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MANCHESTER CITY COUNCIL

HOW WE MET OUR PUBLIC SECTOR EQUALITY DUTY IN 2023-24

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Contents

1. Purpose of the report
2. About Manchester and the Council
3. Our Equality Objectives
4. Progress Update 2023-24
5. Conclusion and future focus
6. Appendix

1. Purpose of the Report

The purpose of this annual report is to provide evidence as to how Manchester City Council has complied with the Equality Act 2010 and its specific duties. The council is committed to advancing equality of opportunity through its service provision, as an employer, a commissioner and when working in partnership.

The public sector equality duty (PSED) is a requirement under the Equality Act 2010 and states that public bodies should consider equality across their work. It is supported by specific duty obligations, which requires Manchester City Council to publish equality information each year to demonstrate how the requirements of the PSED are being met. Public bodies also need to publish one or more equality objectives, which should be specific and measurable and updated on a cycle of no more than four years. The specific duty obligations are intended to support public bodies to be more transparent about their work on equality.

The Equality Act 2010 provides the basic framework of protection from discrimination, victimisation and harassment and came into force on 1st October 2010.

From 5th April 2011, under section 149 of the Act, 'the Public Sector Equality Duty' (or "general duty") came into force, requiring us (the Council) to:

- Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by or under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The general duty is supported by two "specific duties" which requires us to:

- Publish information to show compliance with the equality duty every year. For example, information in relation to the protected characteristics of employees and people who share a relevant protected characteristic who are affected by our policies and practices.
- Publish specific and measurable equality objectives at no more than four years from the date of first publication.

This report is designed to demonstrate the council's compliance with the PSED. It does this by:

- Providing examples of eliminating discrimination, advancing equality, and fostering good relations across council services linked to our published equalities objectives.

In summary, this means that we must consider the impact that our actions have on equality and that we are furthering the aims set out in the law; how our policies/ procedures impact upon equality; how we consider the ways in which we can alleviate any potential negative impacts and ensure that access to our services remains fair and equitable.

This report does not seek to capture everything that is undertaken in relation to Equality, Diversity, and Inclusion. Instead, it highlights some of the key achievements during 2023-2024 and areas for further development.

2. About Manchester and the Council

Manchester has been at the forefront of championing equality and diversity for decades, we have had an ongoing commitment to equality and making services, facilities and opportunities fair and inclusive. Manchester is a great city, but not all residents have the same opportunities to reach their full potential. This results in wide ranging inequalities and preventable gaps between citizens with better and worse life chances.

A key priority for Manchester has always been tackling inequality of outcomes, disadvantage and discrimination. We're nothing without our people, who have always dared to be different and think differently. After all, it's the people who make Manchester one of the greatest cities in the world and it is our diversity which has made us a successful, growing and connected city. However, we also know that discrimination, structural and institutional bias and barriers are among the most detrimental determinants of health and wellbeing. Without aiming for equity within our public services, we will continue to incur unnecessary excessive costs to our citizens and to system resources. Without creating the conditions for diverse and inclusive leadership, workforce and talent to flourish at all levels, we will lack the insight and ability to deliver to our diverse community's needs.

Equally, we need to ensure that our services meet the needs of our increasingly diverse city and that we take action to address known inequalities for different people in our city. By supporting those who need it most, we continue to raise the standards and aspirations for all groups in Manchester, to make the most of the city's opportunities. This equity approach is in keeping with the spirit of social justice that is alive in Manchester.

Manchester was ranked the sixth most deprived local authority in the country in the 2019 Index of Multiple Deprivation. Figures from the End Child Poverty Coalition in June 2023 show that 44.7% of children in Manchester live in poverty. Of the 282 neighbourhoods (lower layer super output areas or LSOAs), 159 were among England's 20% most income deprived. We also know that some communities in Manchester are more severely affected by poverty,

Manchester remains committed to tackling inequalities and to work to reduce or eliminate discrimination. Equity is a core theme of the Our Manchester Strategy

because there has been a recognition that more needs to be done to support groups most adversely impacted by poverty. A focus on equity asks that we take a step further to not only improve outcomes for all residents across all of Manchester compared to other parts of the country, but that we also need to do more targeted work with certain groups or communities who may need further support to improve outcomes. Taking a targeted approach for specific groups most severely affected by poverty also has positive knock-on effects for all groups in the city.

