

The Next Level: Good Lives for All in Greater Manchester

The report of
**The Greater Manchester
Independent Inequalities
Commission**



This is the time... And this is the place

Purpose of this slide deck

- These slides summarise the full report of the Greater Manchester Independent Inequalities Commission, which was published on 26th March 2021
- The opinions expressed are the views of the Commission as stated in the report
- The slide deck is intended to be used to facilitate discussions about the Commission's report
- It can be used as a whole document or in part
- The final slides contain next step actions for GM, discussion points and questions

Introduction

Background to the Commission

- Established in autumn of 2020, report published in March of 2021
- Deep dive, rapid research into the **structural inequalities** which exist in Greater Manchester
- Commission acting as an **independent ‘critical friend’** for Greater Manchester, be challenging and radical
- Engaged across communities, public and business stakeholders, carrying out research, and gathering ideas – inequalities associated with health, education, employment and skills; structural racism; future economic strategy, and the powers that GM has to tackle these issues
- Reported back with recommendations that are **hard-hitting and practical, to enable positive change**

The members of the Commission



The Greater Manchester Independent Inequalities Commission

Chair: Kate Pickett

Professor of Epidemiology, Deputy Director of the Centre for Future Health and Associate Director of the Leverhulme Centre for Anthropocene Biodiversity, at the University of York



Saeed Atcha MBE DL
CEO of Youth Leads UK, Deputy Lieutenant of Greater Manchester and UK Social Mobility Commissioner



Miatta Fahnbulleh
Chief Executive of the New Economics Foundation



Ruth Lupton
Honorary Professor of Education, University of Manchester, and former Head of the Inclusive Growth Analysis Unit



