 8.34 Developed with the University of Manchester: School of Social Sciences, Department of Law and Manchester Metropolitan University: Department of Social Care and Social Work, Uncertain Futures is an art and research project where the women, all activists and leaders in their communities, have formed an Advisory Group, met weekly over the past 15 months, and stayed connected despite Covid. Working collectively to advocate for policy change, they have identified and made public the issues confronting older women and work, particularly in the context of the COVID-19 pandemic.
- 8.35 Phase 2 of the project will include a series of employment and skills webinars and workshops developed to support women around topics such as menopause and work, language and work, digital skills, changing careers and leadership. The sessions will run monthly from October to May 2022. Later in the year Manchester Institute for Collaborative Research on Ageing (MICRA) will be hosting a solutions focused event for policy makers to review and address the issues raised through the project.

## 9.0 Conclusion

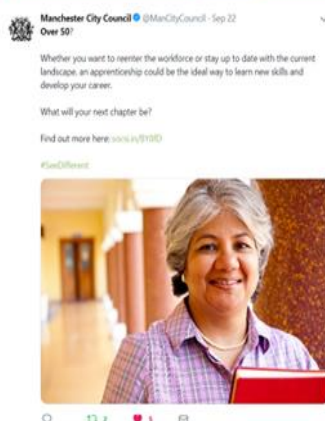
- 9.1 It is clear that the pandemic has had a significant impact of 50-67 year olds both in health and economic terms and some of this will result in increased levels of longer-term unemployment and involuntary early retirement. However, much has been learnt nationally and from our partners, including new ways of working, that can be built on. Work is underway to address over 50's employment with focused projects and initiatives and we are working with wider DWP commissioned programmes to make the over 50's a priority group. Similarly, the Council's Social Value Policy identifies those economically disadvantaged, including the over 50's as a priority group for organisations bidding for contracts.
- 9.2 The robust partnerships in place and strengthened relationships across the work & skills sector as well as employers should mitigate against the challenges highlighted in this report and provide increased offer and opportunity for older works to return to and remain in work. It is expected that the strength of Manchester's economic recovery and the levelling up agenda will provide further opportunities, that if properly targeted at this age group, and accompanied by the support measures outlined in this report will benefit Manchester 50-67 year olds further.

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## Appendix 1

### Work & Skills Over 50's Apprenticeship Campaign – sample publicity

#### Examples of Tweets and Images



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**Manchester City Council  
Report for Information**

**Report to:** Economy Scrutiny Committee – 14 October 2021

**Subject:** Overview Report

**Report of:** Governance and Scrutiny Support Unit

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**Summary**

This report provides the following information:

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

**Recommendation**

The Committee is invited to discuss and note the information provided.

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**Wards Affected:** All

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**Contact Officers:**

Name: Mike Williamson  
Position: Governance and Scrutiny Support Manager  
Telephone: 0161 234 3071  
Email: m.williamson@manchester.gov.uk

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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.

None

## 1. Monitoring Previous Recommendations

This section of the report contains 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.

There are currently no recommendations outstanding.

## 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 **1 October 2021**, 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.

Development and Growth					
<b>Brownfield Land Register Update 2019 2019/03/01D</b>  To publish Manchester's Brownfield Land Register.	Deputy Chief Executive, Strategic Director -	Not before 29th Mar 2019		Report and Recommendation	Michael Marriott, Head of Local Planning & Infrastructure Michael.Marriott@manchester.gov.uk