The Council is one of the largest employers in Manchester with over 7,800 employees. The Council is made up of 5 directorates that deliver a range of services to residents across the city.

- Adults
- Children's
- Corporate Core
- Growth & Development
- Neighbourhoods

Manchester City Council is a commissioner and service provider, working closely with strategic partners and other local organisations. This puts it in an ideal position to play a significant role in leading the way to ensuring that everyone in society has opportunities available to them, is treated fairly and is made to feel like they belong.

We know we could do more to make sure that our staff reflect the diversity of our city and that if we do that, then we will make better decisions, deliver better services and connect the city council more closely to our residents.

The Our Manchester Strategy, set out a vision for 2025 of Manchester as a world class city which is:

- Thriving and Sustainable City– with great jobs and the businesses to create them
- Highly Skilled – full of talent both homegrown and from around the world
- Progressive and equitable – a fair city where everyone has an equal chance to contribute and to benefit
- Liveable and low carbon – a great place to live with a good quality of life: a clean, green and safe city.
- Connected - both physically, with world class transport, and digitally, with brilliant broadband.

Our headline messages from the Office for National Statistics (ONS) release of Census 2021 data for the city of Manchester relating to race and ethnicity, religion, national identity and language is highlighted below. In total, 521,000 people usually residing in Manchester responded to the 2021 Census. After making various adjustments, ONS estimate that the population of Manchester on Census Day (21 March 2021) was 552,000, a difference of 31,000 people. This data and what this means will be further explored in the Communities of Identity report later in the year.

On each of these categories, the Census demonstrates the further increases in the diversity of the city's population during a decade of rapid change and unprecedented challenges. For example:

- **Ethnicity:** Our Black, Asian and other ethnic minority population has increased from 33.4% to 43.2%, including an increase in all Asian ethnic categories from 17.1% to 20.9%, and an increase in all Black ethnic categories from 8.6% to 11.9%.
- **National identity:** 77.2% of residents most identified with one of the various British categories, down from 83% in 2011.
- **Language:** 89% (191,800) of households have at least one person who can speak English as their main language. Around 4% (21,400) of residents said they cannot speak English well or very well. Across the city, 94 languages are spoken with the highest numbers being Urdu, Arabic and Polish
- **Religion:** The Christian population has decreased from 48.7% to 36.2%, Muslim population increased from 15.8% to 22.3% and those identifying as 'no religion' increased from 24.7% to 32.4%

The 2021 Census in England and Wales asked about sexual orientation and gender identity for the first time. Nationally, 89.4% of respondents identified as straight or heterosexual. Around 3.2% identified as lesbian, gay, bisexual or another sexual orientation (LGBTQ+). In Manchester that figure was 6.6%. 93.5% of residents said that their gender identity and their sex registered at birth were the same. Nationally around 0.5% said their gender identity and sex registered at birth were different, with 48,000 people identifying as 'trans man' (0.1%) and another 48,000 (0.1) % identifying as trans woman'. 118,000 (0.2%) did not provide a written response. A further 30,000 identified as non-binary and 18,000 wrote that they had a different gender identity. In Manchester those figures were 0.45% (different from registered at birth but not specified) trans man 0.17%, trans women, 0.17%, non-binary, 0.16% and other gender identities 0.07%. Council and partner services have used the Census data alongside our own intelligence to help plan services, better understand our population and use Our Manchester approaches to align services with the communities that they serve.

3. Our Equality Objectives 2020-24 (See Appendix 1)

Setting equality objectives is an important way for us to show our commitment to equality, diversity and inclusion. Our equality objectives help us to describe the things we'll do to support Manchester's vision to be a progressive and equitable city.

We set three equality objectives for 2020 - 2024, each with a set of indicators that described in more detail what we would focus on to ensure that we are making progress. The objectives will last until March 2024 and we have kept track of where we are up to annually, updating the aims as we have made progress.

Use the links in the subheadings to read our equality objectives in full and the indicators designed to allow us to track progress in these areas:

3.1 [Objective 1 - Knowing Manchester Better](#)

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

3.2 [Objective 2 - Improving Life Chances](#)

We want everyone living in Manchester to have a good quality of life and equal chances. We aim to remove disadvantage and prejudice from people's lives and make sure that everyone has access to the services and opportunities that will help them to fulfil their potential. We know that for some groups in Manchester this is not already the case, and we will work with our partners to take a positive approach to removing inequalities. Embedding programmes of work to enable the Council's workforce to be more reflective of the communities it services is a key priority within this objective. Specifically, we will increase the proportion of Black and Asian minority ethnic and disabled people in the Council's workforce overall and in particular, within our senior leadership team.

