

Manchester City Council Report for Information

Report to: Communities and Equalities Scrutiny Committee - 12 October 2021

Subject: Deep Dive: Race and Ethnicity in Manchester

Report of: City Solicitor

Summary

This report provides 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 is one of a series of 'deep dive' reports that the Committee requested into different aspects of equalities.

Recommendations

The Committee is invited to note and comment on the findings from this overview of data and activity and the next steps.

Wards Affected: All

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

Manchester is the most ethnically diverse local authority area in Greater Manchester (GM). Public Health England (2020) noted that nationally, Black, Asian and Minority Ethnic people are more likely to live in urban areas, in overcrowded households and in deprived areas, making them more likely to encounter (and be more susceptible to) air pollutants. Some ethnic groups are more likely to be economically vulnerable and therefore at greater risk of encountering poor air quality.

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	As the City's economy recovers post-Covid, it is critical that our Black, Asian and Ethnic Minority residents will benefit from the opportunities created from the Powering Recovery, Our Manchester industrial strategy, and forthcoming review of the Work and Skills Strategy

A highly skilled city: world class and homegrown talent sustaining the city's economic success	Achieving good educational attainment across diverse communities is needed, alongside fostering talent diversity, and enabling equality of opportunity amongst the city's workforce. All are needed to ensure we sustain the city's economic success.
A progressive and equitable city: making a positive contribution by unlocking the potential of our communities	Enhancing our understanding about our diverse communities and their inequalities will provide an overview of where further work needed to tackle inequality.
A liveable and low carbon city: a destination of choice to live, visit, work	Events and cultural activity that reflect and celebrate the diversity of the City are essential to making Manchester cohesive and a vibrant place to live and visit.
A connected city: world class infrastructure and connectivity to drive growth	Digital inclusion is a key driver of a connected city and essential to enable this amongst Black, Asian and Ethnic Minority groups, so they can fully participate in the digital opportunities in jobs and skills, as set out in the recent Digital Strategy.

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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.

- *Equalities Update, Communities and Equalities Scrutiny Committee – 8 October 2020*
- *Our Manchester Strategy Refresh – Engagement Activity -Resources and Governance Scrutiny Committe 3rd November 2020.*
- *State of the City 2020*
- *Manchester City Council, Workforce Equality Strategy, RAGOS 12th October 2021*
- *Achieving Race Equality Report, GMP June 2021*
- *Medium Term Financial Strategy and Budget 2021/22. Executive Committee - 17 February 2021*
- *Equalities Update, Communities and Equalities Scrutiny Committee – 11 February 2021*
- *Language Diversity, Community and Equalities Scrutiny Committee – 5 September 2019*
- *Why have Black and South Asian people been hit hardest by COVID? -ONS December 2020*
- *COVID Health Equity Manchester: Understanding and responding to the impact of COVID-19 on BAME communities and other at-risk groups - Local Area Research and Intelligence Association - 12 May 2021*
- *Understanding the economic impact of COVID-19 in Manchester with a focus on ethnic minority, University of Manchester, 2021*

1.0 Introduction

1.1 The Council has three equality objectives, as part of our Public Sector Equality Duties which have been used to frame this report overview on race and ethnicity in Manchester, in terms of data and activity. These objectives were refreshed in 2019 and in summary these equality objectives are:

- **Knowing Manchester Better** - We will work together with Manchester's residents 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.
- **Improving Life Chances** - We want everyone living in Manchester to have a good quality of life and equal chances. We aim to remove disadvantage, 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.
- **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 have 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.

1.2 This report builds upon the Equalities Update report to members of this Committee in October 2020 and aims to capture some of the key activity and issues regarding race and ethnicity in Manchester, but it is not a definitive account of all the relevant issues or activity. The report aims to give members an overview and we welcome discussion and comments.

1.3 The scope of this report is race and ethnicity issues within the City and within service delivery. Workforce equalities including race and ethnicity are not within scope, as these are covered by Resources and Governance Scrutiny Committee. The Council's draft Workforce Equalities Strategy is due to go to Resources and Governance Scrutiny Committee 12th October 2021.

2.0 Background

2.1 Events such as Windrush scandal in 2018 and the impact of COVID-19, the Black Lives Matter movement, and the death of George Floyd in 2020, have been a catalyst for a renewed focus on race inequality, at national, city region

and citywide level. There was widespread public support for the core principles of the Black Lives Matter movement in the UK, 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.

- 2.2 More recently, following the Euro's football earlier this summer when England lost the final the team's black players, including Marcus Rashford, were subjected to a barrage of racist abuse. In Manchester, the defacing of the Rashford mural in Withington was met by an outpouring of public support and condemnation of the racist abuse and demonstrated once again the City's strong history of social equality. The Council ensured swift action was taken to repair the mural and a wall of messages from residents sprung up in the city overnight and became a focal point of strong public support against racism. 'Not in our City' was the repeated theme of public comments and the catalytic events of 2020 and Summer 2021 mean there can be no going backwards in our efforts to tackle racial inequality in Manchester.
- 2.3 The Review by Professor Sir Michael Marmot "Build Back Fairer in Greater Manchester" was published on 30 June 2021 as part of Greater Manchester's role as the UK's first Marmot City Region. This clearly demonstrated that race and other inequalities had been widening prior to the pandemic and had been amplified by COVID-19, for example with mortality rates in Greater Manchester 25% higher than the rest of England. It is evident that COVID-19 has not caused inequality, but has compounded existing inequalities, particularly amongst our Black, Asian and Ethnic Minority communities. Significant work is taking place with health partners to tackle health related inequalities alongside efforts to increase vaccine uptake in these communities.
- 2.4 Following the withdrawal of USA and UK troops in Afghanistan there are a high number of refugees arriving in Manchester and are being temporarily housed in local hotels. The long-term impact of this on Manchester's population is not yet clear but is an example of the city's history of welcoming disadvantaged communities and the population diversity of Manchester.
- 2.5 The Council's commitment to tackling racial inequality can be seen in its commitments to place Equality, Diversity and Inclusion at the heart of the Our Manchester Strategy, and further amplified by making Equality one of the Council's nine core priorities in our refreshed Corporate Plan with a commitment to - 'Work together with Manchester's citizens and our partners to understand our diverse communities, improve life chances, and celebrate diversity'.
- 2.6 As the City's economy recovers post-Covid, it is critical that our Black, Asian and Ethnic Minority residents are able to benefit from the opportunities created via Inclusive Growth strategies outlined in the Our Manchester Strategy.

2.7 In undertaking this report it has become clear that one of the challenges in tackling our racial inequalities is that whilst the Council, Partners and VCSE all have race as a high priority with some good work and positive outcomes in areas such as Education and Skills, we would benefit from a mechanism to gain a collective citywide view. The Our Manchester Delivery Plan, currently in development will provide a means to enable that mechanism aligned with achieving a ‘fair and equitable city’.

3.0 Equality Objective - Knowing Manchester Better:

Population, Race and Ethnicity

3.1 Manchester’s population stood at 508,067 at the time of the 2011 Census and is becoming increasingly diverse with the ethnic minority population expected to rise from circa 33% at the time of the 2011 Census to over 40% at the time of the 2021 Census; with the biggest ethnic groups being Pakistani, Black African and Arab. Manchester’s population born in the UK is 76%, and population born outside the UK is 24%. The table below shows the ethnic breakdown of the overseas origin group.