	(Growth and Development)				
<b>Delivering Manchester's Affordable Homes to 2025 - Establishment of Strategic Partnership with Homes England (2019/09/05A)</b>  To negotiate and formalise a Strategic Partnership with Homes England to enable the delivery of Manchester Affordable Homes to 2025	Strategic Director - (Growth and Development)	Not before 4th Oct 2019	In consultation with the Executive Members for Housing and Regeneration and Finance and HR	Report and Recommendation	Steve Sheen s.sheen@manchester.gov.uk
<b>Delivering Manchester's Affordable Homes to 2025 - Disposal of sites (2019/09/05B)</b>  To agree the disposal of sites in Council ownership for the provision of affordable homes	City Treasurer (Deputy Chief Executive)	Not before 4th Oct 2019	In consultation with Strategic Director (Growth and Development) and Executive Members for Housing and Regeneration and Finance and HR	Report and Recommendations	Steve Sheen s.sheen@manchester.gov.uk
<b>Delivering Manchester's Affordable Homes to 2025 - Establishment of Partnership arrangements with Registered Providers (2019/09/05C)</b>	Strategic Director - (Growth and Development)	Not before 4th Oct 2019	In consultation with City Treasurer (Deputy Chief Executive) and the Executive Members for	Report and recommendation	Steve Sheen s.sheen@manchester.gov.uk

To establish partnership arrangements with Registered Providers together with their partners/consortium for defined areas in the North, Central, South and Wythenshawe areas of the City.			Housing and Regeneration and Finance and HR		
<b>Delivering Manchester's Affordable Homes to 2025 -Agreement of legal terms (2019/09/05D)</b>  To enter into and complete all necessary legal documents and agreements to give effect to delivering Manchester's Affordable Homes to 2025	City Solicitor	Not before 4th Oct 2019		Report and recommendations	Fiona Ledden, City Solicitor fiona.ledden@manchester.gov.uk
<b>Buying back former Council properties - Policy approval (2019/09/05E)</b>  To approve a policy for the Council to buying back properties which have been sold under the Right to Buy to increase the amount of	Strategic Director - (Growth and Development)	Not before 4th Oct 2019	In consultation with the City Treasurer (Deputy Chief Executive) and the Executive Members for Housing and Regeneration and Finance	Report and Recommendation	Martin Oldfield m.oldfield@manchester.gov.uk

social housing and to reduce the number of former Council properties entering the private rented sector.			and HR, following consultation with local Ward Members.		
<b>Buying back former Council properties - Setting of purchase prices (2019/09/05F)</b>  To agree purchase prices and make any necessary arrangements to purchase properties in line with the policy	Strategic Director - (Growth and Development)	Not before 4th Oct 2019	In consultation with City Treasurer (Deputy Chief Executive) and the Executive Members for Housing and Regeneration and Finance and HR	Report and recommendation	Martin Oldfield m.oldfield@manchester.gov.uk
<b>Heron House General Letting Consent (2019/11/25A)</b>  To agree to the disposal by Leasehold of office accommodation at Heron House.	Chief Executive	Not before 24th Dec 2019		Briefing Note & Heads of Terms	Mike Robertson m.robertson@manchester.gov.uk
<b>Disposal of land at Jersey Street (Eliza Yard), Back of Ancoats, Manchester. (2021/02/26A)</b>  Approval to the terms for the granting of a 999 year	Chief Executive	Not before 27th Mar 2021		Report to the Chief Executive and Strategic Director of Growth and Development	David Norbury david.norbury@manchester.gov.uk

lease to Manchester Life for the development of the site for residential purposes.					
<b>Land at Grimshaw Lane/ Ten Acres Lane (2021/03/04A)</b>  To dispose of land under a long lease to Canmoor in order to facilitate the development of warehousing and industrial space on the Council owned land and land in Canmoor's ownership	Chief Executive	Not before 1st May 2021		Briefing note,site and scheme plans	Gill Boyle g.boyle@manchester.gov.uk
<b>Disposal of land at Russell Road, Whalley Range, Manchester (former site of the Spire Hospital) (2021/05/04B)</b>  Approval to the terms for the granting of a 250 year lease to Anchor Hanover Group for the development of the site for residential purposes.	Strategic Director - (Growth and Development)	Not before 15th Jun 2021		Report to the Chief Executive and Strategic Director of Growth and Development	Mike Robertson m.robertson@manchester.gov.uk
<b>Disposal of site of former Chorlton Leisure Centre for residential development (21/05/13A)</b>	Strategic Director - (Growth and Development)	Not before 13th Jun 2021		Report to the Strategic Director of Growth and Development	Mike Robertson m.robertson@manchester.gov.uk

