

**Manchester City Council
Report for Information**

Report to: Communities and Equalities Scrutiny Committee – 6 February 2024

Subject: Draft Equality Objectives 2024-2028

Report of: Joint Director Equality & Engagement, Manchester
Locality/Manchester City Council

Summary

As a statutory body, Manchester City Council has legal responsibilities under the Equality Act and the Public Sector Equality duty at its core. This means that as a Council we have a legal duty to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act; advance equality of opportunity between people who share a protected characteristic and those who do not, and; foster good relations between people who share a protected characteristic and those who do not.

Our existing Equality Objectives (2020-2024) are now ready to be refreshed. The report sets out our approach to developing our proposed Equality Objectives (2024-2028) which build on our existing objectives. The report includes the rationale for the proposed Equality Objectives (2024-2028) as set out in the report.

The proposed Equality Objectives (2024-2028) take a whole system intersectional approach to meeting our statutory duty and improving outcomes for all our diverse residents.

The Committee are requested to consider the overall approach to developing our draft Equality Objectives and the Equality Objectives themselves.

Recommendations

The Committee are recommended:

1. To consider and comment on the overall approach to the development of the proposed Equality Objectives (2024-2028).
 2. To consider and comment on the proposed Equality Objectives (2024-2028).
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Wards Affected: All

<p>Environmental Impact Assessment -the impact of the issues addressed in this report on achieving the zero-carbon target for the city</p>	<p>The proposed Equality Objectives take a whole system, intersectional approach to the equality objectives. This means that residents from our diverse communities have the knowledge to support the city's zero carbon targets and that communication messages in respect of climate change are culturally appropriate and accessible.</p>
<p>Equality, Diversity and Inclusion - the impact of the issues addressed in this report in meeting our Public Sector Equality Duty and broader equality commitments</p>	<p>The essence of the proposed Equality Objectives are to meet our Public Sector Equality Duty. The proposed Equality Objectives are aimed at all the protected characteristics as required by the Equality Act and include other groups who we know from our evidence, also experience discrimination and disadvantage such as carers.</p> <p>The draft Equality Objectives are aimed at eliminating discrimination, promoting good relations and improving outcomes for the above groups.</p>

Manchester Strategy outcomes	Summary of how this report aligns to the Our Manchester Strategy/Contribution to the Strategy
A thriving and sustainable city: supporting a diverse and distinctive economy that creates jobs and opportunities	A key ambition of the draft Equality Objectives (2024-2028) particularly objective 1 is aimed at improving employment outcomes for all of the city's diverse residents with a focus on those who experience discrimination and disadvantage. This will include maximising the talents of residents from diverse backgrounds so that they can better contribute to the city's economic success
A highly skilled city: world class and home grown talent sustaining the city's economic success	The draft Equality Objectives (2024-2028) are aimed at utilising the talents of all our diverse residents to connect them and to further the city's economic success.
A progressive and equitable city: making a positive contribution by unlocking the potential of our communities	The proposed Equality Objectives (2024-28) take a whole system intersectional approach with the aim of improving the life chances and outcomes for all of the city's diverse communities, thus further promoting Manchester as a progressive and equitable city. The key ambition behind the objectives is to unlock the potential of all our communities to help achieve this ambition.
A liveable and low carbon city: a destination of choice to live, visit, work	
A connected city: world class infrastructure and connectivity to drive growth	

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

- Equal Opportunities Policy
- Risk Management
- Legal Considerations

Financial Consequences – Revenue

None

Financial Consequences – Capital

None

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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.

[Equality Objectives 2020 - 24 | Our Approach to Equality | Manchester City Council](#)
[Making Manchester Fairer | Making Manchester Fairer | Manchester City Council](#)
Work & Skills Strategy 2022-2027
Workforce Equalities Strategy 2025

1.0 Introduction

- 1.1 As a statutory body, Manchester City Council has legal responsibilities under the Equality Act and the Public Sector Equality duty (this will be discussed in more detail below) at its core. This means that as a Council we have a legal duty to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act; advance equality of opportunity between people who share a protected characteristic and those who do not and foster good relations between people who share a protected characteristic and those who do not. We are required to demonstrate how we intend to do this through the publication of our equality objectives at least every four years.
- 1.2 Our existing Equality Objectives cover the period 2020-2024 and are now ready to be refreshed. We are pleased to have the opportunity to continue to meet our statutory duties and improve tangible outcomes for all our city's diverse residents so that they can achieve their full potential and lead happier, healthier lives which reflect the principles of fairness and equity of our city. We are therefore proposing a set of equality objectives which take a whole system, intersectional approach and are rooted in evidence- drawn from both qualitative and quantitative evidence.