Figure 1.0

Country of Birth	2011 - % of Manchester’s overseas origin cohort
South Asia	32%
Middle East and Central Asia	8%
East Asia	5%
South East Asia	2%
Sub-Saharan Africa	16%
North Africa	5%
EU Countries	25%
Central or South America	3%
North America	1%

3.2 Births in the city have been increasing since 2001, peaking at 8,160 in 2012. The decline in numbers since then is largely due to a fall in births to UK-born mothers. The highest proportion of births to non-UKborn mothers, is 47%, these are mothers from the Middle East and Asia, with 30% to African born mothers.

Geographic data – Knowing our neighbourhoods

3.3 The data show that there are increased numbers of children of certain ethnic backgrounds living in specific areas in the city. From April 2018 to March 2019, the highest number of births occurred in Harpurhey, Moss Side, Gorton and Abbey Hey, and Levenshulme. Births to mothers from the Middle East and Asia occurred predominantly in Levenshulme, Longsight, Cheetham and Rusholme. Births to African mothers were mostly in Harpurhey (Nigerian), Moss Side (Somali), Gorton, and Abbey Hey. This population trend shows the

importance of ensuring Council services reflect the needs of our increasingly diverse communities.

- 3.4 Children from Black, Asian and other ethnic minority communities tend to live in the North, East and Central parts of the city with Children from Asian backgrounds are concentrated in Crumpsall, Cheetham, Longsight and Levenshulme. Children from Black backgrounds are spread across North and East Manchester with concentrations in Moss Side.

Language

- 3.5 Manchester has a lower proportion of residents that speak English as their main language in the home, than the average for England. At the time of the 2011 Census, more than double the national average had nobody speaking English at home (10.3%) and a larger than average proportion only had a child speaking English as a main language in the household. The highest concentrations of children who did not speak English at home and used it as an additional language were concentrated in Longsight, Levenshulme, Crumpsall and Moss Side. Census 2021 is an important opportunity to update the data available to the Council to support effective service delivery.
- 3.6 Manchester has the greatest language diversity outside London with approximately 200 languages spoken in the City, of which 77 are interpreted by the Council's Communication and Language Support Service. More than 60% of Pakistani, Black African and Arab groups were not speaking English at home at the time of the 2011 Census. The main language spoken after English were Urdu (11%), Arabic (5.1%) and Somali (2.5%) and these are expected to stay the same, as we had residents speaking all the languages listed in 2011, but the volume will have increased.

School places

- 3.7 In comparing Manchester ONS data from 2014 -2019 the impact of higher birth rates can be seen moving through the age groups, resulting in an increase in this period of 2000 children between starting primary school and finishing secondary school. An increase in demand for secondary school places is therefore expected, as larger cohorts move through the system. It's not known how this increase breaks down for Black, Asian and Ethnic Minority communities, however, this can be inferred from the higher birth rates in some of these groups. The pressure point for school places is forecast to be in Autumn 2023. The ONS data does not include those children living in Manchester but attending Schools outside the city, so the number of places needed may not correlate with increased population. The numbers of pre-school children are starting to plateau, so demand should stabilise in the next ten years.
- 3.8 There is a possibility that COVID-19 and Brexit may also have an impact on population migration, resulting in smaller or a decreasing number of children attending school. However, there are early indications that this could be offset

by increases in Afghan arrivals following the withdrawal of USA and UK troops in Afghanistan and the high numbers of refugees.

Free school meals

- 3.9 Analysis of the January 2020 School census shows that one third of children are eligible for free school meals, and of that cohort: 65% are from Black, Asian and other non-white backgrounds; and 42% do not speak English at home and have English as an additional Language (EAL).

Educational Attainment - Key Stage 2 and Key Stage 4

- 3.10 Through the strategic partnership working with the Manchester Schools Alliance, Teaching Schools, National Leaders of Education and the Manchester School Improvement Partnership, there is a continued focus on bringing all outcomes for Manchester children at all levels of education to be at least in line with national results – for expected standards and higher standards. This includes a particular focus on closing the gap between boys and girls, ensuring pupil progress stays above the national average in all areas, and continuing work on improving outcomes in reading as part of the impact of the Read Manchester initiative.

Key Stage 2 Attainment

- 3.11 Key Stage 2 attainment is the percentage of pupils achieving the expected standard in the core subjects of Reading, Writing and Maths. National and north-west figures attainment rate is 65%. Overall Manchester remains below that figure. Latest data available is 2019 pre-pandemic and is outlined in the table below (Fig 2.0) which shows a breakdown by ethnicity of: children at Manchester schools who have attained the level expected of children at their age at KS2; and how that compares with the national figures. The table is laid out as follows:

Column One details the pupil's ethnic background.

Column Two identifies the percentages of Manchester school children of that ethnicity who have attained the level expected of children at their age.

Column Three identifies the percentages nationally of children of those ethnic backgrounds who have attained the level expected of children of their age.

Column Four identifies the difference for Manchester, when compared to the national percentage for children from that ethnic background.

Column Five identifies the point difference Manchester, when compared to the national percentage of 65%.

- 3.12 Some examples of how to read the table would be:

- 51.5% of Black Caribbean Manchester School children attained what is expected of children at Key Stage 2, this is 4.5 points below the national average for Black Caribbean children (which is 56%) and 13.5 points below the national average for all children (which is 65%).

- 58.7% of Pakistani Manchester school children attained what was expected at Key Stage 2, this is 3.3 points below the national average for Pakistani children and 6.3 points above the national average for all children.
- For Traveller of Irish Heritage group in Manchester, this is a very small group of children with only 6 pupils and 4 of them achieved the expected standard. This anomaly explains the significant difference between Manchester attainment rate (66.6%) and the national rate (26%).

Figure 2.0 – Key Stage 2 (2019)

Key Stage 2 2019				
National Percentage for all pupils is 65%				
Ethnic Background	Manchester School children	National % by ethnicity	Points difference - Ethnicity Nationally	Points difference - National percentage
Black Caribbean	51.5%	56%	4.5 below	13.5 below
Black African	66.3%	67%	0.7 below	1.3 above
Other -Black backgrounds	67.9%	60%	7.9 above	2.9 above
Mixed White and Black Caribbean	56.8%	59%	2.2 below	8.2 below
White and Black African	62.2%	67%	4.8 below	2.8 below
White and Asian	67.7%	73%	5.3 below	2.7 above
Other mixed ethnic backgrounds	64.1%	68%	3.9 below	0.9 below
Indian	72.7%	77%	4.3 below	7.7 above
Pakistani	58.7%	62%	3.3 below	6.3 below
Bangladeshi	65.3%	70%	4.7 below	0.3 above
Other Asian backgrounds	60.8%	71%	10.2 below	4.2 below
Chinese	79.7%	80%	0.3 below	14.7 above
White British	60.2%	65%,	4.8 below	4.8 below

Irish	65.6%	73%	7.4 below	0.6 above
Traveller of Irish Heritage	66.7%	26%	40.7 above	1.7 above
Gypsy/Roma	11.8%	19%	7.2 below	53.2 below
Other White backgrounds	65.4%	63%	2.4 above	0.4 above
Any other ethnic group	57.8%	71%	13.2 below	7.2 below

3.13 In summary the 2019 data shows that approx. half of the Black, Asian and Ethnic Minority groups in Manchester are performing below the national rate for their group. However, there are also some Manchester ethnic groups who are outperforming the national rate for all children, For Example: White and Asian, Chinese, Indian, Black African and 'other Black backgrounds.

