

Manchester City Council Report for Information

Report to: Communities and Equalities Scrutiny Committee – 10 October 2023

Subject: LGBTQ+ Communities Deep Dive

Report of: Joint Director of Equality and Engagement - NHS GM Integrated Care (Manchester locality) and Manchester City Council

Summary

This report explores the inequalities faced by LGBTQ+ communities and the support provided by Council services to improve access, experience, and outcomes. The report is structured around the Council's Equality Objectives and incorporates the Census 2021 data and other national sources of information to ensure a more accurate understanding of LGBTQ+ communities and where they face barriers in education, health, employment, and housing.

Recommendations

The Committee is recommended to:

- (1) Consider and comment on the information provided in the report.
 - (2) Support the approaches to working with LGBTQ+ communities and areas for further development outlined in the report.
-

Wards Affected: All

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

It is recognised that some resident groups in Manchester will potentially particularly benefit from advancement on the zero-carbon agenda. Improving conditions for Manchester residents by tackling our climate change ambitions helps create a more equal platform. More energy efficient housing, healthier households who are more active, safe and can access active travel and public transport will improve residents' lives. Reducing carbon emissions and improving air quality across the city will in turn help reduce health inequalities. Increasing and improving the quality, quantity and accessibility of green spaces and nature within the city will enable all people to benefit from spending time in nature, resulting in improved physical and mental health and wellbeing of residents. Manchester City Council is mindful of a just transition to achieving its zero carbon ambitions and is conscious of not creating new forms of inequality and poverty and ensuring everyone benefits from the progress being made.

Equality, Diversity and Inclusion - the impact of the issues addressed in this report in meeting our Public Sector Equality Duty and broader equality commitments

The Public Sector Equality Duty under the Equality Act 2010 requires public authorities to publish equality objectives and report on them. Manchester City Council's equality objectives are: Knowing Manchester Better, Improving Life Chances and Celebrating Our Diversity. This report looks at the work done with communities and community organisations to address these objectives.

Manchester Strategy outcomes	Summary of how this report aligns to the OMS/Contribution to the Strategy
A thriving and sustainable city: supporting a diverse and distinctive economy that creates jobs and opportunities	Reporting on progress against our Equality Objectives is part of our legal requirement which provides assurance that the Council has due regard for advancing equality and addressing inequalities in all aspects of its service delivery. We recognise that the diversity of our city is a strength which we can build upon in terms of developing a sustainable economy. However, we also recognise that we need to ensure that we have a real focus on enabling people who experience the greatest inequalities to benefit from our economy. Our report sets out how we are tackling inequalities and engaging with our LGBTQ+ communities across a range of areas.
A highly skilled city: world class and home grown talent sustaining the city's economic success	Our report describes our commitment to ensuring that we support Manchester people to progress, build their skills and have access to opportunities through targeted approaches to addressing known inequalities
A progressive and equitable city: making a positive contribution by unlocking the potential of our communities	The recommendations section of the report outlines ways to continue to develop our community engagement practices.
A liveable and low carbon city: a destination of choice to live, visit, work	The report sets out our approach to valuing diversity and ensuring that we develop an inclusive culture across services, events, and the strategies that support the liveable and low carbon outcome.
A connected city: world class infrastructure and connectivity to drive growth	The report describes how we recognise the structural and systemic barriers that many people in our city experience linked to their protected characteristics and that we need to remove them to ensure equitable access to all that the city has to offer.

Full details are in the body of the report, along with any implications for:

- Equal Opportunities Policy
- Risk Management
- Legal Considerations

Financial Consequences – Revenue

Not Applicable

Financial Consequences – Capital

Not Applicable

Contact Officers:

Name: Sharmila Kar
Position: Joint Director of Equality and Engagement – NHS GM Integrated Care
(Manchester locality) and Manchester City Council
Telephone: 07811 982287
E-mail: sharmilakar@nhs.net

Name: Fiona Ledden
Position: City Solicitor
Telephone: 0161 234 3087
E-mail: fiona.ledden@manchester.gov.uk

Name: Barry Young
Position: Equalities Specialist
E-mail: barry.young@manchester.gov.uk

Name: Michelle Wheeler
Position: Equalities Specialist
E-mail: michelle.wheeler@manchester.gov.uk

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.

- References and relevant links are listed in Appendix 1.

1.0 Introduction

- 1.1 This report outlines how LGBTQ+ people in Manchester, including residents, visitors and community organisations, are supported by Council services to improve their experiences and outcomes.
- 1.2 This report is one aspect of our commitment to understanding our communities better by providing examples of how marginalised communities interact and engage with Council services and their partners. Other deep dive reports have been produced which offer a snapshot of the experiences of marginalised communities in Manchester.

2.0 Background

- 2.1 The report uses data from Census 2021 alongside LGBTQ+ people's experiences (shared via focus groups and surveys). The report includes case studies outlining commissioned services specifically supporting LGBTQ+ people and instances of community engagement which build on those in the recent Communities of Identity report.

3.0 Main issues

- 3.1 Strategic context
 - 3.1.1 Several key strategies and plans have been published recently which aim to make Manchester more equitable, including the Our Manchester Strategy, Making Manchester Fairer, and the Anti-Poverty Strategy.
- 3.2 Intersectional approach to inequality
 - 3.2.1 An intersectional approach asks that we pay attention to how barriers faced by LGBTQ+ people interact with other identities to marginalise particular groups further. This approach avoids group generalisations and attends to within-group differences. Identifying the impacts of inequalities in this intersectional manner is key to removing barriers and advancing equality.
 - 3.2.2 We are committed to using the Census 2021 and other data about our residents in an intersectional way. This data analyses needs to be reinforced by ongoing, culturally competent approaches to ensuring that communities of identity influence the design and delivery of services. This data and lived experience evidence will ensure that we can provide targeted and appropriate services.
- 3.3 Insights into our communities
 - 3.3.1 The report highlights recent data sources, alongside Census 2021, which provide insight into how LGBTQ+ residents face additional barriers in their daily lives and outcomes. The report analyses these in relation to housing, education, employment, and health.

3.4 Key learning and areas for development

3.4.1 The report identifies areas of good practice and further development, which we hope will enable delivery of services in a more targeted, effective, and culturally proficient way. The examples in the report are not an exhaustive list and further work is underway to evaluate the effectiveness of our approach to community engagement.

4.0 Recommendations

The Committee is recommended to:

- (1) Consider the progress made to date on delivering our Equality Objectives and comment on the information provided.
- (2) Support the approaches to working with communities and areas for further development outlined in the report.