2.0 Background

- 2.1 Manchester has a long and proud history of championing equality, celebrating diversity, and welcoming communities from across the world who over the years have arrived in Manchester and made it their home. From our radical roots as a centre of political activism in the 19th century, to our position at the forefront of the fight against Section 28 in the 1980s and 1990s, hosting a leading light in the disability rights movement to becoming a City of Sanctuary in 2023, Manchester's active commitment to equality, diversity, inclusion, and human rights principles is an integral part of its DNA and a bedrock of our city and its values.
- 2.2 In recent years, Manchester has made significant progress and is now regarded very much as a global player on the world stage, in much part, thanks to the diverse communities we foster and grow. The city's economic performance is the second highest outside London. As an example, this year saw the opening of Aviva Studios - a landmark cultural space which is expected to add an additional 1.5 billion to the UK economy and further cement Manchester's reputation on the global stage.
- 2.3 While the city has made significant progress, too many of the city's diverse residents do not share our success, with those communities who experience discrimination and disadvantage often faring the worst. For example, the 'End Child Poverty Coalition' estimated that 59,133 children (44%) in Manchester were living in poverty in 2021/22. This increases to 47% of children in Asian or Asian British households and 53% of those in Black households in poverty after housing costs, compared with just 25% of those where the head of household was White. Right across many socio-economic areas including health, access to education, employment and other social determinants, our

residents from diverse backgrounds disproportionately experience some of the worst outcomes in the city. They are also less likely to have access to vital services.

2.4 Our existing Equality Objectives cover the period 2020-2024 and are now ready to be refreshed. We are therefore proposing a set of equality objectives which take a whole system, intersectional approach and are rooted in evidence- drawn from both qualitative and quantitative evidence.

2.5 Our proposed equality objectives are based on what we have learnt from our residents and partners in relation to several recent city-wide strategies including the [Making Manchester Fairer](#) programme. It is intended that our proposed equality objectives are strategically aligned with the refresh of the 'Our Manchester Strategy' which sets out the vision for the city as well as our other major strategies so that equality, diversity, inclusion, and human rights principles are embedded at a strategic level in all our work.

2.6 Below we set out the legal context and our approach to developing our equality objectives. We then set out our proposed equality objectives together with our plans for their delivery and next steps.

3.0 Meeting our statutory duties

3.1 As a statutory body, Manchester City Council is subject to the Equality Act 2010 & the Public Sector Equality Duty. It must, in the exercise of its functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

3.2 Having due regard for advancing equality involves: Removing or minimising disadvantages experienced by people due to their protected characteristics and their intersectionality.

- Taking steps to meet the needs of people from protected groups where these are different from the needs of the general population.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.
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3.3 Enshrined in the Public Sector Equality Duty, the broad purpose of the equality duty on public bodies is to integrate consideration of equality and good relations into day-to-day business.

- 3.4 The general equality duty therefore requires the Council to proactively consider how it can positively contribute to the advancement of equality and good relations. It requires equality considerations to be reflected in the design of policies and the delivery of services, including internal policies, and for these issues to be kept under review to ensure that they are implemented. This places the onus on the Council to improve outcomes for all its diverse residents.
- 3.5 Socio – Economic disadvantage
- 3.5.1 By Socio-Economic disadvantage, we mean the ways in which some people and communities experience negative outcomes and have less opportunities and face additional barriers compared to others due to poverty and or other social and economic factors. This in turn can have severe impacts and widening gaps of inequality of outcome for people across a whole range of areas including in educational attainment, health, and employment opportunities. Structural discrimination and inequality can also intensify the risk of these issues for individuals and communities who share particular protected characteristics as laid out in the Equality Act 2010.
- 3.5.2 The socio-economic duty was drafted as part of the Equality Act 2010, but socio-economic disadvantage is not considered a protected characteristic. The duty aims to reduce inequality for people who experience socio-economic disadvantage and additional barriers. The Council is committed to adopting this duty in due course, which will give due regard to reducing inequalities of outcomes caused by socio-economic disadvantage and associated additional barriers.
- 3.6 The specific protections in the Equality Act 2010 are also known as ‘protected characteristics’ and are as follows:
- Age (including young age and older age)
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation
- 3.7 In addition, we know that there are several other ‘groups’ of people also experience discrimination and disadvantage, and this is reflected in their outcomes. For example, nationally 29% of school leavers who were in care during 2020/21 were not in further or higher education, employment, or training 9 months after leaving school, compared to 7% of all school leavers. As a Council, we include part of our on-going work consideration of people who face compounded barriers, intersectional barriers and other forms of discrimination and disadvantage as a focus of our equality objectives as well

