



## **Communities and Equalities Scrutiny Committee**

Date: Tuesday, 9 November 2021

Time: 10.00 am

Venue: Council Chamber, Level 2, Town Hall Extension

Everyone is welcome to attend this committee meeting.

There will be a private meeting for Members of the Committee at 9.30 am in the Council Chamber.

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

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## **Membership of the Communities and Equalities Scrutiny Committee**

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**Councillors** - Hacking (Chair), Azra Ali, Shaukat Ali, Andrews, Battle, Chambers, Connolly, M Dar, Douglas, Evans, Grimshaw, Hilal, S Judge, Rawson, Sheikh, Whiston, Wills and Wilson

## 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**

To approve as a correct record the minutes of the meeting held on 12 October 2021.

Pages  
5 - 12

**5. Initial Budget proposals 2022/23 - to follow**

**6. Manchester International Festival 2021 - to follow**

**7. Age Friendly Recovery**

Report of the Consultant in Public Health (Ageing Well Lead)

Pages  
13 - 28

Following the report to the Committee in December 2020 which outlined a set of proposals across five key areas that were designed to help address the barriers many of Manchester's mid to later life residents report that they face, this report details the progress to date and plans for the next 18 months.

**8. Climate Change - to follow**

**9. Overview Report**

Report of the Governance and Scrutiny Support Unit

Pages  
29 - 36

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

## Information about the Committee

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

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

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

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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 **Monday, 1 November 2021** by the Governance and Scrutiny Support Unit, Manchester City Council, Level 3, Town Hall Extension (Lloyd Street Elevation), Manchester M60 2LA

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## Communities and Equalities Scrutiny Committee

### Minutes of the meeting held on 12 October 2021

#### Present:

Councillor Hacking - In the Chair  
 Councillors Azra Ali, Shaukat Ali, Andrews, Chambers, Connolly, M Dar, Evans, Grimshaw, Hilal, Rawson, Sheikh, Wills and Wilson

#### Also present:

Councillor Rahman, Deputy Leader  
 Councillor Akbar, Executive Member for Neighbourhoods  
 Chief Superintendent Paul Savill, Greater Manchester Police (GMP)

#### Apologies:

Councillors Douglas, S Judge and Whiston

### CESC/21/40 Minutes

#### Decision

To approve the minutes of the meeting held on 7 September 2021 as a correct record.

### CESC/21/41 Deep Dive: Race and Ethnicity in Manchester

The Committee received a report of the City Solicitor which provided an overview of the data and activity in Manchester in relation to Race and Ethnicity, linked to life chances, COVID-19 impacts, crime and community participation. This was one of a series of 'deep dive' reports that the Committee requested into different aspects of equalities.

The main points and themes within the report included:

- Data relating to race and ethnicity in Manchester, including geographical data and information on educational attainment;
- Work to improve life chances;
- How the city's diversity was celebrated; and
- The impact of COVID-19.

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

- What aspects of this related to the Council's climate change aims;
- What was being done to address the inequalities which had led to Black and South Asian people been hit hardest by COVID-19;
- The economic recovery of BAME communities following the pandemic;
- That the report should have included a focus on Black, Asian and Minority Ethnic (BAME) women and the impact of the pandemic on them;
- That the Kashmiri community should be specifically referenced in the report, noting the Motion to Council in April 2015 calling for this to be included as a

category in equality monitoring and for more work to take place to engage with this community;

- Concern about some of the statistics on educational attainment within the report, whether they could be further broken down by gender, to see the impact of the intersection of race and gender, and whether there were any more recent figures since 2019;
- That, in addition to work to improve educational attainment for these groups, schools should conduct a race review of their workforce, similar to the one conducted by the Council, noting that teaching staff and senior leadership within schools were disproportionately white; and
- Uptake of applications for compensation for those affected by the Windrush scandal and work to encourage eligible Manchester residents to apply.

The Deputy Leader outlined the ways in which climate change linked in with work to create a more equal city and improve people's lives, including tackling poor housing, making homes more energy efficient, creating, and preparing people for, jobs in the green economy and encouraging a healthy lifestyle, including walking and cycling.

The Director of Policy, Performance and Reform informed Members that health and social care partners were working on a recovery framework and that inequalities based on race and ethnicity were central to this work. He also informed Members about the COVID Health Equity Manchester Group, which was working with those communities. He highlighted that the Health Scrutiny Committee would be looking at health inequalities at its meeting the following day.

In response to questions about domestic abuse and the intersection of race and gender, the Strategic Lead (Business Change, Reform and Innovation) advised that intersectionality was an area that the Council would be looking at and that issues relating to intersectionality would be pulled together in the Communities of Identity report which would be submitted to a future meeting of the Committee. She advised that, when more up to date educational attainment figures were available, she would circulate them to Committee Members and that she would also check whether a further breakdown by gender was available.

The Deputy Leader advised that work would now take place to address the inequalities which had been identified through this report. In relation to educational attainment, he highlighted the work that had been done in Wythenshawe previously to improve the attainment of white working class boys and advised that similar work could be done to address educational inequalities affecting other groups. The Director of Policy, Performance and Reform advised that he would speak with colleagues in Children and Education Services about the points raised in relation to educational attainment and the schools workforce. In response to a further question about care leavers of Afro-Caribbean heritage, he advised that he would also discuss this with the service.