Key Stage 4 Attainment (2019)

3.14 A revised, more rigorous national curriculum was introduced in 2016/17, and in 2019, most subjects, including the more challenging GCSEs in English Language, English Literature and Mathematics are examined using the 1–9 numerical grade, with 9 being the highest a child can receive. Grade 9 is equivalent to an A* under the previous system and grade 5 equivalent to a C. Getting a pass in English and Maths are key performance outcomes. The table at (Fig 3.0) shows the percentage of pupils achieving 9-5 (A-C) grades in both English and Maths for Manchester children by ethnicity and is laid out as:

Column One details the pupil's ethnic background.

Column Two identifies the percentage of Manchester School children of that ethnicity, achieving Grade 9-5 in English and Math

Column Three identifies the percentage nationally for children of that ethnicity, achieving Grade 9-5 in English and Math,

Column Four identifies the point difference for Manchester, when compared to the national score for children from that ethnic background.

Column Five identifies the point difference Manchester, when compared to the national score of 40.1%

3.15 Some examples of how to read the Fig 3.0 table would be:

- Over a third of the ethnic groups in Manchester outperformed the national average for all children including Pakistani, Indian, Chinese, White and Asian.
- Pakistani children in Manchester did better than the national rate for that ethnic group with 42.5% of Pakistani children in Manchester achieving at grade 9-5 (A-C) in English and Maths, compared to 41.3% nationally,
- Some ethnic groups in Manchester achieved below the national rate for all children and below the national rate for children of that ethnicity: Black

Caribbean, Black African, mixed White and Black Caribbean and White and Black African

Figure 3.0 – Key Stage 4 English and Maths Outcomes – Manchester

Key Stage 4 – English and Maths Grade 9-5 outcomes % by ethnicity in 2019				
National Score 2019 is 40.1%				
Ethnic Background	Manchester School children	National % by ethnicity	Points difference - Ethnicity Nationally	Points difference - National percentage
Black Caribbean	18.8%	26.5%	-7.7	-11.3
Black African	34.2%	42.9%	-8.7	-5.9
other Black backgrounds	36.7%	33.7%	3	-3.4
Mixed White and Black Caribbean	25.5%	31.0%	-5.5	-14.6
White and Black African	29.5%	41.5%	-12	-10.6
White and Asian	42.6%	55.5%	-12.9	2.5
Other mixed ethnic backgrounds	38.4%	47.0%	-8.6	-1.7
Indian	60.0 %	64.1%	-4.1	19.9
Pakistani	42.5%	41.3%	1.2	2.4
Bangladeshi	49.0 %	50.3%	-1.3	8.9
Chinese	72.5%	76.3%	-3.8	32.4
Other Asian backgrounds	46.2%	60.1%	-13.9	6.1
White British	30.6 %	42.5%	-11.9	-9.5
Irish	40.0%	54.9%	-14.9	-0.1
Traveller of Irish heritage	20.0%	13.9%	6.1	-20.1

Gypsy/Roma	0.0%	6.0%	-6	-40.1
Other White backgrounds	39.0%	41.5%	-2.5	-1.1

3.16 Although the measures of performance at KS2 and KS4 are different, there are some patterns are similar at both stages such as: Indian, Bangladeshi, Chinese children in Manchester performing above the national rate. Whereas in other groups who outperformed the national rate for all children at KS2 perform below the national rate at KS4 e.g. Black African, other Black Backgrounds.

Higher and Further Education

3.17 In terms of Manchester students, we only have data pre-Covid up to 2019/20 and in that data 33% of those residents in the city did not declare their ethnicity in the latest data from 2019/20. The proportion identifying as White ethnicities decreased from 50% to 46%, Black remained at 5% and Asian remained at 10%. The overall number of students living in Manchester was 52,311 before the pandemic in the 2019/20 academic year – this is the latest year of data.

3.18 The latest figures from 2017/18 also show that of 8,026 graduates that have remained in Manchester after graduation, 55% are White, 5% are Black, 13% Asian, 4% of mixed ethnicity and 21% were of unknown ethnic background. These figures indicate some improvement in the number of Black, Asian and Ethnic Minority young people going on to Higher Education, albeit given the population trends and increased diversity in Manchester there is still some disproportionality to address.

3.19 The data presented in this section highlights that Manchester's communities are more diverse than the national average and our diversity is increasing. However, a lot of the data is quite old, and we are currently relying on several projections. In 2022 the latest Census data will be made available at which point the EDI team will produce a Communities of Identity report, making good use of Census 2021 data and enabling improved intelligence to inform decision making and service delivery.

Care Leavers

3.20 Care leavers breakdown in the table below (Fig 4.0) for 2020/21 and when this was compared to the previous year, there was by small reduction in the percentage of care leavers identifying themselves as White British, down from 42.16% to 39.13% and a corresponding rise in those identifying as African or Any other ethnic group.

Figure 4.0 – Manchester Care Leavers by ethnicity 2020/21

Ethnicity	2020/21	
	Number of Care Leavers	Percentage
White British	297	39.13%
African	109	14.36%
Any other ethnic group	81	10.67%
White and Black Caribbean	52	6.85%
Any other Asian background	46	6.06%
Pakistani	31	4.08%
Any other Black background	30	3.95%
Caribbean	25	3.29%
Any other Mixed background	16	2.11%
White Irish	16	2.11%
White and Black African	13	1.71%
Any other White background	12	1.58%
White and Asian	9	1.19%
Information not yet obtained	7	0.92%
Bangladeshi	6	0.79%
Traveller of Irish heritage	6	0.79%
Gypsy/Roma	2	0.26%
Chinese	1	0.13%
Grand Total	759	100.00%

Our Manchester Strategy Refresh - Engagement

3.21 When undertaking consultation and engagement for the reset of the Our Manchester Strategy, the City was under COVID-19 restrictions, which meant that most of engagement was undertaken virtually, with non-digital alternatives being provided for the survey and a limited number of face-to-face sessions being undertaken where possible. Engagement activity included a universal approach of a consultation survey supplemented with targeted engagement to residents who traditionally didn't engage with digital communication or who were particularly affected by COVID-19.

3.22 In each case, the engagement was designed to best suit its audience, as it was vital that the strategy reflected the diverse views of our local communities, and to aid that some targeted engagement took place with diverse groups which included:

- Surveys translated into the ten most spoken languages in Manchester - Urdu, Arabic, Mandarin, Bengali, Somali, Gujarati, Polish, Kurdish, Farsi, and Punjabi.
- Residents, workshops and focus groups were held via community groups and local VCSE organisations.
- RADEQUAL Network Event - online workshop with young people.

3.23 Where there was any underrepresentation from communities and neighbourhoods in the consultation survey respondents, responses from those groups were specifically examined and compared to the overall emerging consultation themes to ensure due consideration of the priorities and ‘what matters’ to the City’s diverse communities.

3.24 Many residents referenced their desire for Manchester to be a ‘truly inclusive’ city, with all residents having the same life chances. Equality of opportunity was a priority especially referenced by Black, Asian and Ethnic Minority resident respondents. Fig 5.0 Table below shows the breakdown of responses by ethnicity. Responses from Black, Asian and Minority Ethnic groups are lower than from White groups and shows the need to continue building upon the targeted engagement approach during the delivery of the Our Manchester Strategy.