3.3 [Objective 3 - Celebrating Our Diversity](#)

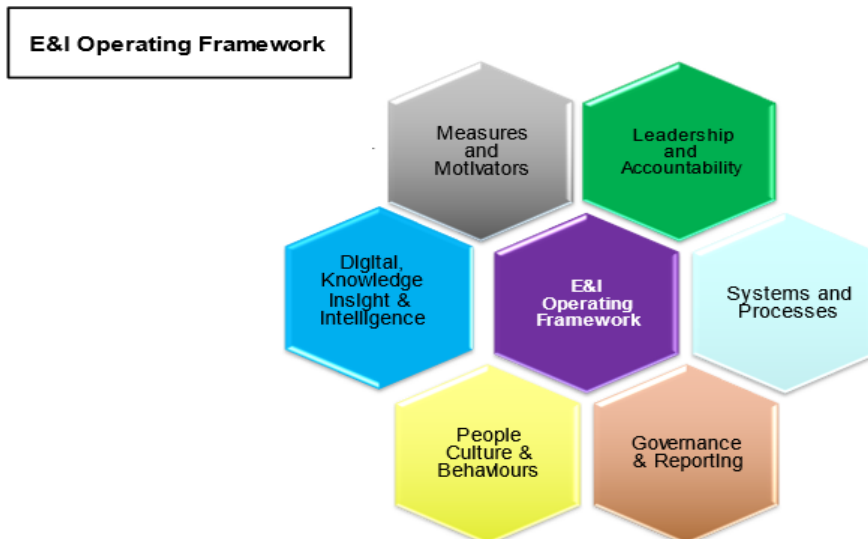
Manchester's commitment to equality and diversity is part of its fabric; the city has championed equality for generations and has been home to a number of inclusion figureheads. We have a thriving and increasingly diverse population with a wealth of characters, cultures, and contributions. The city has much to celebrate, be that its past, present, or future. We've achieved a lot by working with our different communities to promote their identities and achievements. We will maintain and build on that, going even further to celebrate Manchester's diversity. The EDI team have worked with communities and partners across the city to deliver events such as Black History Month, International Women's Day, Pride and Holocaust Memorial Day. Service delivery also includes working with communities and partners to understand Manchester citizens and provide targeted support to those who experience inequalities linked to their protected characteristics, care leavers, carers and veterans.

4. Progress against our Equality Objectives in 2023-24

Manchester City Council is a commissioner and service provider and one of the larger local employers in the area, working closely with strategic partners and other local organisations. This puts us in an ideal position to play a significant role in leading the way to ensuring that everyone in society has opportunities available to them, is treated fairly and is made to feel like they belong.

Every year we show our collective progress towards our strategic goals through the [State of the City report](#). This latest report represents an analysis of our progress towards the vision and objectives outlined in the Our Manchester strategy up to 2025, focusing on the progress since the 2015 baseline and outlining the impact the Covid -19 pandemic has had on our city. In the summer of 2020, the Our Manchester strategy priorities were reset for the five years to 2025, acknowledging-but looking beyond – current challenges, to ensure the city achieves its ambition. Theme three, ‘A progressive and equitable city’ sets out areas of progress made towards achieving this aim. The urgency of this has been exacerbated by the pandemic, which has disproportionately affected some of the most already disadvantaged communities. The Council’s focus on reducing inequalities is now more important than ever. We have highlighted some key areas of work that the council has embarked on to advance equality and address inequalities in collaboration with partners across the city.

Key to delivery will be strengthening our approach by embedding equalities and inclusion through our operating framework, which includes the building blocks outlined below.



- Leadership and Accountability – Inclusive, representative, and accountable decision making with leaders open to ideas and challenge on addressing inequalities. Increasing the impact of policies to reduce inequality by promoting better use of evidence in developing policies and measuring impact and working with clear performance goals and quality indicators for addressing inequalities.
- Systems and Structures - Structures that enable greater accountability, partnership working and delivery of services that more closely meet the diverse needs of our communities and people. e.g. A single robust and harmonised equality impact assessment framework with a focus on delivering mitigation actions, working closely with governance and other functions to ensure that equality and human rights check, and challenge is integrated into our design, assurance and approval of the policies and practices at the right places and at the right time.