In response to the question about the Kashmiri community and which groups were included in the demographic data, the Strategic Lead (Business Change, Reform and Innovation) advised that officers were reliant on the data available but that it was hoped that the data coming out of the next census would be more robust. The Director of Policy, Performance and Reform advised that, in addition to the statistics,

officers could do more to gather intelligence from local communities and that this would be included in the Communities of Identity report. The Equality, Diversity and Inclusion Manager suggested that she speak with the Member who had raised the issue about the best way to engage with the Kashmiri community.

The Director of Policy, Performance and Reform advised that he would provide data on the take-up of the Windrush compensation scheme after the meeting. The Deputy Leader advised that he had circulated a note to Members on this. He reported that this was a government scheme but that the Council and Citizens' Advice Bureau were offering support to Manchester residents who had been affected and that the Council would continue to promote awareness of the scheme.

In response to a Member's question about youth crime and violence involving young people from BAME communities and strategies to address this, Chief Superintendent Paul Savill advised that he and the Community Safety Lead could meet with the Member outside of the meeting to discuss this further and, if invited, would be happy to attend a future meeting to provide the Committee with data and information on actions being taken in relation to this.

In response to a question from the Chair about data on the ethnicity of students in further and higher education and why there was no data recorded for 33% of students, the Director of Policy, Performance and Reform advised that this information came from one survey and that he would look into whether there was a better source of data available. He also advised that it was important that people understood why this data was being collected as that would encourage more people to respond to those questions.

## **Decision**

To note the report.

### **CESC/21/42 Greater Manchester Police (GMP) presentation**

The Committee received a presentation of Chief Superintendent Paul Savill, GMP, which provided an update following the HMICFRS Victim Services Inspection and the presentation delivered to the Committee's meeting in March 2021.

The main points and themes within the presentation included:

- Progress made in responding to the concerns raised in the HMICFRS Victim Services Inspection report of December 2020;
- An accelerated cause for concern raised in the most recent inspection relating to the timeliness of GMP's response to incidents where the subject of the public contact might be at continuing risk of harm; and
- How GMP was going to address those causes of concern in a more sustainable way, including the Plan on a Page.

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

- To welcome the detailed presentation and plans to strengthen the neighbourhood policing teams;
- That the Chief Officer team did not reflect the diversity of the city;
- Concern that people were not reporting crimes and that GMP was not receiving useful intelligence because of people struggling to get through on the 101 non-emergency police number;
- Domestic abuse training, including whether specific training would be provided on domestic abuse affecting BAME women;
- The triaging of domestic abuse cases; and
- Whether some of the concerns that Members had, such as about GMP's IT system and the number of police officers, should be directed to the Mayor of Greater Manchester, rather than to GMP.

Chief Superintendent Savill recognised that there were currently no women in the Chief Officer team, although there were now two Assistant Chief Constables from BAME communities and he advised that he would feed back the Member's concerns. He informed the Committee that the new Chief Constable was leading on GMP's Inclusion and Diversity Strategy. He supported the Member's comment about the importance of people being able to get through on the 101 number, stating that he and Chief Superintendent Chris Gibson, who oversaw the Operational Communications Branch (OCB), provided mutual challenge to each other. He advised that he welcomed feedback from Members on this and that Chief Superintendent Gibson could attend a future meeting, if the Committee wished.

Chief Superintendent Savill assured the Committee that GMP's domestic abuse training for officers would reflect the diverse communities within the city and informed Members that officers were provided with a toolkit of different support services so they could work with the victim to identify and refer them to a service which met their needs. He advised that the triaging of domestic abuse cases was subject to internal scrutiny and he outlined how cases were assessed and responded to, using the Domestic Abuse Safeguarding scores.

Chief Superintendent Savill explained that there were three parts to GMP's iOPS (Integrated Operational Policing System) IT system and that the part which was of concern was PoliceWorks. He advised Members that the Chief Constable had commissioned an external review of PoliceWorks and the outcome of this review was expected soon. The Community Safety Lead reported that all Greater Manchester local authorities regularly met with GMP colleagues and the Mayor's office and received regular updates about iOPS.

The Chair advised that some of the Committee's concerns should be discussed with the Mayor of Greater Manchester or the Deputy Mayor for Policing, Crime, Criminal Justice and Fire, rather than GMP, to which the Executive Member for Neighbourhoods agreed. The Chair reported that he would work with the Executive Member for Neighbourhoods to try to get the Mayor or Deputy Mayor to attend a future meeting. A Member suggested that they liaise with their counterparts in other local authorities regarding this.

The Chair thanked Chief Superintendent Savill and his officers for their work.



## Decision

That the Chair will work with the Executive Member for Neighbourhoods to invite the Mayor or Deputy Mayor to attend a future meeting.

### **CESC/21/43    Review of Leisure Recovery**

The Committee received a report of the Strategic Director (Neighbourhoods) which provided an overview on the leisure centre recovery position in Manchester, following the most recent restart on 12 April 2021. The report set out the performance of the various sport and leisure centres compared to their pre-pandemic levels. The report detailed usage data, lesson and course uptake information and health and fitness patronage. The report also highlighted demographic data and how this had changed during the pandemic for protected characteristic groups.

The main points and themes within the report included:

- Background information;
- Current position;
- Participation and usage levels;
- Equalities information; and
- Next steps.

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

- A suggestion for family days at leisure centres to promote the activities and facilities available;
- Was data on BAME leisure centre users broken down by gender available, to ensure that activities were accessible to BAME women;
- Request for information on the provision of women-only classes;
- What was being done to encourage people from areas of higher deprivation to return to leisure facilities; and
- The impact of the forthcoming temporary closure of the Aquatics Centre for refurbishment work.