Figure 5.0 – Responses to Our Manchester Strategy Refresh by ethnicity

	Ethnicity	Final figure	Percentage of responses	Manchester population
Asian / Asian British	Bangladeshi	14	0%	1%
	Chinese	17	1%	3%
	Indian	37	1%	2%
	Kashmiri	2	0%	0%
	Pakistani	57	2%	7%
	Other Asian	20	1%	2%
Black / African / Caribbean / Black British	African	42	1%	4%
	Caribbean	41	1%	2%
	Somali	3	0%	0%
	Other Black	9	0%	1%
Mixed / Multiple Ethnic Groups	White and Black Caribbean	17	1%	1%
	White and Black African	16	1%	1%
	White and Asian	25	1%	1%
	Other Mixed	21	1%	1%
White	English / Welsh / Scottish / Northern Irish / British	2,313	72%	62%

	Irish	71	2%	3%
	Gypsy or Irish Traveller	5	0%	0%
	Other White	198	6%	5%
	Other Ethnic Group	75	2%	3%
	Prefer not to say	133	4%	N/A
	No response	101	3%	N/A
In summary	White	2,587	81%	65%
	Black, Asian and Ethnic Minority	393	12%	29%

3.25 The reset Our Manchester Strategy 2025 made a strong commitment to equalities, inclusion and diversity as a cross cutting theme of the strategy. This reflected the feedback from a whole range of communities and partnerships that were consulted. Our Manchester Strategy- Forward to 2025.

3.26 Following the Our Manchester Strategy reset the council's commitment to Equality and Diversity was further amplified by making Equality one of the Council's nine core priorities in our refreshed Corporate Plan with a commitment to 'Work together with Manchester's citizens and our partners to understand our diverse communities, improve life chances, and celebrate diversity'.

4.0 Equality Objective - Improving Life Chances

4.1 This section provides an overview of some of the council and partner services which are supporting improving life outcomes for our Black Asian and Minority Ethnic Communities. Delivery of the Council's services must ensure that they are meeting the needs of the City's increasingly diverse communities, and the Equality Impact Assessment (EqIA) Framework provides a tool to enable inclusive service design and delivery. Further work is currently in development by the EDI Team to help services undertake effective and meaningful EqIA's, which will include rolling out a Race and Ethnicity EqIA Guidance, modelled on a pilot version for Age Friendly Manchester which is working well.

Jobs and Skills

4.2 Nationally people from Black, Asian and Ethnic Minority backgrounds represent 18% of the insecure¹ workforce, which is disproportionate based on

¹ **insecure work** defined as - people in work who meet at least one of the following criteria (1) people in non-permanent work (casual, seasonal jobs, fixed-term and agency) excluding anyone who said they did not want a permanent job; (2) people who self-report volatile pay and hours including those

their making up 11% of the total workforce. Black people are over twice as likely to be in temporary work, and the Black workforce on zero-hour contracts is almost double the average (1 in 20 versus an average of 1 in 36). Those in insecure work are 1.5 times more likely to be made redundant than other working age adults.

- 4.3 Since the start of the pandemic every area in Manchester has experienced a radical increase in Universal Credit claims from approx 40k to 80k between March 2020 – May 2021 and is remaining stable at the higher level. Also, an increase in the out of work claimant count. However, most areas that were already classified as employment deprived in the 2019 Indices of Multiple Deprivation (IMD) experienced a greater increase. This correlates strongly with wards in North and East Manchester. Areas with high numbers of Black, Asian and Ethnic Minority residents have experienced the most disproportionate increases, with Moss Side being one of the most affected wards in the city. At Lower Super Output Area (LSOA - the smallest geographical area used for statistical purposes) level, eighteen of the twenty areas with the greatest increase in claimant count also had Black, Asian and Ethnic Minority populations proportionately larger than the city average.
- 4.4 Large scale Greater Manchester (GM) provision such as the Working Well family of programmes provides tailored employment support to Manchester residents. The Work and Health Programme (WHP) began in 2018 has supported over 1,155 Manchester residents from Black and Asian Minority Ethnic Communities (34% of the programme total) to date). The Work and Health Programme Annual report (shortly to be published by GMCA) is only broken down by white and 'other ethnicities', so it's not possible to know detailed outcomes, but data indicates that at GM level there is little disparity between white and 'other ethnicities' in relation to earning outcomes where GM Level econometric analysis showed: 9% of White client were more likely to have achieved an Earning Outcome ²than other ethnicities 8%.
- 4.5 At Manchester level, job starts by Black, Asian and Minority Ethnic clients are slightly above the overall figure for the Greater Manchester programme (34%). In 2020 a new programme called Job Entry Targeted Support (JETS) was put in place across GM to combat the effects of Covid-19 and provide light touch provision for those claimants who had been out of work for over 3 months. JETS has supported 5,356 Manchester residents - 32% of all clients to this GM wide programme. An in-depth study of JETS and WHP across GM was conducted in April 2021. The study found that JETS has a higher number of Black (9% vs 5%) and Asian (14% vs 9%) clients compared to WHP.

on zero hours contracts; (3) people who self-report constant pay but volatile hours; (4) low paid self-employed people (Living Wage Foundation)

² *At GM Level econometric analysis showed:*

An earning outcome is achieved when a client is employed and meets the accumulated earning threshold – equivalent to working 16 hours per week for 182 days at the adult rate (aged 25 or over) of the Real Living Wage within 15 + 6 months of starting the programme.

This can be seen as a positive of the programme in terms of access for communities impacted by Covid-19.

- 4.6 The refresh of the Work and Skills Strategy is currently underway and provides an opportunity to respond directly to the issues faced by people experiencing racial inequalities, in relation to jobs and skills which have been exacerbated by Covid.

Adult Education

- 4.7 There are a high proportion of residents who engage with adult education from ethnic minority groups across the city. Within Manchester Adult Education Service, 80% of the approximate 8,000 individuals that are recruited each year are Black, Asian and Ethnic Minority. This is in part because of the scale of English as a Second or Other Language (ESOL) provision within the service which, in 2019/20 this made up 42% of all enrolments. It is often the case that residents will join adult education provision on an ESOL course and then progress to other areas of learning.
- 4.8 48% of MAES learners progress to paid employment, a significantly higher proportion than where education has not been accessed. It therefore provides a key intervention which leads to a more inclusive economy. However, it is difficult to evaluate how effectively adult education serves Black, Asian and minority ethnic residents whose participation does not originate from a need to improve their English language skills. Analysis of this is a service priority in MAES in 21/22.