as our specific equalities work addressing legally protected groups under the Equality Act.

3.8 Outside of the protected characteristics, the groups we have prioritised based on current evidence of experiencing discrimination and disadvantage include:

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

4.0 Our Approach

4.1 Building on what we know

We are not starting from scratch. Our approach has been to build on and strengthen our existing strategies, successes and other work around equalities as set out below.

4.2 Existing Equality Objectives 2020-2024

Our current equality objectives are as follows:

- Knowing Manchester Better
- Improving Life Chances
- Celebrating our Diversity

4.2.1 At their essence, our existing objectives are in relation to knowing and celebrating our diverse communities. They recognised that further progress was needed to be made to improve much needed life outcomes where evidence showed unwarranted disparities in life chances.

4.2.2 Since the publication of our existing objectives, progress has been made in meeting their aims. For example: we have had successes in developing a more robust and granular evidence base about our resident's life chances, including the 2021 Census data and our own in-depth community data disparities reports; we have showcased some exceptional events such as Manchester Pride, Manchester Walk for Women, Manchester Black History Month events, South Asian Heritage Day celebrations, Manchester Disabled People's archives and exhibitions, Manchester Day and Lunar New Year celebrations, which raise the profile of the city as they celebrate our communities.

4.2.3 We have also developed a number of trusted, sustainable community partnerships and co-production in services, such as the work done to reduce health inequalities by the Covid/Community Health Equity Manchester programme and sounding boards.

4.2.4 The existing objectives provide a strong foundation on which to build and strengthen our future equality objectives and our work to advance equalities more broadly.

4.3 Building on our insights and engagement with our residents and communities

4.3.1 In recent years, the Council has developed several high-level city-wide strategies and strategic plans. They include:

- the Making Manchester Fairer Work Programme
- the Anti-Poverty Strategy
- the Workforce Equality Strategy
- the Work and Skills Strategy
- the Homelessness and Rough Sleeping Strategy

4.3.2 In developing each of these strategies, the Council engaged extensively and involved key partners from across the city and more significantly residents from our diverse communities through our community partnerships as well as direct engagement with residents. This has included engagement with Community Health Equity Manchester and the sounding boards, Manchester Disability Collaborative, the wider VCSE sector as well as in person conversations with residents and surveys to further the reach of our engagement.

4.3.3 We have acquired considerable insight and understanding of the significant challenges and root causes of unwarranted poorer outcomes for many of our diverse communities We have used this insight and knowledge to inform our newly proposed equality objectives.

4.4 Strategic alignment

- To ensure that our equality objectives do not exist in a vacuum and are integrated and embedded in all our day-to-day work so that equality becomes a golden thread which runs through all our work, we intend to align our new objectives to our key strategies. This includes the Our Manchester Strategy which will set out the vision for the city as well as the Work and Skills Strategy (2022-2027).
- We will do this by capturing the strategies priorities pertinent to our equality objectives into an equality objectives delivery plan. This will ensure that our statutory duty is embedded at the right strategic levels and reaffirms our commitment to equality, diversity and inclusion and human rights principles as the bedrock of our values as a council and city.

4.5 Wider equalities officer

- Developing an effective and evidence-based race equality action plan aligned to the Race Equality Strategy developed through the GMCA and the GM Race Equality panel (Intersectionality will be considered within this

work to understand how systems of oppression overlap to create distinct experiences for people with multiple identity categories e.g. race and gender).

- We have refreshed our EIAs to develop a single robust and harmonised equality impact assessment framework with a focus on delivering mitigation actions, 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. This is and will be further supported through the delivery of equality education and training programmes for all staff and managers to meet the challenges set to improve outcomes and tackle inequalities in experience, and access.