In response to a question from the Chair, the Head of Parks, Leisure, Events and Youth outlined work that had been carried out across the city's leisure facilities to reduce their carbon footprint and advised that this would continue to be a focus for the service in future. A Member asked for further information on this work to be included in a future report.

The Head of Parks, Leisure, Events and Youth reported that family days had been held previously and agreed that they were an effective way to engage people with leisure facilities. He reported that he would speak to leisure operators about arranging more family days when he met with them the following week. He advised that all the demographic data that the service currently held had been included in the report. He reported that participation by women and ethnic minorities had increased from pre-pandemic levels. He advised that, when they had re-opened, pools were not operating the full range of sessions due to social distancing but that, with demand increasing, more women-only sessions were being re-introduced. A Member

highlighted the increase in use of Whalley Range Sports Stadium and its strong women only offer and suggested that their approach be replicated elsewhere. In response to a Member's question on pre-operative transgender women and women-only swimming sessions, the Head of Parks, Leisure, Events and Youth advised that he would look into this and respond to the Member.

In response to a Member's question, the Head of Parks, Leisure, Events and Youth advised that grants had been provided to voluntary and community organisations through MCR Active to provide additional support for them with recovery from the impact of the pandemic.

The Head of Parks, Leisure, Events and Youth reported that, when new facilities with swimming pools had been built to replace older pools, community groups had stepped in to run some of the older facilities which would have otherwise been closed and this had led to additional pool capacity in the city; however, he advised that, the Aquatics Centre provided a significant part of the city's capacity and it was, therefore, planned to phase the work, for example, carrying out work on the upstairs and downstairs pools separately so that some access was still available during this period.

The Head of Parks, Leisure, Events and Youth advised that the Council was working with its leisure operators to look at ways to identify and incentivise people on lower incomes to return to leisure facilities. He reported that discounted charges for off-peak use of leisure facilities had recently been introduced.

The Chair reported that he had received an email from a Manchester resident questioning why swim only membership and gym and swim membership were no longer available and stating that he had not seen any offers or discounts being promoted by the leisure operator Better. The Chair asked officers to respond to these points.

The Head of Parks, Leisure, Events and Youth reported that the contractual arrangements with its leisure providers gave the Council control over their pricing which protected the charge for a range of activities; however, he advised that the providers had some freedoms to introduce new products, determine the pricing of those products and also to remove them at a later date, as well as to introduce discounts whenever they felt this was appropriate. He advised that operators could choose to no longer make these offers available to new customers, for example, because the use of the facility was reaching saturation point. He advised that operators tended to offer discounts at particular times of the year, such as New Year, to coincide with a promotional campaign, that some discounts had been introduced over the summer which were no longer available but that more would be introduced in future to coincide with future campaigns to increase participation.

## **Decision**

To note the report.

**CESC/21/4      Overview Report**

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

**Decision**

To note the report and agree the work programme.

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**Manchester City Council  
Report for Information**

**Report to:** Communities and Equalities Scrutiny Committee – 9 November 2021

**Subject:** Age Friendly Recovery

**Report of:** Consultant in Public Health (Ageing Well Lead)

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### Summary

The Age Friendly Manchester (AFM) Older People’s Board (the Board) and the Age Friendly Manchester Team worked with a range of senior officers in the council to develop a set of proposals across five key areas that are designed to help address the barriers many of Manchester’s mid to later life residents report that they face. These were presented as the Age Friendly Recovery report to Communities and Equalities Committee in December 2020.

Since then, the Age Friendly Manchester Executive, chaired by Bernie Enright, has been established to provide senior officer support to the Board; an age friendly recovery plan has been created that outlines how the recommendations coming out of the five recovery priorities are to be taken forward; and a range of activity has taken place.

Details of progress to date and plans for the next 18 months are outlined in this report.

### Recommendation

To note and comment on the contents of this report.

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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

The Age Friendly Manchester Older People’s Board, and more broadly the Age Friendly Manchester Assembly, are strategic partners in the delivery of the Manchester Climate Change Framework 2020-2025

A key principle within the framework is that older people as residents of Manchester have a role to play in reducing the contributors to and impacts of climate change. It is expected that this will contribute to Manchester’s zero carbon target.

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	<p>A key ambition of the city's ageing strategy is to see an increase in the number of age-friendly employers and age-friendly employment practices.</p> <p>This in turn will improve greater retention rates and stability throughout a greater number Manchester's employers</p>
A highly skilled city: world class and home grown talent sustaining the city's economic success	<p>With a greater number of age-aware services and employers the strategy will support improved skills and employment support offered to Manchester's over 50s, both in terms of in-work progression and when returning to work</p>
A progressive and equitable city: making a positive contribution by unlocking the potential of our communities	<p>An age friendly approach starts with hearing the voice of people in mid- to later life and using their lived experience to shape what we do</p> <p>A major component of the Age Friendly Manchester programme is a long-term commitment to tackling ageism, promoting age equality and placing older people's voices at the centre of its work.</p>
A liveable and low carbon city: a destination of choice to live, visit, work	<p>Incorporating the principles of the age friendly neighbourhood model and practice of the Ageing in Place Programme into the integrated neighbourhood model will help support older people to live well in their own home for longer</p>
A connected city: world class infrastructure and connectivity to drive growth	

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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: A Great Place to Grow Older 2017 - 2021

Age Friendly Manchester - Communities and Equalities Scrutiny 1 February 2018

Economic Impact of the City's Age-friendly Manchester Strategy – Economy Scrutiny 5 September 2018