- Governance and Reporting – Further strengthening of governance mechanisms with clarity on who has authority to make decisions along with transparency and assurance for how inequality is being addressed and outcomes measured.
- People, Culture and Behaviours – Creating a sense of belonging in our organisations with support for continuous development, attracting and retaining talent, a diverse workforce, and fostering confident leaders on equality and inclusion, thus supporting the delivery of the workforce equality strategy.
- Digital, knowledge and Insight - The way we manage and use our data and intelligence to support the development of our policies and practices and improve access, experience & outcomes decisions made using the best available data and intelligence. Using data to drive continuous improvement and engagement and involvement with our communities.
- Measures and Motivators - Performance indicators and success measures linked to external standards and benchmarks (learning from other sectors e.g. the NHS Workforce Race and Disability equality standards), education and training metrics that measure the impact on addressing of inequalities. Qualitative measures with a greater focus on equalities monitoring and strengthening the importance we place on feedback from people employed by us and communities accessing our services.

In 2023/24 we have refreshed our Equality Impact Assessment (EIA) approach, to make it more dynamic and interactive and to encourage services to embed equality considerations from the initiation stage of changes or new developments, as well as strengthening the recording of how consultation has taken place with representatives from within communities. The Council continues to consider additional priority groups as part of the impact assessment, in addition to those protected by the Equality Act 2010 (the Act). These additional priority groups reflect a greater breadth of inequalities than those addressed by the Act, and touch upon the provisions of Section 1 of the Act, the Socioeconomic Duty (which was not enacted). The additional priority groups are:

- People experiencing homelessness
- Carers
- Care experienced people and care leavers
- Current and former Armed Forces personnel and their families
- People living in poverty

We have also updated our data monitoring standards this year. Data collected in an inclusive way will accurately identify patterns and gaps in services and will monitor improvements. We will support the workforce in improving their knowledge and confidence in asking about protected characteristics to improve data collection, but also to build trust so that communities feel more comfortable sharing information and understand why it is important to do so.

As we move forward, we are committed to continue to develop and further these advances.

Knowing Manchester Better

Whilst the State of the City report and analysis of the 2021 Census data inform the delivery of our Equality objectives, we have recognised the need to take an intersectional approach to analysing and acting upon the data and to take a more targeted approach to address inequalities experienced by some people in the city linked to their protected characteristics and socio-economic status.

An intersectional approach asks that we pay attention to how particular identity markers interact with other identities to marginalise particular groups further. This approach avoids group generalisations and attend to within-group differences.

Communities of Identity

As part of our strengthened equalities operating framework, we have produced a report on our Communities of Identity presented to our Communities and Equalities Scrutiny Committee in September 2023 ([Public Pack](#)) [Agenda Document for Communities and Equalities Scrutiny Committee, 05/09/2023 14:00 \(manchester.gov.uk\)](#). We define this term as:

‘people who share particular characteristics connected to their heritage, belief system or identities, that contribute to interactions in their day-to-day lives: for example, they could be racially minoritised communities, faith groups, disabled people, older people, trans and nonbinary people.’

We have focused on those communities who experience greater or more entrenched inequalities in key areas of policy and practice as evidenced by data and community insight. The focus was on disabled people, older people and communities who experience racial inequalities.

In identifying certain groups to focus on in a report like this, we wanted to highlight some of the systemic reasons behind the barriers faced by communities of identity within the city. In addition, we wanted to outline some specific issues and opportunities where further consideration can be given to ‘due regard’ in line with the Public Sector Equality Duty which includes:

- removing or minimising disadvantages suffered by people due to their protected characteristics
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

In the report, you will find examples of how communities in the city are informing and influencing our policies and practices. You will read about small and large-scale initiatives being driven and delivered by the Council, the voluntary sector including grass-roots organisations and other public service providers to address our specific

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challenges in Manchester. We must acknowledge the vital importance of the community infrastructure within Manchester and Greater Manchester, which exists to highlight and support minoritised and marginalised communities in the city. The examples shared here are built on strong relationships with such organisations and could not succeed without them.