Approval to the terms for the leasehold disposal of the site of the former Chorlton Leisure Centre for residential development.					
<b>Disposal of Buglawton Hall (2021/05/27A)</b>  To approve the freehold disposal of Buglawton Hall, Buxton Road, Congleton, Cheshire	Chief Executive	Not before 25th Jun 2021		Briefing Note	Thomas Pyatt, Development Surveyor Tel: 0161 234 5469 thomas.pyatt@manchester.gov.uk
<b>Strategic approach to developments of social homes via a city-wide New Build Local Lettings Policy (LLP) (2021/08/10A)</b>  Executive adopts the New Build LLP for immediate implementation.	Executive	15 Sep 2021		Report and recommendations	Martin Oldfield m.oldfield@manchester.gov.uk

### 3. Economy Scrutiny Committee Work Programme – October 2021

Thursday 14 October 2021, 2.00pm (Report deadline Monday 4 October 2021)				
				Comments
Outcomes from the Marmot Review – Employment and Housing	To consider a report that presents the outcomes of the most recent Marmot GM review with a specific focus on the impact of housing and employment on health outcomes in Manchester.	Cllr White (Executive Member for Housing and Employment)	Angela Harrington  David Houliston	
Work and Health	Working Well is a well-established GMCA commissioned programme which is based on a key worker model bringing together support to tackle barriers that affect people's ability to enter the labour market and sustain jobs. It has been through a number of iterations with different target groups, with the latest being the Work and Health programme. Last summer it was expanded with the JETS programme as part of the Chancellor's Plan for Jobs. The purpose of this report is to receive an update on the activity of the most recent Working Well programmes (Work & Health and JETS) and the impact of the programme overall in Manchester.	Cllr White (Executive Member for Housing and Employment)	Angela Harrington	
Opportunities and issues for older workers in the Labour Market	To receive a report that provides the data on the employment and skills status of workers (aged 50 to 64) in Manchester, how they have been impacted by Covid and the actions being taken to connect them to opportunities in the City as part of the Economic Recovery Strategy. The report will include work with	Cllr White (Executive Member for Housing and Employment)	Angela Harrington  Philip Bradley	



	City Art Gallery and an exhibition which highlights the experience of older women.			
Economy COVID19 Sit Rep Report	To receive the most up to date Economy COVID19 Sit Rep report that details how the Council and the city is progressing with the recovery phase of COVID19 against the areas within the remit of this Committee.	Cllr Leese	David Houliston Angela Harrington Pat Bartoli Ruth Ashworth	
Overview Report	The monthly report includes the recommendations monitor, relevant key decisions, the Committee's work programme and any items for information.	N/A	Scrutiny Support	

**Thursday 11 November 2021, 2.00pm  
(Report deadline Monday 1 November 2021)**

				Comments
Purpose Built Student Accommodation - update	Precise details to be confirmed	Cllr White (Executive Member for Housing and Employment)	Pat Bartoli	
Graduate retention and student numbers in the City	Precise details to be confirmed	Cllr White (Executive Member for Housing and Employment)	Angela Harrington	
Contribution of Higher education institutes to the City's economy	Precise details to be confirmed	Cllr White (Executive Member for	Angela Harrington	

		Housing and Employment)		
Economy COVID19 Sit Rep Report	To receive the most up to date Economy COVID19 Sit Rep report that details how the Council and the city is progressing with the recovery phase of COVID19 against the areas within the remit of this Committee.	Cllr Leese	David Houliston Angela Harrington Pat Bartoli Ruth Ashworth	
Overview Report	The monthly report includes the recommendations monitor, relevant key decisions, the Committee's work programme and any items for information.	N/A	Scrutiny Support	