Overview of the economic characteristics of Manchester's population aged 50-64 and the implications for their economic participation – Economy Scrutiny 20 June 2019

Age-friendly approaches across Manchester Health and Care Commissioning and Manchester Local Care Organisation- Health Scrutiny 16 July 2019

Letter from the Age Friendly Manchester Older People's Board to the Leader of Manchester City Council and Chief Executive of Manchester City Council – June 2020

Manchester's Age Friendly Recovery – Communities & Equalities, December 2020

Opportunities and issues for older workers in the Labour Market – Economy Scrutiny October 2021

## 1.0 Introduction

- 1.1 This report provides an update on the progress of the five ageing recovery priorities that were presented to this scrutiny committee in December 2020. It outlines progress that has been made detailing some specific examples and describes what the focus will be for the next 18 months.

## 2.0 Background

- 2.1 The Board and its wider networks of older people is keen to play a part in Manchester's recovery from the pandemic, to be able to fully benefit from opportunities as things reopen and to be part of the process of finding solutions to a range of key issues that are adversely affecting residents in mid to later life from the age of 50.
- 2.2 The Board and the Age Friendly Manchester team has worked with a range of senior officers in the Council to develop a set of proposals across five key areas that are designed to help address the barriers many of Manchester's mid to later life residents report that they face.

### 2.3 Ageism

Older people told us that they have been framed as vulnerable and in need throughout the pandemic – and that this has a significant impact on their sense of wellbeing. They tell us that this increases fear, a sense of isolation, and a sense of being 'locked away and out of sight' as well as often feeling disposable.

- 2.4 To address this there is a focus on the following:

- Creation of guidance on the use of Equality Impact Assessments (EIAs).
- Updating the age friendly communication strategy and commitment to a set of age-friendly communication standards.
- Commitment to giving prominence to a series of age friendly communication campaigns including positive images and the UN's International Day of Older People.
- Consider how the approaches outlined in the report on age friendly practice to service delivery to Health Scrutiny in July 2019 can be better incorporated across the range of services commissioned and delivered by Manchester City Council.

### 2.5 Care Homes

Care homes and their residents can often be seen as being disconnected from the neighbourhoods they are based in. The Board tells us that they see residents in care homes as members of their local community and they want organisations to see them as that too. Closer working between the Care Board and the AFM Older People's Board will help identify ways to address this.

- 2.6 To address these there is a focus on the following:



- Establish where there is common ground between the AFM Older People's Board and Care Homes Board and develop further understanding of the key issues.
- Develop a plan of action that seeks to support a better articulation of the voice of older people in residential settings.
- Explore options for opening up opportunities for all older people living in a neighbourhood, irrespective of the tenure, to be able to connect, to experience 'accidental acquaintance' and be given the choice to be able to access the same range of social opportunities.
- Provide opportunities for members of the Board to contribute to the work underway to develop a new care home model.

## 2.7 Neighbourhoods

Many neighbourhood-based groups responded well to the pandemic but there is an unequal spread of these groups across the city. The OPeNS fund has gone some way to addressing this but there remain gaps in terms of geography and capacity. An investment strategy needs developing to help address this for the longer term.

## 2.8 To address these is a focus on the following:

- Agree to a set of age friendly standards similar to those planned for libraries and parks.
- Provide the right information, in the right format, in the right place, and make sure older people's voices are heard, including those across all residential settings.
- Create neighbourhoods which keep older people connected and which they can navigate in order to access services, social opportunities, transport and shops; supported by the inclusion of age friendly benches, walking routes and crossings.
- Develop an investment strategy that seeks to safeguard levels of investment in existing neighbourhood groups, extending the freedom and flexibilities attached to this, so that groups can better respond to their local neighbourhood needs.
- Develop an integrated approach across services, organisations and sectors that results in a one place-one plan-one team model. Where priorities and plans are based on the voice and articulated needs of older people.

## 2.9 Employment

Manchester already had a lower than average 50+ employment rate: 32% of Manchester's 50 to 64 population is economically inactive. Long-term conditions and long-term insecure work, or no work, means that many unemployed older workers may never work again. The Resolution Foundation found that the biggest impact of the economic consequences of the pandemic will be focused on the under 25s and the involuntarily retired over 60s. Between the end of March 2020 to July 2020, the number of people in the city who are unemployed and claiming benefits rose by 91%, while the number of

advertised vacancies halved. There appears to be a significant reduction in entry level jobs and while it is rightly important that there is a focus on young people, there also needs to be an equal focus on older workers.

2.10 To address these there is a focus on the following:

- Support MCC to become an Age Friendly employer.
- Review the retraining offer available to older workers to support job security and career progression.
- Support unemployed Manchester residents, especially those over 50, to re-enter work as quickly as possible.
- Maximise employment opportunities for the over 50s that will arise from key investment sites including the North Manchester General site.
- Support all age apprenticeships and other training opportunities to better equip employees with the skills to survive and grow, while helping more residents to upskill and progress in their careers.
- Work with GMCA to consider how over 50s can be better reflected in programme design, delivery and contract management.

2.11 Our Manchester

Involvement of Manchester's older people in this is welcome, however the Board want to make sure that this is not a one-off, and that an ongoing and enduring dialogue is developed with the Board and other strategic networks directly.