Waste and Recycling

- 4.9 The Waste & Recycling Team, Communications Team and partners Biffa worked together to produce videos advising residents what materials go in which bins and translated them into the 10 most widely spoken languages in Manchester, plus a British Sign Language version. These videos are on the Council's website with transcripts and a toolkit has been distributed via community partners and neighbourhood teams.
- 4.10 From March 2019 to April 2020, Biffa teams linked in with the Adult Education service to deliver workshops and presentations to over 650 learners who took part in Talk English courses and ESOL courses (English for Speakers of Other Languages). The teams spoke to residents about:
- An introduction to Manchester City Council and Biffa
 - How to recycle correctly in Manchester
 - The importance of recycling correctly
 - How to dispose of bulky household waste
 - How to use Manchester City Council's website for waste-related issues

Housing

- 4.11 Many of Manchester's Black and Asian residents live in poor quality, private rented accommodation due to the inability to access social rented homes. This is because Black and Asian residents on the Housing Register disproportionately require larger family housing, which remains severely undersupplied, therefore many of these residents are spending significant periods of time waiting for a suitable home. Longstanding health inequalities linked to this came to the fore during the pandemic and contributed to the unequal impact of COVID-19 in Manchester. Council analysis during Autumn 2020 found that residents in older, poor quality private rented stock – much of which is used very intensively - were amongst the most at risk of infection from COVID-19. This, coupled with higher levels of deprivation in black, Asian and minority ethnic groups, larger household sizes and intergenerational housing, meant that it is these communities have been hardest hit by the pandemic.
- 4.12 Addressing overcrowding and bringing forward housing which better meets the needs of Manchester's diverse communities will therefore be required to meet these challenges and address ingrained inequalities, poverty and polarisation in Manchester. Recent developments, not least bringing Northwoods Housing back in house and the Council's new delivery vehicle - This City – present an opportunity to redefine, reshape and reimagine the way affordable housing is both managed and developed in Manchester. Recognising community heritage and local identity in proposals to improve existing stock and build new homes will be integral to the Council's place-based approach.
- 4.13 A Manchester Housing Strategy is currently in development, which will set out to address issues around affordable housing and overcrowding. EDI team is working closely with the Strategy lead to help undertake robust equality analysis.

Digital Inclusion

- 4.14 There is a significant gap in data and intelligence nationally to understand the relations between digital inequalities and race and ethnicity. However, we do know that there are strong links with other characteristics of digital exclusion likelihood such as, language, low income, geography, age and health issues - characteristics that also align with race and ethnicity exclusion.
- 4.15 The Council's Digital Strategy and Digital Inclusion Action Plan has a strong focus on developing better intelligence around this challenge:
- Digital Inclusion Index - this is being used to target deep dive projects in areas where there appears to be high risk of digital exclusion and high levels of communities experiencing racial inequality. The highest risk scored Lower Super Output Areas, (LSOA) particularly those within central Wards, correlate with areas of the City with a high ethnically minority population.
 - Digital Device and Skills Service – The Council collects intelligence on the race and ethnicity of residents who refer into the service to ensure that the

refer can be better targeted to said communities. We know that 55% of beneficiaries are non-white residents.

- Covid Impact Fund Mental Health Funding Programme - the Council commissioned 32 community organisations to deliver digital inclusion specific activity to priority groups - Black African, Black Caribbean, Bangladeshi, Pakistani, Chinese, refugees, vulnerable migrants, and people seeking asylum.

- 4.16 All projects are being evaluated to ensure that services and interventions being created can adapt to support those being disproportionately impacted. Further and more detailed highlight analysis will be available during 2021's Get Online Week which is a National event that takes place 18-24th of October. Led by the UK's leading Digital Social Inclusion Charity - The Good Things Foundation - the purpose of the campaign is a celebration of digital inclusion which encourages people to get online and stay online.

Community Cohesion and Community Safety

- 4.17 In Manchester we know that where community integration planning is undertaken at a neighbourhood level with communities and there is an acceptance and shared culture and way of life (reflected through language, cuisine, clothing, music, art, community shared spaces), then there is much more richness and resilience in communities, and social capital also increases. However, in those neighbourhoods where integration planning and diversity are low, there is less cohesion and we experience challenges such as; low trust, rumours, blaming others for the things that are not going well, 'them' and 'us' thinking, lack of cooperation between neighbours and increased tensions.
- 4.18 This section highlights a few areas of interest with more detail and specific actions to be outlined in the Council's new Community Cohesion Strategy currently in development by the Community Safety Team.
- 4.19 The RADEQUAL campaign is designed to build community resilience; it was co-designed with communities, for communities. The campaign is aimed at uniting Mancunians from across the city together to tackle prejudice, hate and hateful extremism. It is also about getting into communities and neighbourhoods early, having honest and often difficult conversations and working together to address and prevent some of the factors that could lead individuals to engage in extremism. It is outcome focused, creative and innovative, it enables and empowers partners and communities through two-way dialogue using the Our Manchester approach of listening, co designing and collaborating.
- 4.20 In 2020-21, five VCS partners were funded through the RADEQUAL grant to deliver activities focused on 'Building Community Resilience to Hateful Extremism'. Hateful extremism defined as ideas, attitudes and behaviours that are hateful towards specific 'others' and designed to undermine social cohesion. A detailed update on the RADEQUAL campaign will be included in

the Prevent and RADEQUAL report scheduled in the work programme for Communities and Equality Scrutiny Committee.

Addressing Hate Crime

- 4.21 Hate crime has been monitored on a weekly basis since the first lockdown in March 2020. During this period there have been fluctuations in reports of hate crime, reflecting some of the changes in places of congregation from areas such as the city centre and public transport to parks, for example. To respond to this, resources have been provided to promote reporting and raise awareness of hate crime. Data on race and hate crime isn't currently available. A public statement from GMP explains that:

“Following a change in computer systems at GMP, crime and incident data is not yet available at a local authority level. Recorded crime in Manchester and Greater Manchester has started to increase in response to a HMICFRS report published in December 2020: *'An inspection of the service provided to victims of crime by Greater Manchester Police'*. While the pandemic and procedural changes have led to changes in levels of recorded crime, other underlying factors have remained relatively constant”

- 4.22 Greater Manchester Hate Crime Awareness Week 2021 began with a virtual launch and a range of speakers including; the Deputy Mayor Beverley Hughes, Chief Superintendent Umer Khan, Martin Goldman, Chief Crown Prosecutor, and representation from groups holding events during the week. The week was also an opportunity for the Greater Manchester Plan to Tackle Hate Crime to be launched with joint commitments from partners and all ten districts to address hate crime across Greater Manchester. An action plan to support this work has also been developed and is led by the GMCA with Manchester's CSP (Community Safety Partnerships) part of the GM Steering Group.
- 4.23 The Council has continued to deliver grants programmes for the voluntary and community sector, recently awarding 17 organisations funding to hold activities and events to raise awareness and promote reporting of hate crimes. A further funding programme will be launched shortly for groups to hold events during Greater Manchester Hate Crime Awareness Week 2022.
- 4.24 The Community Safety Team (CST) has supported hate crime third party reporting centres over the last 18 months, with regular contact and communication with groups. In August a south Manchester pilot was launched with the British Muslim Heritage Centre in partnership with GMP and the council. This pilot aims to support vulnerable people and strengthen partnerships with a particular focus on vulnerable women from the south Asian community. The project is being supported by the CST who will be assisting in developing a training package which will be delivered to organisations, faith leaders, and influencers to help train and raise awareness of hate crimes and how to respond and support victims.

GMP Achieving Race Equality Report

- 4.25 The Achieving Race Equality Report, published by GMP in July 2021 considers the use of stop and search, force, Taser, and looks at arrests, complaints and misconduct, fairness, diversity in workforce, and feelings of safety and confidence across Greater Manchester communities. There is recognition by GMP that there are disparities between the use of Taser, use of force, and Stop and Search between ethnic minority communities and White communities, and the report is a step towards understanding how GMP interact with members of these specific communities. Further data on these disparities is available on request, in summary:
- Taser use: Black people 3.2 times, Asian people 0.9 times, people with mixed ethnicity 1.7 times more likely to be Tased than white people.
 - Use of Force: Black people 2.2 times, Asian people 6 times, People with mixed ethnicity 1.1 times more likely to have force used against them than white people.
 - Stop and search: Black people 2.5 times, Asian people and people from other ethnic backgrounds are 1.4 times likely to be stopped and searched than white people.
- 4.26 The report also considers how confident residents felt about receiving a service from GMP in the cases of emergencies and non-emergencies. Residents of all ethnicities showed similar levels of confidence that they would receive a service from GMP in the case of an emergency, whereas Black and Asian residents felt marginally more confident than white residents that they would receive a service from GMP in a non-emergency.