Neil McInroy
CEO of the Centre for Local Economic Strategies

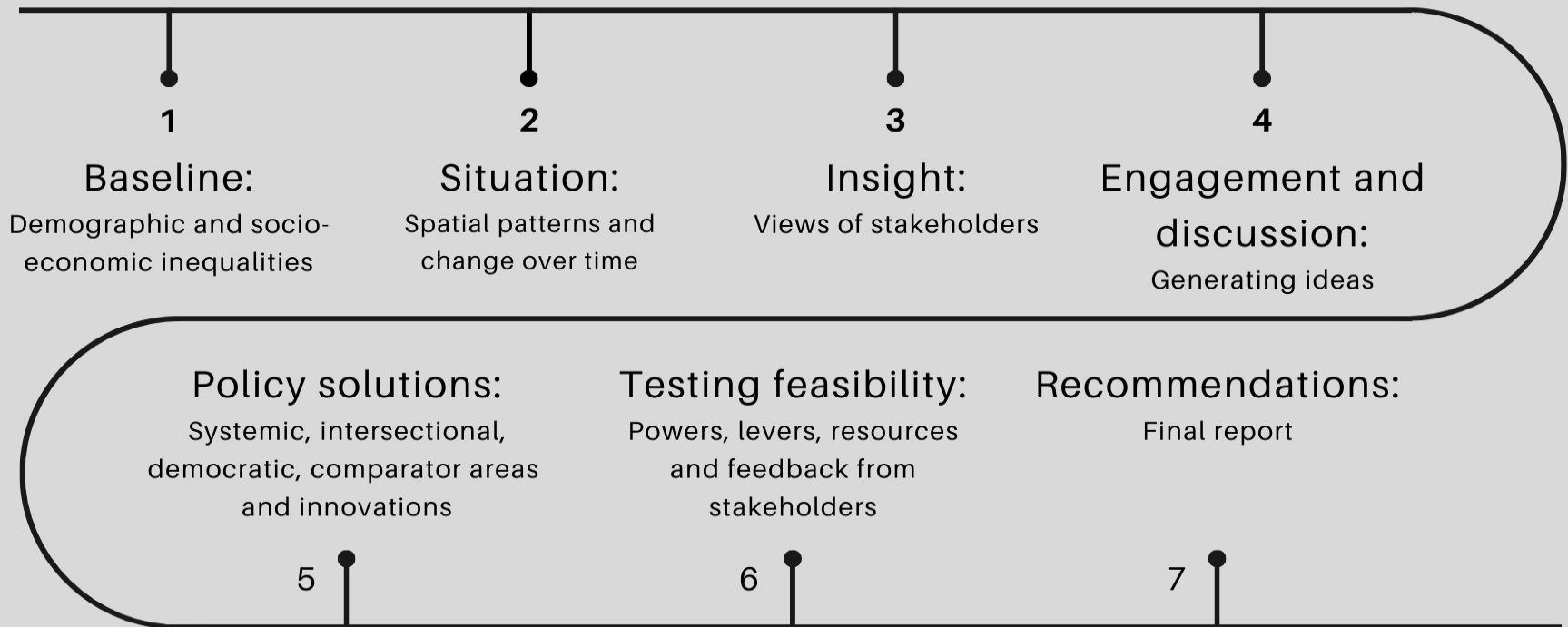


Andrew Westwood
Professor of Government Practice and Vice Dean Faculty of Humanities, University of Manchester and Associate Partner at Public First



Lord Simon Woolley
Director and founder of Operation Black Vote, and cross-bench Peer

Process



Framework for change used by the Commission

- Pivot the 'system' to prioritise wellbeing and reducing inequality
- Focus on ways of working
- Remove barriers that prevent people from living the lives they want
- Recognise, understand and tackle discrimination and structural racism
- Give power and voice to people
- Build community wealth and economic democracy
- Take a holistic, place based and people centred approach