2.12 Although Manchester faces many budget pressures dealing with the impact of COVID-19, the belief is that if neighbourhoods are resourced in a way that supports older people to live well at home for longer this will relieve some of the pressures on over stretched Council and NHS services. It is accepted that to achieve the aspirations set out in this report and to make progress against the recommendations will require work across a range of other organisations as well as Manchester City Council (MCC), including but not exclusively the following - Manchester Health and Care Commissioning (MHCC) and Manchester Local Care Organisation (MLCO)

2.13 To address these is a focus on the following:

- Ensure that the Board continues to input into the Our Manchester Strategy reset via their permanent representative on the Our Manchester Forum, and via officers' attendance at Board's meetings to capture members' views on the Strategy.
- Ensure that the voices of older residents are captured in the engagement activity that will underpin the Our Manchester Strategy reset.
- Continue to work with the Board to ensure that wider engagement is more inclusive of our older communities and leads to a continued sustainable dialogue with Manchester's older people.

### **3.0 Progress since December 2020**

#### **3.1 Ageism**

The AFM team has supported the development of a range of equalities commitments which address recommendations made in the Age Friendly Recovery Scrutiny report.

#### **3.2 Equalities Impact Assessment (EIA) guidance**

The AFM team created guidance on the topic of age which supports Council officers to consider age and ageing as a protected characteristic under the 2010 Equalities act while undertaking an EIA. It also assists officers in developing a broader equalities understanding of the characteristics of ageing more generally.

- 3.3 Development of the guidance was supported by the Equalities, Diversity and Inclusion team who has subsequently adopted it as a formal document. The guidance has already been used by Highways and has generated interest at a GM and national level.

#### **3.4 Age friendly communication good practice standards**

The Strategic Communications team has updated its Age Friendly Communications Strategy and has created new, age friendly communication good practice standards which will inform and underpin all future Council communications.

- 3.5 The standards aim to both counter ageist language and imagery but also act as an exemplar both within the Council and to external organisations and partners. They are already generating interest outside of the Council and are expected to feature as part of a case study by the Centre for Ageing Better.
- 3.6 The standards will be added to the Council's Equalities Intranet pages and there will be an internal communications campaign to promote them.

#### **3.7 Campaign: UN International Day of Older Persons (IDOP) 1 October 2021**

The Strategic Communications team worked with members of the AFM Older People's Board and AFM Assembly to create a campaign to raise awareness of the contributions older people make to the life of the city and to highlight the importance of tackling climate change, together, across the generations.

- 3.8 The campaign included:

- Board members and young people from North Manchester in a film about tackling climate change together;
- a number of video case studies where older people talked about what they are doing to tackle climate change;

- a number of outdoor digital screens featuring campaign images of older and younger residents;
- a film from Councillor Midgely to lead off the day on social media;
- toolkits and campaign assets shared with GMCA and partners to help amplify the campaign;
- and a call to action agreed with the Manchester Climate Partnership for residents to participate in its consultation and to receive ongoing updates.

### 3.9 Climate Actions Together

This is a joint venture between the Age Friendly Manchester Older People's Board and the Youth Board at the Manchester Climate Change Agency, which will build on the success of the IDOP campaign above and support further intergenerational work. It takes forward the key message in the IDOP campaign that we are all in this together, it matters to us all, whatever our age. Only by finding common ground, working together, and acting with one shared voice will we bring about the change necessary to save our planet today and for tomorrow, for ourselves and for future generations.

- 3.10 Six representatives from each group are coming together in November. The session will be partially facilitated but the intention is to create a space where the 12 people start working together, finding some common ground, exploring ideas and hopefully agree areas they'd like to start working on.

### 3.11 **Neighbourhoods**

#### 3.12 Age Friendly Service Standards

Libraries have developed and published a set of age friendly service standards and commitments which have been endorsed by the AFM Older People's Board.

- 3.13 The Parks service has set up an age friendly steering group, which includes AFM, the EDI team and the Board, and is close to finalising its own set of age friendly commitments and service standards. These too have been taken to the Board and received approval and have been presented to the AFM Executive.

- 3.14 Both of these build on pre-pandemic work that was undertaken in both areas and are seen as key building blocks to opening up places and spaces for older people.

#### 3.15 Physical activity

Additional investment has been secured, using COVID Recovery money, to help expand Manchester Active and the PARS service across neighbourhoods. Specifically, to build additional capacity across the system to help address increased numbers of the over 50s showing signs of physical deconditioning as result of the past year. Both services are working alongside the Community Falls Service and Winning Hearts and Minds.