4.6 Engagement – developing our draft Equality Objectives (2024-2028)

4.6.1 We are implementing a mixed methods approach to engagement and involvement for setting our equality objectives This combines research and analysis with listening, involvement, and engagement with our community partnerships.

4.6.2 The process will include the following:

- Desk top analysis
- Literature review of recent research publications with analysis to identify common themes, trends, and recommendations.

4.6.3 We are engaging key Manchester City Council groups as well as crucially, community partnerships across the protected groups.

4.6.4 In addition, a survey has been developed to further strengthen our engagement. This has been sent to colleagues as well as VCSE organisations and community partnerships. All our engagement will be culturally competent and fully accessible. In addition, our plan for engaging key stakeholders started in November last year. All engagement activities will conclude at the end of February.

5.0 Proposed Equality Objectives (2024-2028)

5.1 Based on research and findings about preexisting disparities and disadvantages evident in Manchester, we are proposing a whole system approach and have prioritised three areas of focus to address inequality, advance human rights and improve tangible outcomes for all our diverse communities. The areas of focus are: Our People, Our Communities and Our Services

5.2 Aligned to the core areas identified above, our proposed three overarching Equality Objectives are as follows:

- Objective 1: Promoting inclusive employment and work.

- Objective 2: Promoting timely and proportionate community involvement and engagement.
- Objective 3: Delivering inclusive and accessible services.

5.3 The section below sets out the rationale for each of the objectives together with the associated actions for each of the objectives. A more detailed delivery plan with success metrics will be developed once the objectives are finalised.

5.4 **Objective 1 – Promoting inclusive employment and work**

5.4.1 We know from our research that the single biggest factor in lifting people out of poverty and improving life outcomes is for people to be in secure safe work which pays at or above the living wage. In October 2022 around 76,000 people in Manchester were claiming Universal Credit of whom 49,000 were not in employment. The city's residents with one or more protected characteristics have worst employment outcomes.

5.4.2 Communities experiencing racial inequalities particularly Black African and Caribbean, Bangladeshi and Pakistani residents are more likely to be unemployed or in insecure work. Research published by the Trades Union Congress in August this year showed that the proportion of Black, Asian, and Minority Ethnic workers in low paid and insecure work increased from 12.2% to 17.8% in the last decade in comparison, the proportion of White workers in insecure work only rose marginally from 10.5% to 10.8%.

5.4.3 The picture is similarly alarming for disabled people. The disability employment rate was 53.6% in quarter 2 of 2023, compared to 82.5% for non-disabled people¹. The disability employment gap is wider for disabled men; older (aged 50 to 64) disabled people; disabled people with no qualifications; disabled people living in social housing; disabled people living alone; disabled people living in the North of England.

5.4.4 Women on average, are more likely to enter the workforce with higher qualifications than men but earn less per hour. They are more likely to take on unpaid work, three times as likely to be working part time and likely to save less into their private pensions. The picture is significantly worst for racially minoritised women.²

5.4.5 Communities impacted by racial inequalities and disabled people can face systemic barriers in finding paid work and once in work accessing, flexible working, cultural accommodations, and reasonable adjustments in order to carry out their jobs, retain good employment and develop their careers.

¹ <https://www.gov.uk/government/statistics/the-employment-of-disabled-people-2023/employment-of-disabled-people-2023>

²

https://assets.publishing.service.gov.uk/media/5d401dd640f0b60aa2af4267/GEO_GEEE_Strategy_Gender_Equality_Roadmap_Rev_1__1_.pdf

