

#### *Appendix 4:*

### **Manchester City Council Equality Objectives 2020 – 2024**

#### **Objective 1 – Knowing Manchester Better**

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

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

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

## Objective 2 – Improving Life Chances

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

We have 6 aims to support this:

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

### **Objective 3 – Celebrating Our Diversity**

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

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

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