- 3.16 Community research across GM between March 2020 and March 2021 has revealed that the impact of Covid has varied due to a range of factors. Pre-existing conditions, unequal access to green and open space, and an increased sense of vulnerability (particularly among those who were told to shield and had not previously considered themselves to be vulnerable) have all impacted on individuals in different ways.
- 3.17 We are seeing increased levels of physical and mental deterioration, with many reporting restricted mobility as a direct result of confinement. In turn many are reporting reduced levels of confidence - for example feeling unable to get about or restarting pre-pandemic activity and exercise.
- 3.18 We are seeing a noticeable increase in referrals to the PARS service. There are increasing requests from housing providers to deliver falls prevention roadshows.
- 3.19 In response a very localised model has been developed, which means the two services will be working at a very local level. There is a mixed approach, combining outreach, engagement locally, with direct referral into the PARS service. A range of 'move one' activities, where individuals are supported to access other activities outside of Manchester Active and PARs, within their own neighbourhood will support this. Over time, and through increased levels of confidence, individuals will be supported to access other types of activity outside of their immediate neighbourhoods.
- 3.20 This will add additional capacity to PARS (both in terms of numbers of staff, and places to operate from) and provide the resources to engage accredited community based 'move on' activity providers. It builds on the community engagement and accreditation model being developed by Manchester Active.
- 3.21 The offer will vary - the needs and aspirations for example of a 55-year-old is likely to be different to that of an 85-year-old. Localised offers will reflect this. The community engagement approach will start with building relationships, trust and eventually confidence. The Extremely Vulnerable focus group is providing insight.
- 3.22 Buzz will use existing local relationships to further enhance the 'move one' support. Buzz will continue to collaborate with the Community Falls Service on promoting falls prevention roadshows in partnership with housing providers.
- 3.23 Age friendly navigation plans
- The Neighbourhoods' Service identified three officers to act as age friendly leads across the city's North, Central and South neighbourhoods. They have worked with the AFM team to begin piloting age friendly navigation plans – a process to map and identify the age friendly features of a place i.e. what supports people to age well and what might act as a barrier.
- 3.24 Areas were identified in Ancoats, Longsight/Rusholme, Whalley Range and Wythenshawe to test this approach. A mapping exercise and the creation of a

resident survey have been completed. Plans to take this forward will be in place in due course.

### 3.25 Age friendly benches

Following installation of 12 age friendly benches (and their subsequent expansion) in Whalley Range, instigated by the Council's Neighbourhoods service, there is ongoing work driven by the Buzz health and wellbeing service to install additional benches across the city. To date benches have gone into Charlestown, Gorton, Hulme and Moss Side and Wythenshawe. Recent proposals intend to use age friendly benches to connect Gorton Link and Debdale Park.

3.26 Older residents have told us how important the age friendly benches have been in enabling them to enjoy walking where they live, to connect with local services, shops, parks, etc. and also without the need to spend money on taxis which they may have previously had to rely on.

3.27 Age Friendly benches have demonstrated wider community benefits, stimulating social encounters and informal conversations across the generations, while also becoming informal meeting places for older residents. Travel restrictions during Covid have also meant many older residents have found themselves even more limited to their immediate neighbourhood. Initiatives such as dementia friendly seating and the *Chatty Bench* have helped encourage connections with others, benefiting mental health and wellbeing.

### 3.28 **Care homes**

The AFM Older People's Board discussed the issue of care homes at its meeting in August, receiving a presentation from the Director of Market Development at Manchester Local Care Organisation (MLCO). In the context of the recovery report and where we are at present, the meeting discussed how we can use existing commissioning assets to ensure that:

- Care Homes and Extra Care schemes become more of a community asset.
- Increase the profile of Age Friendly Manchester within tendering opportunities.
- Gather more views from older people about their care needs - outside of assessed need.
- Support commissioned providers to become Age Friendly employers.
- Establish consistent links between commissioners, the care market board and Age Friendly Board and access to partnerships.

3.29 The Board also considered wider strategies and relationships and how there can be more focus on bringing strategies together with a greater focus on commissioned service providers collaborating within neighbourhoods and how we can link citizens in care with wider community and neighbourhood offers.

- 3.30 The Board agreed to establish a Care Homes sub-group which will consider and feed into consideration of these issues and feed into the refresh of the private providers' contract. The sub-group's first meeting is scheduled for November.

### 3.31 Employment

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.

- 3.32 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.

	<p>MAES promoting 'Skill Up' programme through age friendly networks.</p> <p>Growth Company delivering 'mid life MOT' webinars.</p> <p>Work Clubs supported to increase support to over 50's.</p> <p>Uncertain Futures project with MAG to deliver a series of employment &amp; skills focused sessions for women from October 2021 to May 2022.</p>
Maximise employment and training opportunities arising from the North Manchester General Hospital and Victoria North developments	<p>Work &amp; Skills team have developed a social value framework for developers which includes over 50's as a priority group.</p> <p>YES Manchester is positioned to play a key role in connecting residents to opportunities</p>
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	<p>Working with the Growth Company to ensure the Work &amp; Health Programme meet the specific needs of older participants.</p> <p>Exploring mentoring support for over 50's customers with DWP</p>

- 3.33 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.



### 3.34 Age Friendly Employment

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.

- 3.35 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.
- 3.36 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

### 3.37 **Our Manchester Reset**

Reform and Innovation held two consultations on the Our Manchester reset with the AFM Board. In addition, all AFM Assembly members (over 100 residents aged of 50) were sent questionnaires with pre-paid return envelopes as part of the wider reset consultation. In addition to contributing to the reset via these mechanisms the Chair of the Board is a member of the Our Manchester Forum where they participated in a number of workshops, they continue to sit on the Forum.

## 4.0 **Age Friendly Executive**

The Age Friendly Executive has been established in order to provide extra capacity and senior officer support to The Age Friendly Manchester Older People's Board. The Executive, chaired by Bernie Enright and supported by senior leaders of key services across Manchester provides strategic leadership and resources and is aligned to the five ageing recovery priorities. Other members from across Manchester City Council, the MLCO and others include the Director of Public Health, Chief Medical Officer, Director of Policy, Performance and Reform, Director of Inclusive Economy, and Head of Neighbourhoods and Programme Director – Long Term Conditions.