We are improving our ability to know our communities in greater depth through a place-based approach. We know that a deeper understanding at ward-level of what helps people feel connected to and well-served by the place in which they live can help advance and embed our equality objectives. Some of the examples showcased here offer a truly place-based approach. We recognise that we are on a journey and there is more to do because barriers still exist in engaging with some of our marginalised communities across the city, and thus the influence those communities can have in sharing their voices and developing a trusting relationship with an institution like the Council.

LGBTQIA+ 'Deep Dive' report

We followed on from our exploration of Communities of Identity to focus on one of the protected characteristics groups, for which a study of this scale and consideration had not been carried out previously by the Council. A report was presented to Communities and Equalities Scrutiny Committee in October 2023. ([Public Pack\) Agenda Document for Communities and Equalities Scrutiny Committee, 10/10/2023 14:00 \(manchester.gov.uk\)](#))

Discriminatory practices, legislation and socio-cultural norms continue to marginalise and exclude LGBTQ+ from education, health care, housing, employment and occupation, and other sectors. This environment of exclusion leads to inequality of opportunity and of access to resources.

Public services in the broadest possible sense should be LGBTQIA+ inclusive and acceptable. All people, regardless of their gender identity or sexual orientation should be supported to reach their full potential. The Council is committed to addressing inequality and advancing equality in the discharge of our duties.

Social inclusion requires dismantling all structural policies, processes and procedures that excludes sexual orientation and gender identity or expression, and that negates a person's identity. It also requires urgent measures to dismantle the systems of repression that enforce the idea that diversity in sexual orientation and gender identity is somehow harmful to society, that LGBTQIA+ people are somehow disordered or that their identities are invalid.

We recognise that we are on a journey and there is more to do because barriers still exist in engaging with LGBTQIA+ communities across the city, and thus the influence those communities can have in sharing their voices and developing a trusting relationship with the Council need to be removed. The case studies and feedback

included in this report echo other work done around best practice in effective and culturally competent community outreach and engagement. Some of the opportunities for development and collaboration given here are building on good practice taken from the engagement and co-production projects aimed at other marginalised groups. If services supporting LGBTQIA+ people are offered the right support, structures and funding to incorporate these approaches into their provision, we will be able to offer more targeted, tailored services reaching the right people at the right time.

Manchester City Council has issued a statement on our commitment to providing a trans and non-binary inclusive workplace as part of this work. [We are a trans and non-binary inclusive workplace | Our commitment to being a trans and non-binary inclusive workplace | Manchester City Council](#)

Improving Life Chances

[Making Manchester Fairer](#), is the city's five-year plan to tackle health inequalities. There are eight themes in the plan. Six of these are themes or facts that are frequently highlighted as having an effect on health and wellbeing.

The action plan is centred on the principle of 'proportionate universalism', which recognises that we need an approach for the whole city, but at a different scale and intensity depending on the need in each particular part of the city or community. So rather than giving everyone the same thing, it's about how you make sure that people have what they need to achieve their best health. That may be something different, or it may be something more, depending on what they need specifically for their health. This is called health equity.

The action plan identifies eight themes that we need to focus on to tackle health inequalities and each theme has around six actions committed to it. In addition, a number of 'Kickstarters' are being delivered; funded projects that exemplify the principles of Making Manchester Fairer. This is a broad and ambitious plan, and the following provides just a small number of highlights from 2023/24 from the work being delivered under the plan:

1. Children and Young People

Commencing delivery in 2023, the Children and Young People's Kickstarter focuses on two key inequalities: the achievement of 'Good Level of Development', which is worse for children in more deprived areas and where English is a second language and young people's wellbeing, which is lower in some of the city's most deprived wards.

2. Poverty and Debt

In early 2023 the Anti-Poverty Strategy was formally integrated into the governance and delivery framework for Making Manchester Fairer. The strategy covers the period 2023-2028 and contains 53 actions across 12 priorities and 4 themes with an external

organisation commissioned in September to convene an Anti-Poverty Insight group. This will bring the views of people with professional and lived experience of poverty into the governance of the work.

3. Employment and Skills

This focuses on supporting people with health conditions into 'good' work through holistic and integrated health and employment support services with a focus on communities who experience racial inequalities.

4. Preventing Illness and Early Death

This theme is focused on addressing health inequalities in relation to long term condition diagnosis and management and includes work to improve heart health within Black African and Caribbean communities.