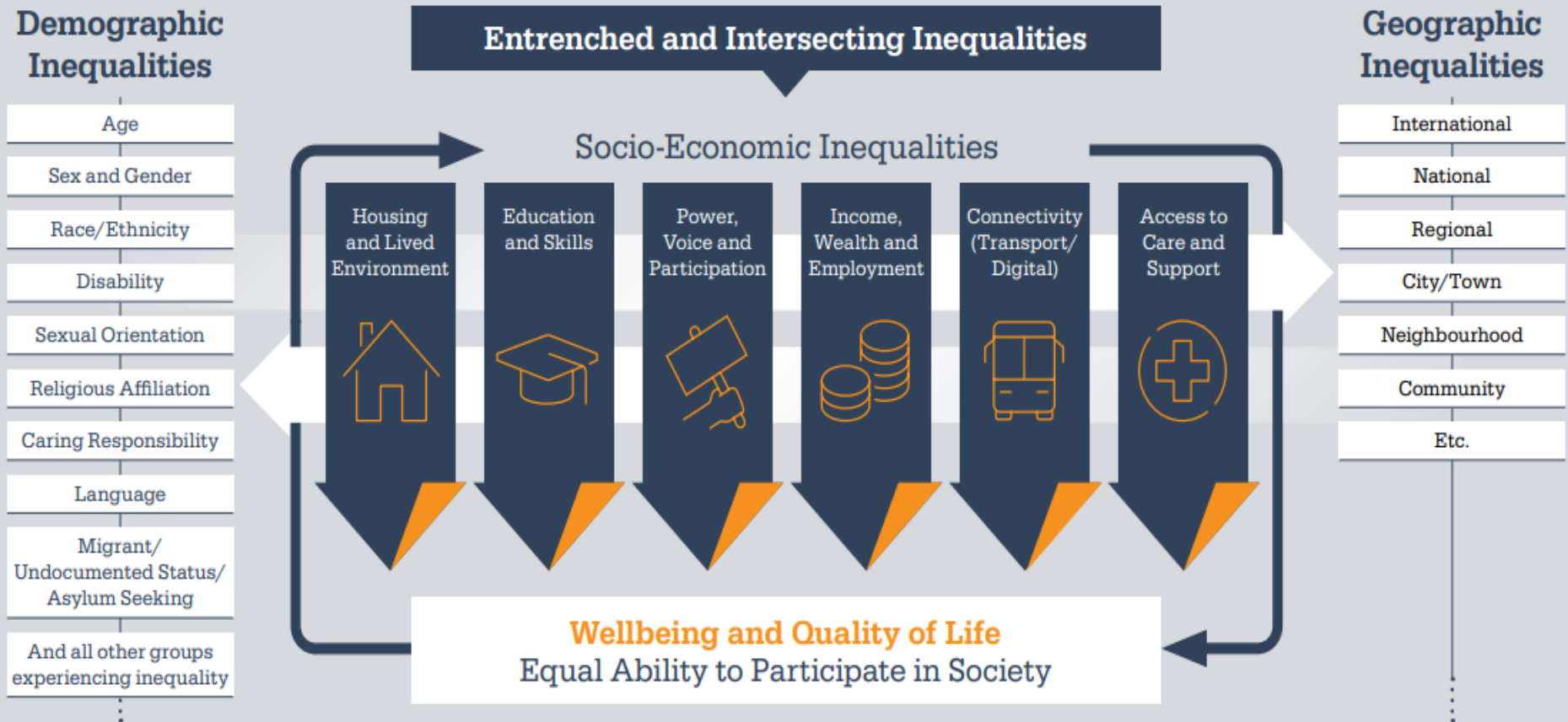
Inequalities

What do we mean by inequalities?

- Equality means each individual person or group of people has the **same resources or opportunities, or has an equal chance** to take up opportunities and fulfil their potential
- A **more equal society creates more equal outcomes** for people
- **Inequality** is where people experience differences in access to resources or opportunities, or life chances.
- There are **many kinds of inequalities**; inequalities between ethnic groups or between the sexes, or inequalities in people's education or access to good jobs. These may change over time and **interact** with each other

Interacting and intersecting inequalities

Greater Manchester Independent Inequalities Commission
Model of Interacting Inequalities

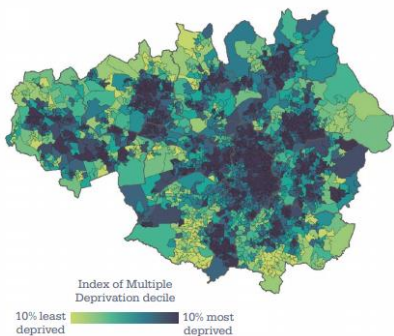


All inequalities matter

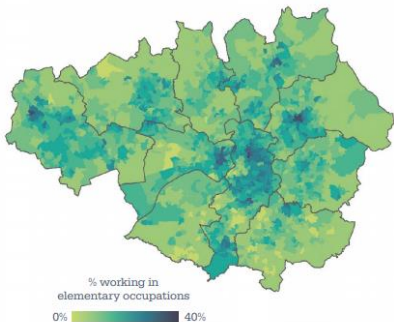
- The horizontal and vertical inequalities are so **interconnected** – doesn't make sense for one kind of inequality to matter more than another – **all inequalities matter**
- In GM we can see self-perpetuating cycles of inequality which **systematically disadvantage particular groups**
- Inequalities **affect people in different ways** and can be made worse by overlapping identities such as sex, race, migration status, class, gender reassignment, disability, age and sexual orientation....
- The Commission has looked at the causes of intersecting and interacting inequalities, not simply looking at issues in isolation (for example, health, poverty or digital connectivity), but seeking to understand the common drivers of **all** these inequalities.

How unequal is Greater Manchester?

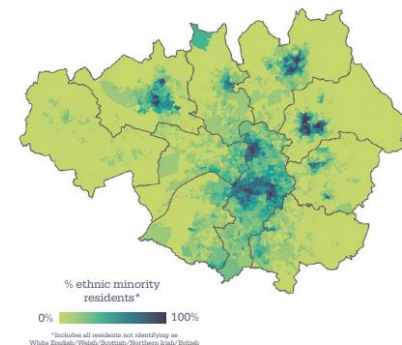
- ▶ Deprivation scores by tenths – the darker colours show the 10% most deprived communities in Greater Manchester²⁶



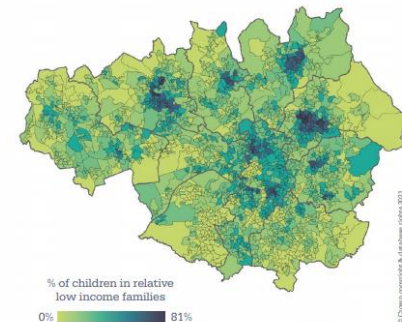
- ▶ Elementary occupations requiring a minimum level of education for residents; again, the darker colours show where proportions are higher²⁸