Our Manchester Voluntary and Community Sector Grants programme

- 4.27 Supporting Black, Asian and Minority Ethnic communities and organisations is a key priority for the Our Manchester funds team. At £2.4m a year this is the team's main grants programme and invests Council funding in voluntary, community and social enterprise (VCSE) organisations carrying out activities that make an important contribution to meeting the outcomes of the Our Manchester Strategy. A total of 23 organisations on the programme are considered either specific to, or have high engagement levels of Black, Asian and Minority Ethnic communities. This represents 43% of the annual spend for the programme. The impact and reach of funded groups to different communities is monitored through quarterly reporting and annual surveys.
- 4.28 Through the application, assessment and decommissioning process in 2017/18, a significant number of VCSE organisations were not taken forward for funding. An Equality Impact Assessment (EqIA) and gap analysis identified that the protected characteristic of race was impacted and this has informed the team's work, including but not limited to:
- **Support for Black, Asian and Minority Ethnic leaders and organisations (£125k):** Following on from the EqIA and gap analysis, the

team is working with others to develop ways of supporting Black, Asian and Minority Ethnic groups to access funding. The Council and Manchester Health and Care Commissioning (MHCC) have both invested £62.5k each to work with these groups to explore how best to do this. While this project was delayed by COVID-19, the team has continued to develop the ways it supports BAME organisations and leaders, as well as exploring opportunities with other Manchester funders to embed good practice.

- **COVID-19 Impact Fund (£745k):** This combines £300k of the Council's COVID-19 Tier 3 allocation, £100k from the Ministry for Housing, Communities and Local Government (MHCLG) and £345k of MHCC funding. It funds mental health and wellbeing projects for priority resident groups where existing inequalities have been exacerbated by the pandemic. A substantial number of different communities are supported including African and Caribbean, Pakistani, Middle Eastern and Roma communities. Project monitoring will be evaluated in Q4 to understand the impact on resident groups.
- **COVID-19 Recovery Fund (£1.02m):** This includes £200k from the Council, £790k from MHCC and £50k from One Manchester, with Young Manchester administering the fund. The programme purpose and themes are to improve the health and wellbeing of Manchester's residents by increasing sector resilience and addressing health inequalities within the city. Central to the fund is the prioritisation of organisations led by and for Black, Asian and Minority Ethnic communities and organisations in North Manchester.
- **COVID-19 Health Equity Manchester (CHEM) Targeted Fund (Autumn) (£393k).** The team is working with the CHEM group to deliver this fund which launched in August and is open for applications until 20th September. Made up of £223k MHCLG and £170k MHCC investment, it is aimed at supporting communities experiencing racial inequality and other priority groups to make informed decisions about living safely and well with COVID-19, as well as indirect consequences such as mental health, income loss and domestic abuse. Again, projects will submit information about the impact and reach of their activities.

Leisure

- 4.29 GLL, the operator commissioned by the Council to run the leisure centers, has a contractual obligation to increase participation of under-represented groups including people from Black, Asian and minority ethnic communities by 2% annually. Analysis of the ethnicity data collected by the service shows that use of Council Leisure Centre's by residents has started to increase since lockdown was lifted. Whilst membership is still 12k below pre-covid levels, they have seen a 9.4% increase in the number of residents sharing their ethnicity data. The data also shows that the number of Asian members has only increased by 1% from 2018 to present day, and Black and other minority ethnic group numbers have decreased slightly or stayed the same.

4.30 Council Leisure Services have used Equality Impact Assessments to develop a range of targeted programmes and sessions to increase leisure participation by women and Black, Asian and minority ethnic communities, including women-only swim and exercise sessions, which have been designed to meet the demand highlighted within the demographics of local communities. Wherever possible, female lifeguards, group exercise instructors, managers and general assistants are used to monitor and lead these sessions in order to try to respect individuals religious and cultural requirements and to making the sessions more accessible for large areas of the local community which would otherwise be unable to attend. The effect of this approach is not known, and further analysis would help understand what barriers persist in take up of leisure services.

5.0 Equality Objective - Celebrating Our Diversity

5.1 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 have 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.

Galleries

5.2 The Council's Galleries have a strong record of delivering diverse events and recently as part of the Sarah Parker Remond Initiative - Manchester Art Gallery worked in partnership with local artists and pupils and staff from Loretto High School to produce a film based on the life and work of the Afro-American 19th Century slavery abolitionist, Sarah Parker Remond. Sarah made an extended visit to Britain in the 1860s and lectured at Manchester Athenaeum. This work seeks to be relevant to schools with significant minority ethnic enrollment and seeks to boost confidence, assurance and anti-racism and form the basis for future anti racist work. For this co-produced film see:
<https://youtu.be/yJZl5jFJBWs>

5.3 Platt Hall also facilitated a Take the Knee event in July 2021. Following this, it worked with local activists to deliver one of its Keep Connected sessions focusing on local anti-racism and how the museum, Platt Hall, can support anti-racism.

Events

5.4 Over the past 18 months, the City Council has supported Black, Asian and Ethnic Minority community event partners to navigate their way through the pandemic within a rapidly changing environment of regulations and guidance so that they could remodel to online content, facilitate socially distanced activities when they were permitted or to curtail their activities in good time to ensure the future viability of individual organisations.

- 5.5 In 2020, the Council's funding support was retained to enable Windrush Day, Caribbean Carnival, Manchester Mela, 1,000 Stories (a celebration of South Asian cultures including Afghanistan, India, Pakistan, Bangladesh, Sri Lanka, Nepal, Bhutan, Maldives, Bhutan, Maldives and Kashmir) and MACFest (Muslim Arts and Culture Festival) to follow through with their desire to deliver online programmes.
- 5.6 The first half of 2021 remained impacted by pandemic regulations for events and festivals and despite the cautious optimism generated by lifting lockdown, the position for Manchester's community events sector remains insecure as we move into the Autumn and Winter period. Whilst the Carnival organising group were able to deliver a scaled back event, 1000 Stories and MacFest will continue online. However, Manchester Mega Mela and Manchester Diwali Mela have taken the decision to withdraw from developing events this year and will concentrate on activity for 2022.
- 5.7 Manchester has grown International Mother Language Day to a three-day celebration of the diversity of the 200 languages spoken in the city. Over 5,000 people engaged with this year's events, including pupils from more than 35 Manchester schools, bringing communities together and highlighting the benefits of language and cultural diversity.