- 5.4.6 Intersectional inequalities in work and employment continue to compound adverse outcomes for many of those who experience them (for example, recent research from McKinsey³ found that Black, Bangladeshi, and Pakistani women in the UK are at the greatest disadvantage on key metrics of workplace equality compared with all other ethnicity and gender combinations). Our approach in Manchester will also be to measure and address these intersectional inequalities as we know their compounded impacts can create significant adverse impacts for those who experience them.
- 5.4.7 To improve employment outcomes across our diverse communities, it is important that the Council is an exemplar of good employment practice, and that the Council's workforce is representative of our communities across all levels and leadership. There is long-standing evidence that a workforce which reflects the communities it serves delivers more responsive services and in doing so, will deliver better outcomes.
- 5.4.8 As the civic leader in the city, the Council needs to set an example of best employment practice to promote the same with partners and key stakeholders. 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.
- 5.4.9 A significant enabler for advancing equality will be our leverage of social value as set out in the Public Services (Social Value) Act 2013. This should boost local neighbourhood economies, minimise impact on our environment, create more local jobs for those struggling to find work, including disabled people, offer training, apprenticeships and work placements for local people and require fairer pay and conditions of those we contract with.
- 5.4.10 Our proposed objective will
- Through the implementation of our refreshed Workforce Equality Strategy, see our workforce better represent our diverse communities at all levels of our organisation with an increase in diverse leadership career progression, and Manchester City Council regarded as an employer of choice by our residents.
 - Through the implementation of our Work & Skills Strategy, see us collect evidence for disparities and need for change. We will focus on reducing inequalities in learning opportunities and employment with a focus on communities experiencing racial inequalities and disabled people.
 - Improve capabilities for disaggregating intersectional data and understanding when intersectional data is relevant and useful to improving employment and work outcomes.

³ <https://www.mckinsey.com/bem/our-insights/race-in-the-uk-workplace-the-intersectional-experience>

- Mean that we will continue to harness our role as an anchor institution and promote social value in employment and procurement, especially targeting those communities that are more disadvantaged.
- promote our civic leadership role with employers across the city including the private sector thus promoting social value in their employment practices and encouraging them to sign up to the GM Good Employment Charter and pay the real living wage.

5.5 **Objective 2: Inclusive timely and proportionate community involvement and engagement**

- 5.5.1 Inclusive community involvement and engagement – our diverse communities are best placed to understand their public service needs and how to shape the delivery of them.
- 5.5.2 Institutions and groups, community organisations, voluntary sector organisations, communities of faith, students and volunteers and businesses both large and small as well as those who live and work in Manchester all have a role to play in shaping our places and services and contributing to delivery of equality and fairness for all and meeting our vision for Our Manchester.
- 5.5.3 To deliver services which are responsive to community needs, communities need to be at the heart of service design. Effective, sustainable engagement and community involvement with our residents and partner organisations is integral to service design, delivery and measuring impact.
- 5.5.4 We will continuously develop our communication techniques and engagement tools to ensure we are reaching and engaging with all our communities on the issues that matter to them, and listening to people about how they wish to be engaged and working with voluntary and community organisations and networks to develop stronger connectivity with and between individuals and different communities.
- 5.5.5 Our objectives will
- create and nurture relationships with people and community organisations and build better connectivity between the council, and voluntary and community organisations and people in Manchester and each other.
 - Through our refreshed approach to EIA's with its focus on engaging communities in the design of services will strengthen our engagement with communities.
 - understand people's experiences of services they use and the neighbourhoods they live in, work in, run a business in, visit and move through and better employ this local intelligence and local expertise to improve people's wellbeing,
 - undertaking timely and proportionate community engagement to inform services.

- enable good governance and fair and informed decision making, through building confident, skilled, active, and influential communities and a culture of getting involved.
- Develop and gain the trust and confidence communities through developing culturally competent and accessible engagement approaches and addressing systemic and structural discrimination and disadvantage.
- Continue to support and celebrate events that promote the achievements and contributions of our diverse communities.
- Develop communication tools that are culturally competent.

5.6 Objective 3 – Delivering inclusive and accessible services

5.6.1 All council services have a direct role to play in making the city a more equal and welcoming place. The population of Manchester is changing, and it is important that our services understand and respond to these changes.

5.6.2 It is important that council services should be inclusive and accessible. This includes services we directly deliver and those we commission. We know from evidence that there is room to improve the inclusivity and accessibility of our services. It is well documented that disparities exist in how different groups of people can access public services.

5.6.3 We are also in a key phase of pandemic recovery and digital service provision is growing and so inclusion and access need to be at the heart of what we do even more than usual. In respect of service design, delivery, and access there are a number of challenges. Where we deliver our services - From our websites to our buildings, *where* we deliver services matters to our residents – safety, security, convenience, accessibility, and familiarity are all key issues residents raise as barriers to service delivery.

5.6.4 How we deliver our services matters to our residents – trust, accessibility, language, cultural competencies are all key issues residents raise as barriers to accessing services.