5. Housing and Homes

Manchester's Homelessness and Rough Sleeping Strategy 2024-27 was launched for consultation in September. The new strategy places greater emphasis on tackling inequalities and the links between housing and health outcomes, recognising that poor-quality housing is harmful to physical and mental health and widens health inequalities, and that unaffordable housing contributes to poverty and can lead to homelessness.

6. Places, Transport and Climate Change

Delivery of the 'In Our Nature' programme by the Manchester Climate Change Agency helps achieve our aim to listen to local people to support the decarbonisation of transport.

7. Tackling systemic and structural racism and discrimination

Through this theme we aim to improve outcomes for communities experiencing racial inequality by enabling staff to take action to address systemic racism and discrimination.

8. Communities and Power

We recognise the need to increase our understanding of the strengths and needs of communities and neighbourhoods through the way that we involve and engage. By focusing on communities and power, we concentrate on what really matters to our local communities and residents, so that they are heard and influence what we do. This includes acting on the voices of those who are often less heard.

Community Health Equity Manchester (CHEM)

CHEM was originally set up in 2020 to inform our response to COVID-19, and the widening impact gap on different communities. Members are now having broader discussions around the indirect consequences of the pandemic and broader social, health and wellbeing priorities for their communities. They have been and will continue to be vital in delivering our vaccine equity commitment CHEM has evolved to provide a systemwide infrastructure for strategic engagement with minoritised or underserved community groups in Manchester to enable health equity. The purpose of CHEM is to act as a conduit and to build trust between these communities and statutory organisations, as well as to amplify and share community voice and insight.

This then enables a collaborative and partnership approach working with communities.

The strategic group aims to achieve its objectives through collaborative whole system working, influence and advocacy as well as direct actions through its programme of work. The Covid Health Equity Manchester (CHEM) group is a good example where these improvements have built critically important trust with our communities and key stakeholders and therefore realising positive results. The CHEM programme through targeted engagement grants and the Sounding Boards have become a critical part of our system infrastructure for addressing health inequalities, even more so in light of 2021 census data for Manchester.

Representation covers groups and communities; disabled people including people with learning disabilities, communities experiencing and impacted by racial inequality, inclusion health groups (gypsies, Roma, travellers, asylum seekers, refugees, migrants, sex workers), people or groups that experience multiple forms of discrimination which intersect or combine (intersectionality). This will be kept under review based on emerging and evolving understanding of our communities. We are currently establishing an LGBTQ+ group. It is important to note the needs of other at-risk groups e.g., people who are homeless, older people, are being addressed through other workstreams.

The main functions of the Sounding Boards are to:

- Bring together a group of people that can act as a voice for their communities.
- Give the communities they represent a voice in the development and delivery of CHEM's programme of work.
- Identify and share what the priority issues and concerns are for the communities they represent.
- Share their views on statutory sector initiatives and activities that impact their communities based on their first-hand experiences and the experiences of people that they connect with.

Our Manchester Voluntary and Community Sector (OMVCS)

The 2023-26 OMVCS programme is a refresh of the 2018-22 programme. It aims to reflect changes and impacts linked to Covid and Cost of Living crises, increased

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demand on the sector and the themes of the Our Manchester reset (Our Manchester: Forward to 2025). The purpose of the programme is:

“To sustain and support a healthy and thriving local voluntary sector in Manchester, so that it can continue to support the city’s residents and focus on what the sector excels at.”

The programme has three aims which applicants were invited to align their bids against, which support:

- equality and inclusion
- health and wellbeing
- poverty action

It builds in measures to reflect Council commitments around zero carbon and the Real Living Wage agendas. It also includes priorities to increase funding to organisations and activities in North Manchester and Black Asian and Minority Ethnic led and/or focused organisations, compared to the 2018-22 programme.

The OMVCS fund operates on a budget of £7.2 million over 3 years (£2.4 million a year). Running alongside this in 2023-2025 is the Supporting Communities Fund. This fund of £1 million in each of the two financial years supports place based VCSE organisations, such as community hubs and good neighbour groups, to deliver wide-ranging activities which includes ones which contribute positively to the cost-of-living crisis.

There are 60 VCSE organisations supported across these two funding programmes.

