

Manchester City Council Report for Information

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

Subject: Equalities Update

Report of: City Solicitor

Summary

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

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

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

Recommendations

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

Wards Affected: All

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

Whilst environmental impacts are not addressed in this report, it does outline the importance of and approach to an inclusive recovery from the impacts of Covid 19. The Council's recovery plans will have regard for environmental issues, recognising that there is a relationship between these and the health and wellbeing inequalities that can affect some of the City's more disadvantaged communities who historically experience poorer health outcomes.

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

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Background documents (available for public inspection):

The following documents disclose important facts on which the report is based and have been relied upon in preparing the report. Copies of the background documents are available up to 4 years after the date of the meeting. If you would like a copy please contact one of the contact officers above.

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

1.0 Introduction

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

2.0 Covid 19 and Inclusive Recovery Planning

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

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

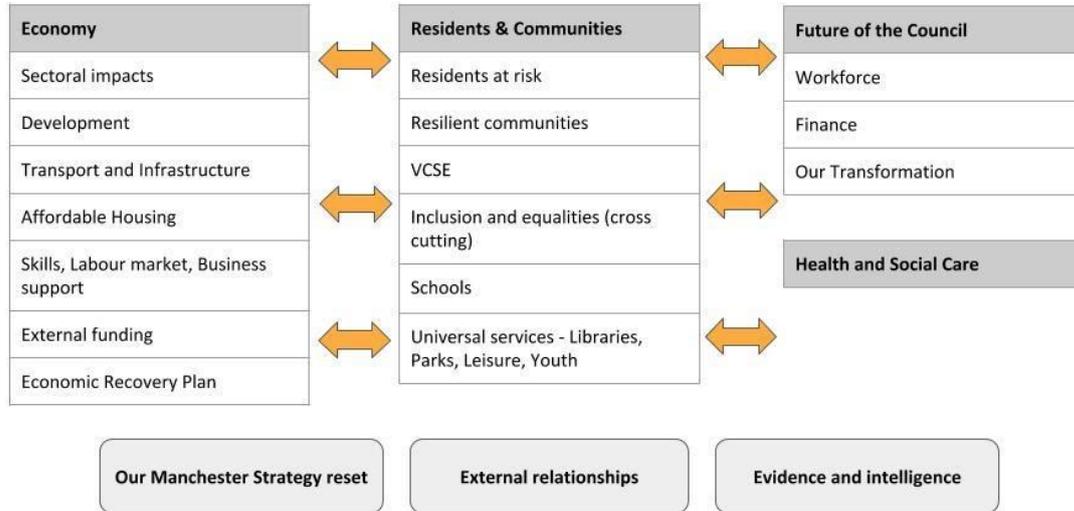
- 2.2 What has emerged over a longer period is the nature and extent of the impacts for these key identity groups. In many instances, Covid 19 has not caused inequality, but has compounded existing inequalities. In July of this year, building on a broad range of data and research, the Council produced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

Underpinned by:

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

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

Manchester City Council: Planning for an effective recovery



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

3.0 Equality Impact Assessments in the Covid-19 Recovery Work

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

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

1. Ex-Armed Forces personnel and their families
2. Children, families and other people living in poverty
3. People with continuing health conditions, especially those who are 'at risk' or 'shielded'
4. Homeless people
5. Other groups identified as relevant to the activity