### 4.1 Broadly is remit is to:

1. Give strategic leadership to the development and implementation of the city's Ageing Strategy.

2. Champion and support the implementation of AFM objectives across public, community and private agencies and organisations in the city; and
  3. Support the work of the Manchester Older People's Board and Forum as the representative voice of older residents in Manchester and acknowledge their respective roles in leading the AFM programme.
  4. Work to secure political and senior officer support for the strategy and to identify resources to support the core team and programme.
- 4.2 An 18-month action is in place which details how each of the five recovery priorities' recommendations are taken forward. It recently agreed its focus for the next 12 months which, recognizing there remains capacity across the system, will draw on the expertise skills reach and insight across a range of services to drive improvements for the overall quality of life of older people in a number of key neighborhoods.
- 4.3 The objective is to bring system focus and change to delivering improved outcomes for older people impacted by the pandemic and successive lockdowns. In particular this will seek to address reported higher levels of deconditioning, support increased levels of resilience and improved levels of socialisation.

## **5.0 The next 18 months focus**

### **5.1 Ageism**

It is expected that further use of the EIAs will supporter a greater applications of an age friendly lens to a range of services. A key area to be developed is on how this will help shape an inform future commissioning arrangements and service redesigns.

- 5.2 Plans to hold a range of in-person events to mark the International Day of Older People in 2022 will be developed form spring. This will be the first opportunity for in person events for older people at scale since IDOP 2019.
- 5.3 A range of activities and promotions are expected to come from the joint venture between the Age Friendly Manchester Older People's Board and the Youth Board at the Manchester Climate Change Agency.

### **5.4 Neighbourhoods**

Four neighbourhoods will soon be agreed as places to develop the Age Friendly Executive's focus for the next 12 months. Teams and resources will be aligned, via the relevant Team Around the Neighbourhood (or sub-group of it and feeding into the relevant Locality Group), to explore how to bring about improved outcomes and address challenges that have arisen (or been exacerbated) in older people since the start of the pandemic.

- 5.5 The key issue is reported levels of deconditioning (both physical and mental) but with a particular focus on improving socialisation, emotional resilience,

falls prevention, including strength and balance and moving more, nutrition and social eating. It will use the population health management approach and as such is expected to align to and draw in the relevant Primary Care Networks.

- 5.6 City wide services will explore how to develop a more granular approach across these four neighbourhoods where data makes the case, following in the steps of Manchester Active and Pans and their hyper-localised model they have developed using the additional Covid monies that have been invested in their services.

5.7 Care homes

A project plan will be developed this autumn for the sub-group established to help shape how this work is taken this work forward. A range of demonstrator projects will be delivered next spring and a number of key care home providers will be engaged to help develop a set of protocols and standards to support further expansion of this work.

5.8 Employment

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.

- 5.9 The robust partnerships in place and strengthened relationships across the work & skills sector as well as employers should mitigate against the challenges this pandemic has presented 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.

- 5.10 Setting up the over 50s Employee Group is the first step to Manchester City Council truly becoming an age friendly employer. A focus form there will be for this group, and individuals' lived experience as employees to be used to review policy and practice, ensuring we are truly an age friendly employer.

5.11 Our Manchester

With continued representation from the Age Friendly Manchester Older People's Board, and greater adoption of the age friendly communications standards it is expected that a far greater range of positive images and celebration of older peoples' voice and contribution to Manchester will be seen and heard.

## **6.0 Conclusion**

- 6.1 Good progress has been made across a range of activities to support the five ageing recovery priorities. Robust governance, partnerships and systems have been put in place to drive this work further and a range of ambitious plans are being put in place over the next 18 months to take this work further forward.
- 6.2 There are a vast range of opportunities to support this agenda. The focus drive now needs to be retained.

## **7.0 Recommendations**

- 7.1 To comment and note the contents of this report.

**Manchester City Council  
Report for Information**

**Report to:** Communities and Equalities Scrutiny Committee – 9 November 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 the information provided and agree any changes to the work programme that are necessary.

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**Wards Affected:** All

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**Contact Officer:**

Name: Rachel McKeon  
Position: Scrutiny Support Officer  
Telephone: 0161 234 4997  
Email: rachel.mckeon@manchester.gov.uk

**Background documents (available for public inspection):**

None

## 1. Monitoring Previous Recommendations

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

Date	Item	Recommendation	Action	Contact Officer
8 October 2020	CESC/20/38 Update on Work with the Voluntary, Community and Social Enterprise (VCSE) Sector During COVID-19	To request information on the financial support that has been given during the pandemic by the Council and external funders, broken down by equality strands, as well as information on any gaps in provision.	A response to this recommendation has been requested and will be circulated to Members.	Keiran Barnes, Programme Lead (Our Manchester Funds)

## 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 November 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.

**Register of Key Decisions:**

<b>Subject / Decision</b>	<b>Decision Maker</b>	<b>Decision Due Date</b>	<b>Consultation</b>	<b>Background documents</b>	<b>Officer Contact</b>
<p><b>National Taekwondo Centre 2018/10/19A</b></p> <p>Enter into a 39 year lease with Sport Taekwondo UK Ltd for areas within the building.</p>	Chief Executive	Not before 1st Nov 2018		Briefing Note and Heads of Terms	Richard Cohen r.cohen@manchester.gov.uk
<p><b>Financial approval of MCR Active Contract 2021/22 (2021/01/28A)</b></p> <p>Financial approval of third year of MCR Active Contract for period 1 April 2021 to 31 March 2022.</p>	City Treasurer (Deputy Chief Executive)	Not before 1st Mar 2021		Report to Deputy Chief Executive and City Treasurer	Yvonne O'Malley, Commercial Lead; Neighborhoods yvonne.o'malley@manchester.gov.uk
<p><b>Rough Sleepers Accommodation Programme (RSAP) Property Acquisitions (2021/08/25A)</b></p> <p>To give capital expenditure approval to provide up to 20 x 1-bedroom accommodations for people who are at risk of sleeping rough.</p>	City Treasurer (Deputy Chief Executive)	Not before 25th Sep 2021		Checkpoint 4 Business Case	Yvette Ryle, Project Manager Yvette.ryle@manchester.gov.uk
<p><b>Financial support for repairs to the fabric of Withington Baths (2021/09/17A)</b></p>	Executive	17 Nov 2021		Report to Executive	Martin Saker, Strategic Neighbourhood Lead (South) martin.saker@manchester.gov

