

Communities and Equalities Scrutiny Committee

Minutes of the meeting held on 12 October 2021

Present:

Councillor Hacking - In the Chair

Councillors Azra Ali, Shaukat Ali, Andrews, Chambers, Connolly, M Dar, Evans, Grimshaw, Hilal, Rawson, Sheikh, Wills and Wilson

Also present:

Councillor Rahman, Deputy Leader

Councillor Akbar, Executive Member for Neighbourhoods

Chief Superintendent Paul Savill, Greater Manchester Police (GMP)

Apologies:

Councillors Douglas, S Judge and Whiston

CESC/21/40 Minutes

Decision

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

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

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

The main points and themes within the report included:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Decision

To note the report.

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

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

The main points and themes within the presentation included:

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

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

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

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

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

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

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

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

Decision

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

CESC/21/43 Review of Leisure Recovery

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

The main points and themes within the report included:

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

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

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

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

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

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

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

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

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

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

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

Decision

To note the report.

CESC/21/4 Overview Report

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

Decision

To note the report and agree the work programme.