Thursday 9 December 2021, 2.00pm (Report deadline Monday 29 November 2021)				
				Comments
Initial Budget proposals 2022/23	The Committee will consider initial officer budget proposals for the 2022/23 Financial Year	Cllr White (Executive Member for Housing and Employment)	Pat Bartoli Angela Harrington Paul Hindle	
Comprehensive Spending Review and Funding	Precise details to be confirmed	TBC	Angela Harrington Pat Bartoli	
Innovation GM	Precise details to be confirmed	TBC	Angela Harrington Pat Bartoli	
Economy COVID19 Sit Rep Report	To receive the most up to date Economy COVID19 Sit Rep report that details how the Council and the city is	Cllr Leese	David Houliston Angela	

	progressing with the recovery phase of COVID19 against the areas within the remit of this Committee.		Harrington Pat Bartoli Ruth Ashworth	
Overview Report	The monthly report includes the recommendations monitor, relevant key decisions, the Committee's work programme and any items for information.	N/A	Scrutiny Support	

**Thursday 13 January 2022, 2.00pm**  
**(Report deadline Friday 31 December 2021)\* To account for New Year's day Bank Holiday**

				Comments
Budget proposals 2022/23 - update	The Committee will consider refreshed budget proposals following consideration of the original Officer proposals at its December 2021 meeting and the consideration of these proposals and comments by Scrutiny by the Executive at its meeting in December 2020.	Cllr White (Executive Member for Housing and Employment)	Pat Bartoli Angela Harrington Paul Hindle	
Updates on sub strategies of the City Centre Transport Strategy	To receive an update on the progress on a number of the sub strategies contained within the City Centre Transport Strategy This will include an update on the activities undertaken to promote active travel and connectivity across the city.	Cllr Rawlins (Executive Member for Environment)	Pat Bartoli Steve Robinson	
Bus Franchising update	To receive a report in the Greater Manchester Mayor's proposals to franchise the region's bus service and the impact this will have on the city's economy.	Cllr Leese	Pat Bartoli	
Economy COVID19 Sit Rep Report	To receive the most up to date Economy COVID19 Sit Rep report that details how the Council and the city is progressing with the recovery phase of COVID19	Cllr Leese	David Houlston Angela Harrington	

	against the areas within the remit of this Committee.		Pat Bartoli Ruth Ashworth	
Overview Report	The monthly report includes the recommendations monitor, relevant key decisions, the Committee's work programme and any items for information.	N/A	Scrutiny Support	

Themes identified at the Committee's 2021/22 Work Programme setting meeting (Items highlighted in grey indicate that these have been included in the work plan of one of the above meetings)	
Theme	Tentative Date of meeting
<b>Manchester Airport</b>  To include information on addressing the economic recovery of the Airport whilst tackling the Climate Emergency.	

Previous Items identified by the Committee to be scheduled				
Theme – Strategic Regeneration				
Item	Purpose	Lead Executive Member	Lead Officer	Comments
Theme – Transport and Connectivity				
Item	Purpose	Lead Executive Member	Lead Officer	Comments
Bus Franchising update	To receive an update on the Greater Manchester Mayor's proposals to franchise the region's bus service and the impact this will have on the city's	Cllr Leese	Pat Bartoli	

	economy.			
<b>Theme - Skills development for Manchester residents aged 16 and over.</b>				
<b>Item</b>	<b>Purpose</b>	<b>Lead Executive Member</b>	<b>Lead Officer</b>	<b>Comments</b>
Higher Education provision and its impact on the City's economy	To be determined.	Cllr White (Executive Member for Housing and Employment)	Angela Harrington	
<b>Theme – Growing the Manchester Economy</b>				
<b>Item</b>	<b>Purpose</b>	<b>Lead Executive Member</b>	<b>Lead Officer</b>	<b>Comments</b>
Business Survival rates and the impact on the economy	To receive a report that details the survival rate of new start up business within the city and the economic impact to the city when these businesses fail	Councillor Leese	Mark Hughes (The Growth Company) Louise Wyman Pat Bartoli Angela Harrington	
<b>Theme - Miscellaneous</b>				
<b>Item</b>	<b>Purpose</b>	<b>Lead Executive Member</b>	<b>Lead Officer</b>	<b>Comments</b>
Audit of Temporary Accommodation Costs	To receive a report for information that details the cost of Temporary Accommodation.	Councillor Rahman	Mohamed Hussein	