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

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

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

4.0 Black Lives Matter

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

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

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

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

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

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

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

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

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

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

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

4.5 Staff Communications

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

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

Dear Colleague,

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

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

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

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

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

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

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

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

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

Kindest regards.
Joanne

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

Support from Strategic Directors

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

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

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

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

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

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

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

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

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

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

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

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

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

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

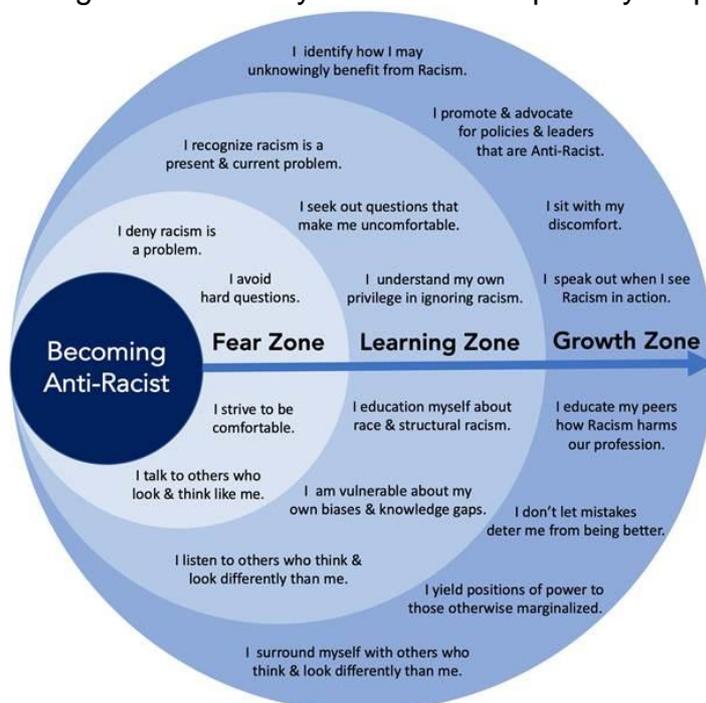
4.5.5 Adult Services, Executive Member and Director's Broadcast Message, 8 June 2020

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

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

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

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



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

4.6 Public Support

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

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

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

and elsewhere.

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

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

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

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

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

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

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

Black Lives Matter.

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

4.7 Staff Events

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

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

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

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

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

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

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

5.0 Workforce Race Review and Race Equality Working Group

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

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

6.0 The Black, Asian and Minority Ethnic Staff Network Group

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

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

6.8 A core role for the SNG is to provide a challenge and support function to Council leaders on race equality matters, with the aim of seeing these prioritised and addressed. As such, the SNG is encouraged by the Council-wide response to the Workforce Race Equality Review report recommendations and to the group's own work. The SNG reports that it feels confident that the current steps being taken will result in positive change.

6.9 The next goal in the SNG plan is to ensure that its Steering Group has the capacity to deliver on its increasing responsibilities, recognising that being supported in this area would have a significant positive impact on the expedition and quality of the incoming changes at the Council.

7.0 GM BIG Disability Survey

7.1 The [GM BIG Disability Survey](#) was commissioned by the GM Disability Panel (a panel of disabled people's organisations across Greater Manchester which works alongside the Greater Manchester Combined Authority (GMCA) to advise the Mayor on disability equality matters) to evidence the impact of Covid 19 on disabled people across Greater Manchester. The survey was undertaken in April and May 2020 and gathers the views of 936 disabled people. The greatest proportion of Greater Manchester respondents (25% of the total) were Manchester residents.

7.2 The survey findings and recommendations were shared at a meeting on 30 June with GM Local Authority Leaders and Chief Executives, the Mayor and a number of Greater Manchester MPs. It finds that disabled people across Greater Manchester have been adversely affected by the pandemic with impacts including: social isolation; issues in accessing social care support, food, medicine and information; digital exclusion and impacts on mental health. It also reports that a number of the Covid-response services set up by GM authorities were either not known about by, or were not fully accessible to, disabled people.

7.3 Key findings of the survey included:

Manchester responses:

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

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

Greater Manchester responses *:

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

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

7.4 Manchester City Council continues to measure its activities against the recommendations of the BIG Disability Survey and is in communication with the GMCA on this: the GM Disability Panel is looking to promote commitment and action against the recommendations and monitor progress.

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

8.0 Equality Compliance in Our Manchester Funded Organisations

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

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

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

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

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

9.0 Equality Objectives

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

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

10.0 Conclusions

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