Libraries

- 5.8 The Council's libraries have always strived to represent the communities in which they are located. Directly as a result of the George Floyd murder and rise in the Black Lives Matter movement, libraries set up a staff group to discuss appropriate responses and matters around racism.
- 5.9 A programme of work has been produced that ensures services are diverse and representative of the communities of Manchester. Examples include:
- Production of a sticker to be displayed prominently in every library in the borough stating "Manchester Libraries against racism" including the Council logo
 - Ensuring the books in the libraries are diverse and representative, including the overhaul of the children's books in each library to ensure sufficient books contain characters who are Black, Asian and Minority Ethnic.
 - Ensure the activities and events program is diverse throughout the year, with strong promotion for example, International Mother Language Day is held every February to celebrate the diversity of languages in Manchester, the 2022 celebration will be the biggest yet.
 - In May 2021 Manchester Libraries were awarded Libraries of Sanctuary status. This is to signify that asylum seekers and refugees are given a warm welcome in all libraries and libraries will support them through information provision, activities and events and resources in a wide range of languages.

Black History Month 2021

5.10 Black History Month in October 2021 will be the biggest yet, with significant activity across Manchester Libraries. Every library will also have diverse book promotions and themed story times. Other planned activities include:

- Ahmed Iqbal Ullah Race Relations Resource Centre have been commissioned to run a number of activities themed around 40th anniversary of 1981 Moss Side uprising.
- Visual artist Tian Glasgow has been commissioned to deliver “an intergenerational communication project based around the area of Moss Side and it’s community; using the focal point of the Moss Side uprising and policing”.
- Shirley May creative writing/poetry workshops, responding to and learning about the 1981 Moss Side Uprising
- Young Identity to also run some creative workshops with older members of African Caribbean diaspora/community with a focus on responding to 1981 uprisings and the recent BLM protests.
- Black History as World History sessions focussing on a particular period of History (e.g. Ancient Africans, Empire, Windrush, Uprisings/BLM)
- Delivering an Uprisings film night at Central Library.

Support for the Windrush Community

5.11 Manchester has a considerable Windrush community and activity has taken place in the last few years in response to the Windrush scandal, ranging from community engagement and commemoration to information sharing and advocacy. Below are some examples of the types of work that have been delivered during that time.

5.12 The Council worked with representatives of the Home Office and Caribbean and African Health Network (CAHN) in July 2019 to promote a series of community engagement events, with the aim of promoting the Windrush Compensation Scheme. A report to Executive in September 2019 confirmed the decision for the Council to exercise its discretionary powers to reduce the liability of a liable person for Council Tax under section 13A (1) (c) of the Local Government Finance Act for people receiving payments from the Windrush Compensation Scheme (WCS).

5.13 This approach ensured that compensation payments made by the Home Office under the WCS and the Windrush Exceptional Payments Scheme should be disregarded for Housing Benefit (HB) purposes. In practice, there have not been any cases that have required this flexibility, but it remains an appropriate safeguard to have in place.

5.14 The Manchester Library Service marked the 70th anniversary of the Windrush landing with an Archives+ event, commemorating the contributions and achievements of the Windrush Generation and celebrating its impact on Manchester’s diverse identity. The Council has provided a level of support (£3k p/a) to the Caribbean and African Health Network (CAHN) to support a

Windrush Health Walk / Festival in 2019 and an online event in 2020. The well received event consisted of a variety of performances, speeches and presentations engaging the community and audience.

- 5.15 Windrush Day 2021 was marked by an online event was delivered by CAHN (Caribbean and African Health Network), with £3k contributed by the Council e to support that initiative, Event details here. Windrush Day – CAHN
- 5.16 Windrush Day continues to be promoted in the Council communications, both internally to raise awareness with staff of issues and events, and externally via social media campaigns to promote events and initiatives. In 2021 this included a statement by the Deputy Leader, Councillor Luthfur Rahman, where he publicly affirmed that “*Manchester stands with the Windrush Generation, and all who have been affected by governments lack of support*” Full statement: Deputy Leader's statement regarding the Windrush Generation | Manchester City Council

6.0 COVID-19 Impacts

Health

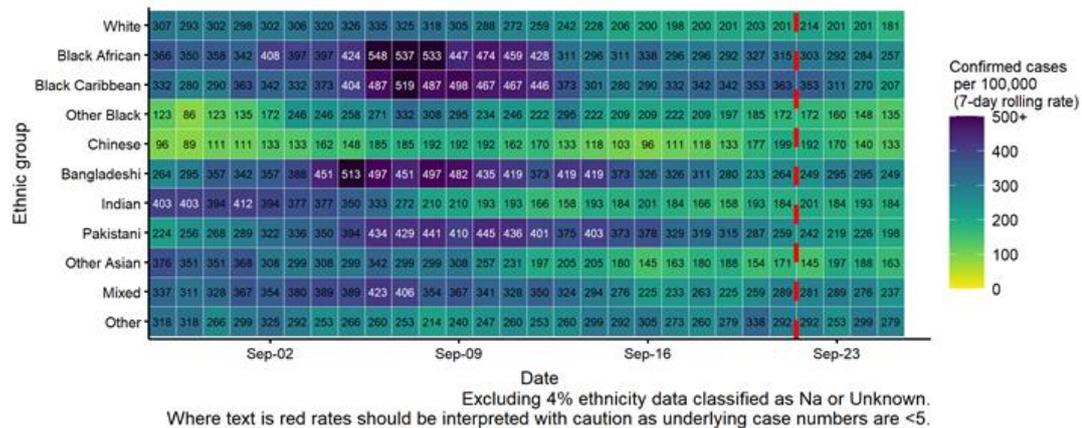
- 6.1 Below is an overview of some known impacts, of COVID-19 on our Black, Asian and Ethnic Minority Communities. Further details, analysis and planned activity will be in a report on Health Inequalities and COVID-19 Health Equity, going to Health Scrutiny Committee on 13th October 2021. That report will include case studies about work underway to address the health inequalities faced by Black, Asian and Ethnic Minority communities, and system partners will describe their planned activity. The report will be published Agenda for Health Scrutiny Committee on Wednesday, 13th October, 2021.
- 6.2 The Office for National Statistics (ONS) have published information over the course of the pandemic that provides clear evidence of how people from Black, Asian and other ethnic backgrounds have been disproportionately affected during the COVID-19 pandemic, both directly through risks associated with COVID-19 and indirectly through mitigation and protective population-level measures i.e. lockdowns, restrictions. Whilst further work is needed in Manchester to understand better the inequalities in case rates, what is known so far based on national datasets is that:
- Case rates were highest among the Pakistani and Bangladeshi ethnic groups during the second wave (1 September 2020 to 22 May 2021), whereas in the first part of the third wave (23 May 2021 to 25 July 2021) the White British ethnic group had the highest case rate.
 - Case rates were higher among people born outside of the UK in the second wave, whereas in the third wave case rates were higher among people born in the UK.
 - Throughout the pandemic, COVID-19 case rates were highest among people living in the most deprived areas and in urban areas.
 - In the second wave, case rates were higher in households from lower socio-economic backgrounds than in more affluent ones;

- in the third wave there was little difference between socio-economic groups other than that those who had never worked or were long-term unemployed had the lowest rates.

6.3 ONS analysis also indicates that people from most ethnic groups reported a deterioration in their mental health in April 2020 compared with 2019. Over a third (36%) of those from the Indian ethnic group and around a third (35%) of those from a Black, African, Caribbean or Black British ethnic group reported increased or persistent loss of sleep over worry, compared with less than a quarter (23%) of White British respondents.

6.4 Local data shows that over the course of the pandemic, just under 43% of confirmed cases of COVID-19 with a known ethnic group code in Manchester have been in people from an ethnic group. By far the largest proportion of cases in people from an ethnic group, were in Pakistani people (12% of all cases with a known ethnic group code). Note: These figures will be affected by differences in people’s willingness to record their ethnic group and, more importantly, by differences in uptake of the various testing options that are available.