Subject / Decision	Decision Maker	Decision Due Date	Consultation	Background documents	Officer Contact
To agree to a financial loan by MCC to Love Withington Baths Charitable Trust to make up a funding shortfall to undertake essential repairs to maintain the fabric of the building.					.uk
<p><b>TC1091 Car Park Management of Manchester Aquatics Centre (2021/09/17D)</b></p> <p>To seek approval to award a three year Contract to 1 supplier to provide all Carpark management services at Manchester Aquatics Centre</p>	City Treasurer (Deputy Chief Executive)	Not before 11th Oct 2021		Confidential Contract Report with recommendation	Matthew Bennett S.Kapoor@manchester.gov.uk
<p><b>National Cycling Centre Refurbishment Project (2021/08/25B)</b></p> <p>To approve capital expenditure to proceed with NCC refurbishment project into construction phase.</p>	City Treasurer (Deputy Chief Executive)	Not before 25th Sep 2021		Checkpoint 4 Business Case	Neil Fairlamb N.Fairlamb@manchester.gov.uk
<p><b>Extra Care - Russell Road LGBT Project 2019/03/01H</b></p> <p>The approval of capital expenditure on the City's Extra Care Programme to develop new build extra care units which will be in the ownership of MCC.</p>	City Treasurer (Deputy Chief Executive)	Not before 1st Mar 2019		Checkpoint 4 Business Case	Steve Sheen s.sheen@manchester.gov.uk



Subject / Decision	Decision Maker	Decision Due Date	Consultation	Background documents	Officer Contact
<p><b>Framework Agreement for the Provision of Temporary Accommodation for People with No Recourse to Public Funds (2021/02/03B)</b></p> <p>The appointment of providers to provide Temporary Accommodation for People with No Recourse to Public Funds</p>	Executive Director of Adult Social Services	Not before 1st Apr 2021		Report and Recommendation	Mike Worsley mike.worsley@manchester.gov.uk

**Communities and Equalities Scrutiny Committee  
Work Programme – November 2021**

Tuesday 9 November 2021, 10.00 am (Report deadline Thursday 28 October 2021)

Item	Purpose	Executive Member	Strategic Director/ Lead Officer	Comments
Initial Budget proposals 2022/23	To receive a short update on the Council's budget position and process and any implications and draft proposals for any services in the remit of this Committee.	Councillor Rahman Councillor Midgley Councillor Akbar	Fiona Ledden/Fiona Worrall	Report on the final budget proposals scheduled for the February 2022 meeting.
Manchester International Festival	To receive a report on the evaluation of Manchester International Festival.	Councillor Rahman	Fiona Worrall/Neil MacInnes/Louise Lanigan	Executive Report
Equalities - Age	To receive an update report.	Councillor Rahman Councillor Midgley	Fiona Ledden/ Barry Gillespie	
Climate Change	To receive a report providing an update on areas within the Committee's remit which relate to the Council's zero carbon target and climate emergency declaration, following on from the report considered at the meeting in June 2021.	Councillor Rawlins	Fiona Ledden	
Overview Report	The monthly report includes the recommendations monitor, relevant key decisions, the Committee's work programme and any items for information.	-	Rachel McKeon	

Tuesday 7 December 2021, 10.00 am (Report deadline Thursday 25 November 2021)

Item	Purpose	Executive Member	Strategic Director/ Lead Officer	Comments
Budget (TBC)	To be confirmed.	Councillor Rahman Councillor Midgley Councillor Akbar	Fiona Ledden/Fiona Worrall	
Equalities – Disability (TBC)	To take a deep dive look at disability.	Councillor Rahman	Fiona Ledden/James Binks	
Annual Compliance Report (TBC)	To receive the Annual Compliance Report.	Councillor Akbar	Fiona Worrall	
Overview Report		-	Rachel McKeon	

Items To Be Scheduled

Item	Purpose	Executive Member	Strategic Director/ Lead Officer	Comments
Homelessness	To receive an update report.	Councillor Rahman	Mohamed Hussein	See July 2021 minutes
Communities of Identity draft report	To receive the Communities of Identity draft report.	Councillor Rahman	Fiona Ledden/James Binks	
Prevent and Radequal	To receive a report on Prevent and Radequal.	Councillor Akbar Councillor	Fiona Worrall/ Sam Stabler	

		Rahman		
Community Cohesion Strategy	To receive a report on the Community Cohesion Strategy,	Councillor Rahman	Fiona Worrall/ Sam Stabler	
Highways Crimes	To receive a report on highways crimes.	Councillor Akbar	Fiona Worrall	
Support for People Leaving Prison	To include information on changes to probation services, how ex-prisoners are re-integrated into society and links with homelessness.	Councillor Akbar Councillor Rahman	Fiona Worrall/ Sam Stabler/ Mohamed Hussein	