5.6.5 When we deliver our services matters to our residents and can create disparities for some for example, parents getting appointments when they need to pick their children up from school, workers in zero hours contracts receiving appointments that can mean attendance can threaten their job security.

5.6.6 Our objective will

- Improve the collection, analysis and application of quantitative and qualitative equalities related information, insight and learning to enable targeted action where required across our service areas particularly around key services areas which impacts on disadvantaged communities.
- See our refreshed Equality Impact Assessment (EIA) approach better report and identify impacts around service provision and design and mitigation to ensure accessible service provision

- Improve capabilities for disaggregating intersectional data and understanding when intersectional data is relevant and useful to improving outcomes in service provision. ·
- Improve the infrastructure for advancing and embedding equality impact assessment to ensure commissioning/investment and new or re-designed service decisions are informed by a robust EIA. · Report on the impacts and outcomes from our EIAs and take mitigating action where required.
- Ensure that our communications about services and our support offer is targeted at those communities that are most likely to experience disadvantage and discrimination. ·
- Ensure that by working with Performance Research & Intelligence (PRI) colleagues we collect inequalities data and evidence to shape the design of strategies and policies.
- Create the conditions for more joined up inclusive design – so we can remove the potholes between the navigation from one public service to another.

6.0 Delivery of the Equality Objectives

6.1 Programme Management

To deliver the objectives, it is proposed that the objectives are underpinned by an annual delivery plan which includes high level equality related objectives from our existing strategies and new priorities captured from our community and partner engagement. It is intended that the plan will be reviewed on an annual basis. This programme delivery approach will ensure that the equality objectives are strategically aligned, there is relevant and timely accountability in terms of delivery of the objectives and we are able to continuously review their effectiveness to ensure that they are fit for purpose for achieving their aims.

6.2 Metrics to measure our effectiveness

We need to be able to measure how effective the actions underpinning each of the objectives are in improving outcomes for residents. We are working with PRI colleagues to develop a metrics framework which will comprise of existing metrics for some of our current strategies as well as new measures where required. In addition, we intend to involve key voluntary and community organisations to help set out our qualitative measures in order to evidence impact.

6.3 Governance

Ultimate responsibility and accountability for advancing equality and addressing inequality in MCC rests with the CEO and SMT. CEDILG reporting to SMT will have oversight of equality and inclusion activities, assess progress against the Equality Objectives and plan, provide direction and guidance on prioritisation for and areas of focus. Updates on progress against our objectives will also be reported through the Communities and Equalities

Scrutiny Committee. Overarching programme responsibility for the Equality Objectives will be within the remit of the Equalities and Inclusion team.

6.4 Timeline

The timeline for the publication of Equality Objectives 2024-2028 is set out below:

Activity	Timescale
Desk top analysis	November – December
Implementation of engagement plan	November 2023- February 2024
Draft Objectives write up	December and January 2023
Communities and Equalities Scrutiny committee for wider engagement with members	February 2024
Finalise Equality Objectives 2024-2028	March 2024
Publish Equality Objectives 2024 -28	April 2024

7.0 Next steps

- 7.1 As highlighted, we are now in the engagement and involvement phase of the development of the equality objectives. Once the outcomes of our engagement and involvement are evaluated alongside our desk top research, the objectives will be more clearly defined and shared with the Communities Scrutiny Committee before they are finalised.
- 7.2 Also a more detailed action plan setting out how each of the equality objectives align with our major city-wide strategies will be produced. The plan will also include additional priorities informed by our engagement together with key metrics.

8.0 Conclusion

- 8.1 Discrimination, structural and institutional bias, and barriers impact unjustly on too many of our residents adversely impacting on their life chances. We are immensely lucky to have the rich diversity and wealth Manchester residents bring to our city. Our jobs in public service are not only to deliver our public services equitably but to recognise and redress any disparities that have emerged. Our equality objectives set out how we will go about doing this.
- 8.2 Our equality objectives take a whole system intersectional approach to reducing inequality and reinforcing our approach to advancing and promoting equality and human rights.

9.0 Recommendations

- 9.1 To consider and comment on the overall approach to the development of the proposed Equality Objectives (2024-2028).

9.2 To consider and comment on the proposed Equality Objectives (2024-2028).