6.5 The ‘heat map’ below shows ethnicity-specific 7-day rolling case rates per 100,000 population in Manchester over the period 29 August to 25 September 2021. In this type of chart, each square represents the case rate for a 7-day period. Darker squares indicate higher case rates and a darkening or lightening of the colour of each square indicates that the case rate is increasing or decreasing. Note: The red dashed line denotes the 4 most recent days for which data are provisional.



could be discharged. This may be linked to the presence of co-morbidities and the likelihood of being admitted at a later stage of infection when the risk of a poorer outcome was higher.

6.7 There are complex and varying reasons why people of Black, Asian and other minority ethnic backgrounds may be at an increased risk of poorer outcomes once infected with COVID-19, these are outlined in a report by Office National Statistics, Why have Black and South Asian people been hit hardest by COVID-19? - ONS Dec 2020 and includes:

- Higher rates of pre-existing health conditions in these communities.
- Increased risk of infection, mainly because they tend to live in urban areas, in overcrowded households, in deprived areas,
- Higher rates of reported poor mental health during the pandemic
- Work in occupations with higher risks of transmission.
- Higher likelihood that they may be born abroad and be unfamiliar with statutory or public services,
- Face cultural barriers, or language barriers when accessing services.

Economic impact of COVID-19 on ethnic groups across Manchester

6.8 In Manchester, there have been significant increases in the numbers claiming unemployment benefits in neighbourhoods with high proportions of ethnic minority group populations (UoM). It is difficult to gauge the full economic impact as Universal Credit data does not include any breakdown by ethnicity. Therefore, an understanding of what this now looks like Manchester's diverse communities is limited. Detailed below is what we know about the economic impact in Manchester with national or GM data used as an indicator where Manchester data doesn't exist.

- In Manchester, Black, Asian and Minority Ethnic men are approximately three times as likely as their White counterparts to work in the taxi trade. Research by the Runnymede Trust (2020) indicates that 32% of Black, Asian and Minority communities report loss of income as a result of the pandemic compared to 24% of White respondents.
- Pakistani and Bangladeshi communities both nationally and in Manchester are highlighted as being at heightened risk of economic vulnerability as a result of these groups constituting 30% of workers in shutdown sectors (hospitality, leisure, retail, tourism) prior to the onset of COVID-19.
- Analysis of the UK Household Longitudinal Study (UKHLS) Covid-19 survey indicates that migrants born abroad but living in UK from Black Asian and Ethnic Minority communities are more likely to have experienced job loss and are less likely to enjoy employment protection such as furloughing, compared to UK-born White British respondents.
- During the early part of Covid, national data showed that Black, Asian and Ethnic Minority workers' earnings had dropped by an average of 14% compared to a drop of 5% for White workers. Whilst Manchester data is not known, there is likely a similar pattern in the City given the factors mentioned above.

- In Manchester, there have been significant increases in the numbers claiming unemployment benefits in neighbourhoods, with high proportions of claims from people from Black, Asian and other ethnic minority backgrounds, they were also more frequently employed as key workers. Black people represented a strong majority of key workers across all quintiles of earnings distribution.

7.0 Additional Directorate and service networks updates

Growth and Development

- 7.1 The Growth and Development Directorate has a well-established and thriving Equalities group which includes race, racism and white privilege in its discussions. Members have joined the momentum created by the Black Lives Matter movement to initiate conversations with colleagues, managers and in team meetings.
- 7.2 The city centre team has participated in bespoke in-house pilot EqIA training designed to emphasise the importance of the thought process rather than being a 'tick box' approach.

Neighbourhoods

- 7.3 The Neighbourhoods Directorate has a well-established and thriving Equalities group which includes race, racism and white privilege in its discussions. Members have joined the momentum created by the Black Lives Matter movement to initiate conversations with colleagues, managers and in team meetings.

Children's Services

- 7.4 The Manchester Children and Young People's Plan highlights how agencies and organisations will work together with children and young people to ensure that they can enjoy a safe, happy, healthy and successful future. 2022 has been dedicated to children and young people; an ambition to be a UNICEF child friendly city by 2024.7.5 Many of our children and young people have been affected by inequalities related to race, ethnicity and colour. The murder of George Floyd and movements such as Black Lives Matter created conditions to allow children and young people to slowly start talking about an area within their lives which has been difficult to talk about in the past, that has raised lots of question marks for them. The quotes below demonstrate some of their experiences:

"Why do white people think its ok to treat me badly just because of my colour?"

"Society says young black lads like me behave in one way even if we don't. I get stopped by the police a lot and every time I see a police van my heart drops, it doesn't matter who I'm with or what I'm doing. I just expect I'm going to have to stop".

“I only realised after BLM that all my teachers were white and that most of the people who support me in different organisations are mainly white as well. What is that saying to young people of colour?”

- 7.5 Activity to support Manchester’s Children around racial inequalities includes:
- Young people’s reading groups with authors from diverse backgrounds
 - Provided young carers with the opportunity to offer their daily prayers whilst in school within the safety of their year group bubble
 - Provided support to Greater Manchester Police to help them write their strategy for youth engagement; we also delivered the ‘Our Manchester Experience’ to GMP sharing what children and young people had told us of their experiences with the police
 - Used creative methods to help children and young people elicit their views about racism and the overrepresentation of Black and Asian young men in prison through the production of a short video (Youth Justice)

Corporate Core

- 7.6 The core provides the central point of coordination for Equality, Diversity and inclusion across the Council. The City Solicitor is the SMT responsible officer for EDI and is currently introducing new governance arrangements to bring together all aspects of EDI from across the council, providing coordinated leadership and direction. Operationally the Equalities work is delivered by two teams – Talent and Diversity in HROD lead workforce equalities issues and the Equality Diversity and Inclusion Team lead on specialist advice and service delivery.
- 7.7 The Core recently launched a new Directorate Network being led by the Strategic Lead for Reform and Innovation. The network comprises volunteers and nominated representatives from across the Directorate. To date the group have reviewed workforce data and planned improvements; Communities data; and the Public Sector Equality Duty and Equality impact Assessments. Each service is currently in the process of identifying service specific EDI priorities which will inform a directorate action plan.

8.0 Conclusion

- 8.1 Equalities, inclusion and diversity, including issues of race and equalities, are a top priority for the Our Manchester Strategy and the Council’s Corporate Plan. This is also demonstrated in the breadth of current and planned activity in the City as outlined in this report. This ‘deep dive’ shows that even further action and commitment will be needed going forward to achieve the ambitions we have set for the Council and the City. There also needs to be an improvement in the intelligence and data that we hold. A Communities of Identity report in development by the Council’s EDI Team will use the new Census 2021 data to add valuable insight and knowledge about Manchester’s diverse population and enable a refreshed and updated evidence base to support decision making and effective service delivery.

8.2 The Council's SMT Lead for Equality, the City Solicitor, is convening a new Equality Leadership Group bringing together senior officers to have oversight and quality assurance of the delivery of the Council's Corporate Priority on Equality, Diversity and Inclusion with a focus on both service delivery and workforce equality, which will have a direct reporting line to the Council's Senior Management Team. This group will provide the support and infrastructure to ensure that continuous progress is made on this agenda.

9.0 Recommendations

The Committee is invited to consider and comment on the information provided in this report.