

Manchester City Council Report for Information

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

Summary

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

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

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

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

Recommendations

It is recommended that the Economy Scrutiny Committee:

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

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

Wards Affected: All

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

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

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

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

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

1.0 Introduction

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

2.0 Background

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

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

3.0 Manchester Context

3.1 The Impact of COVID-19

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

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

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

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

3.2 Housing - Manchester Context

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

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

five years find accommodation in the private rented sector¹. Migrants rely on the PRS because of its relative flexibility and ease of access. In Manchester evidence suggests many new migrants find rented accommodation through well-established cultural and community ties.

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

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

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

3.2.8 The Build Back Fairer report summarises that:

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

3.3 Work and Unemployment - Manchester Context

3.3.1 In the two decades before the COVID-19 pandemic Manchester achieved exceptional growth. The city saw very significant increases in the city's population and sustained economic growth, helped by major investment and strong partnerships. The city's assets, infrastructure, innovation, population and skills have enabled the city to be more resilient to the last recession than many other parts of the UK and have powered growth over the past decade.

3.3.2 Our economy has become more diverse, with digital, creative, technology and health-innovation businesses now thriving alongside more traditional sectors, such as financial and professional services. This economic growth, building on the strengths of our existing communities, has helped to encourage a younger, more diverse and higher-skilled population. However, now there is a new set of challenges that needs to be overcome.

3.3.3 Manchester is at a critical point, due to the combined challenges of the continued impacts of COVID-19, the UK exiting the EU, and the uncertainties in our well-established international relationships and trade.

3.3.4 Manchester is the sixth most deprived Local Authority area in England and consequently many neighbourhoods and communities in the city were less

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

- 3.3.5 Poverty in Manchester is a huge challenge and continues to have a significant impact on the life and outcomes of too many of the city's residents. This challenge is reflected in the number of children living in poverty with the End Child Poverty Coalition estimating that around 46,700 children (42%) in Manchester were living in poverty at the end of March 2020. This was discussed in the Manchester's Support for Families Living in Poverty Report which was presented to Economy Scrutiny on 9 September 2021 (see background documents for further information).
- 3.3.6 The scale of the challenge of poverty and unemployment has been further exacerbated in Manchester by the COVID-19 pandemic and its associated lockdowns and restrictions. The claimant count in Manchester (JSA and unemployed UC) increased 104% between March 2020 to March 2021 (from 17,740 to 36,100) and currently stands at 30,510 in August 2021. The initial spike in claimants came in the period March-May 2020 and then stabilised. In Manchester residents under 25 were initially the most severely economically impacted by COVID-19 however all age groups saw increases and the 25-49 age group is currently the most impacted. Unemployment increased in wards corresponding to areas with higher Black, minority ethnic populations.
- 3.3.7 Ethnic minority groups also faced disparities long before the onset of the pandemic. In GM all Black, Asian and minority ethnic groups have been found to be less likely to be employed pre-COVID-19 than White people. In addition to this people of Pakistani and Bangladeshi ethnic backgrounds (particularly women) have the lowest levels of employment in GM².
- 3.3.8 Job losses have been greatest in sectors that were most severely impacted by the COVID-19 restrictions and lockdowns including retail, hospitality, accommodation, leisure & tourism and personal care activities. Generally, these are sectors which employ more young people and people from Black and minority ethnic communities and tend to be lower paid and have a larger number of employees on casual contracts.
- 3.3.9 The Build Back Fairer report summarises that:
- Being in good work is usually protective of health while poor quality work, stressful jobs, and unemployment, particularly long-term unemployment, contribute significantly to poor health and low wellbeing and increase the risk of mortality. Manchester needs to ensure all jobs are of good quality as efforts to increase employment are introduced after the pandemic. The labour market situation before the pandemic influenced and impacted the labour market during the pandemic.

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

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

3.4 Transport and Active Travel Manchester Context

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

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

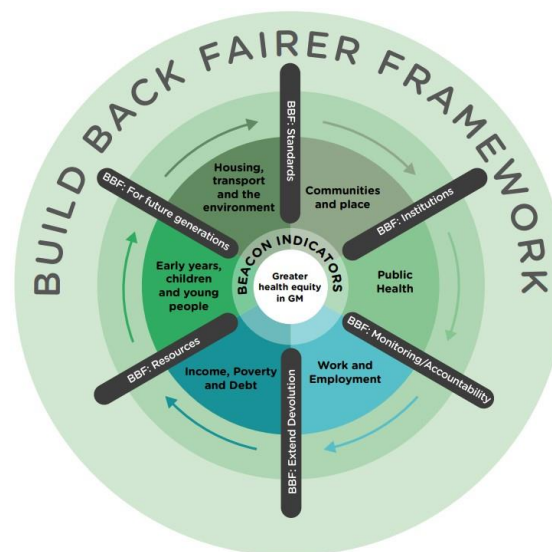
- 3.4.6 Manchester is also taking action to reduce the harmful levels of pollutants that exist in some areas of the city via the GM Clean Air Plan which includes the introduction of a Clean Air Zone by May 2022 under which non-compliant commercial vehicles will incur a daily charge to drive anywhere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

4.0 Marmot Report Framework and Recommendations

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

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

Figure 1: Framework for Building Back Fairer in Greater Manchester



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

1. Communities and places

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

2. Housing, transport and the environment

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

- 3. Early years, children and young people**
 - Prioritising future generations – with no young person without employment, education or training after they leave school.
 - Providing additional support for mental health in schools and workplaces and more mental health service provision for young people.
- 4. Income, poverty and debt**
 - Developing a minimum income level for healthy living, specific to the cost of living healthily in Greater Manchester.
 - Advocating nationally for this minimum income level to be the benchmark for wages and welfare payments.
- 5. Work and unemployment**
 - A stronger role for business in achieving social goals, including reducing health and social inequalities, by being good employers, having ‘equitable’ supply chains, investing in / contributing to communities, investments to be sustainable and healthy, and providing beneficial products and services.
 - Extending the positive impacts of public sector organisations, beyond their services.
- 6. Public health – including by:**
 - providing a guaranteed offer of universal access to public health / wider public services.

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

5.0 Manchester’s Response to the Recommendations

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

5.2 Housing Recommendations

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

Table 1: Manchester Response to the Marmot Housing Recommendations

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

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

5.3 Work and Unemployment Recommendations

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

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

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

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

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

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

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

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

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

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

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

7.0 Recommendations

7.1 It is recommended that the Economy Scrutiny Committee:

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