5. Conclusion and future focus

Whilst we have described some good progress around how we are advancing equalities and addressing inequalities within this report, with examples of the approach that we are taking, the scale of the challenge is enormous. However, it is not intractable and we know that real change happens in tangible joined up work. We need to tackle injustice and inequity facing our workforce and ensure that addressing inequality and embedding inclusion is fundamental to our ways of working.

We will build on opportunities such as the creation of the Greater Manchester Integrated Care System and the Manchester Integrated Care Partnership to draw collective strengths together. We also need a sustained focus to support the work of the City Council to deliver not just its statutory equality objectives; but more importantly ensure that responsibility for tackling inequalities sits at every level, from senior leaders to place-based partnerships and in partnership with our Voluntary and Community sector and the people of our city.

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We are currently refreshing our Equality objectives for 2024- 2028 and will report against them in next year's report.

Appendix 1: Manchester City Council Equality Objectives 2020 - 2024

Objective 1 – Knowing Manchester Better

We will work with Manchester's citizens and our partners in the public and voluntary sectors to increase the quality of the information, knowledge and understanding we have about Manchester's diverse communities. This will allow us to work together to support 'community cohesion' – people from different backgrounds getting on well together in the local area and treating each other with respect and consideration – and make sure we develop policies and provide and commission services that meet everyone's needs.

We have four aims to support this:

Aim 1: Improve the way we get to know our communities and the people who are using our services and engaging with us. We want to understand how our work affects people's satisfaction with life in Manchester, and whether people from different backgrounds get on well together. We will get better equality information to help us understand how what we do affects equality in Manchester, and to develop approaches that improve everybody's outcomes.

Aim 2: Involve a wide range of people and organisations in developing and reviewing our work on equalities, strengthening our relationships with our partners and benefitting from the strong links that our voluntary sector partners have with Manchester's communities.

Aim 3: Influence government policy and the decisions made nationally about equality monitoring, research, information that is gathered about people and how it's used. We'll share information with our partners in the public and voluntary sectors and use their knowledge to better understand our communities.

Aim 4: Use our growing and shared knowledge of Manchester communities with our partners, to make sure we have a joined-up way of analysing how all the big changes in the city affect different communities.

Objective 2 – Improving Life Chances

We want everyone living in Manchester to have a good quality of life and equal chances. We know that for some groups in Manchester this is not the case. We will take a positive approach to removing inequalities.

We have four aims to support this:

Aim 1: Improve the health and wellbeing of all our residents and increase the life expectancy of Manchester people, by making sure they get better health and social care. We'll do this by working with our partners to join up and improve health and

social care services, and make sure all people get the support and information that they need in the right way for them. We will increase the proportion of adults participating in sport and leisure activities to improve their own health and wellbeing.

Aim 2: Improve the life chances and increase the aspirations and achievements of all Manchester children and adults in education, making sure that the right support is in place to make access to a good education and pathways into employment attainable for everyone. We will reduce the percentage of children living in workless or low-income households by supporting more troubled families into work.

Aim 3: Provide volunteering, apprenticeship, and training opportunities in the city, working with our public and voluntary sector partners to do this and influence other organisations to do the same. We will increase the number of volunteer hours worked in the city and raise the median average annual earnings of Manchester's working people. Manchester residents will be paid at least the real living wage.

Aim 4: Take a joined-up approach with our public and voluntary sector partners to raise awareness of hate crime and help people feel more confident to report it. We will increase the number of places where people can report hate crimes and make sure organisations know how to give the right support. Across our partnership, we will make sure appropriate action is taken swiftly to address hate crime using both criminal and civil powers available to us.

Objective 3 – Celebrating Our Diversity

Manchester's great strength is its diversity and we've achieved a lot for our different communities. We will keep up with what we've achieved so far and celebrate Manchester's diversity, telling people how this makes the city better for everyone.

We have three aims to support this:

Aim 1: Collaborate across sectors to organise and promote events and targeted communication campaigns that celebrate our different groups and give a greater awareness and understanding of them. We'll make sure people are involved and informed.

Aim 2: Grow Manchester's national and international profile as a diverse, inclusive city that cares about equality. Promote the work we do on equalities across all sectors and communities, from big city centre events to small self-forming groups, to make Manchester an exemplar of equality activity.

Aim 3: Make good use of the communication channels we and our partners have available – like websites, social media and community involvement – to celebrate our diverse city and tell people how we're achieving these objectives. We will make sure the information is accessible for all and tells people what they need to know and how they can get involved.