- ▶ People who are not of White ethnicity, with darker colours showing where communities of diversity are concentrated²⁷



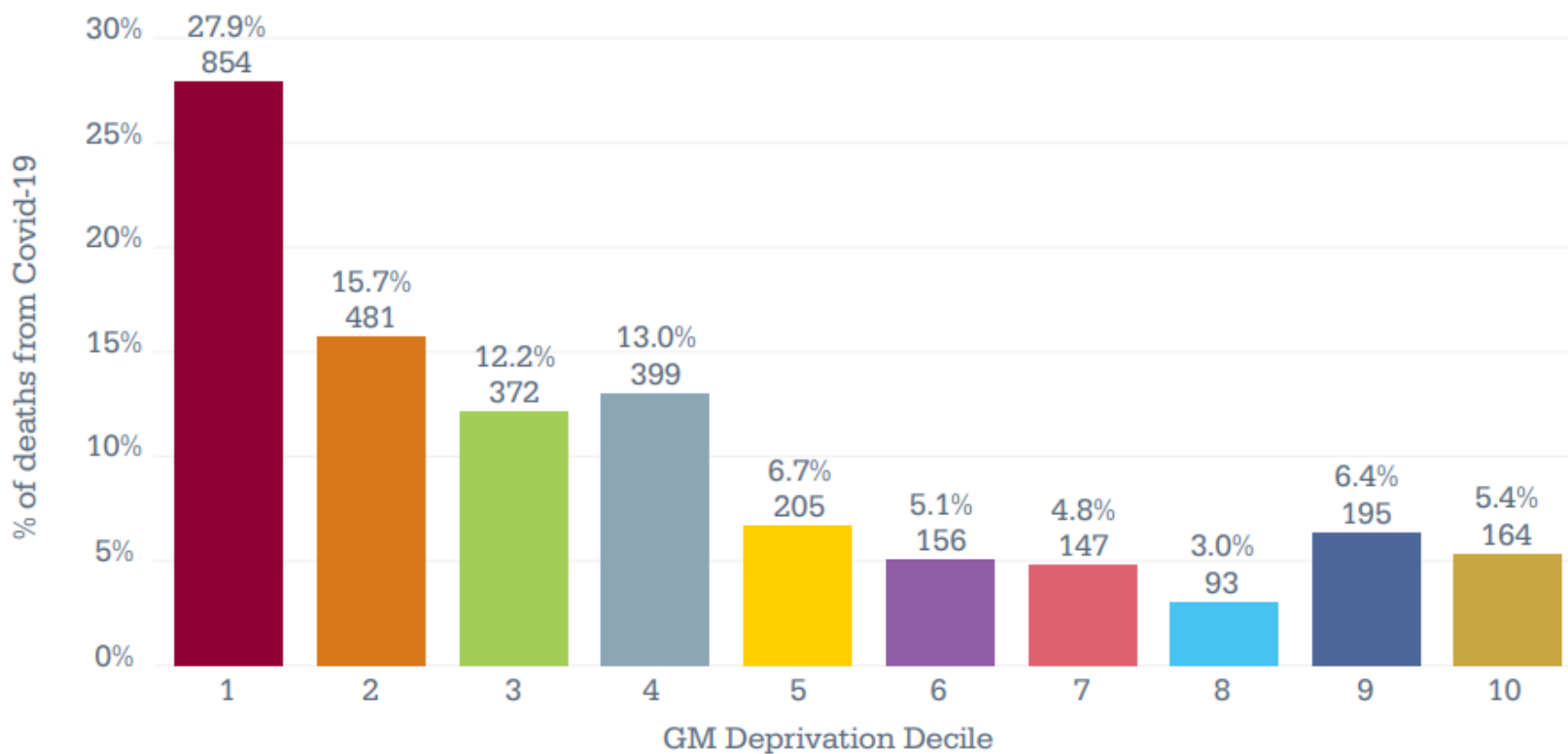
- ▶ Children living in low-income families – the darker colours showing where the poorest families live²⁹



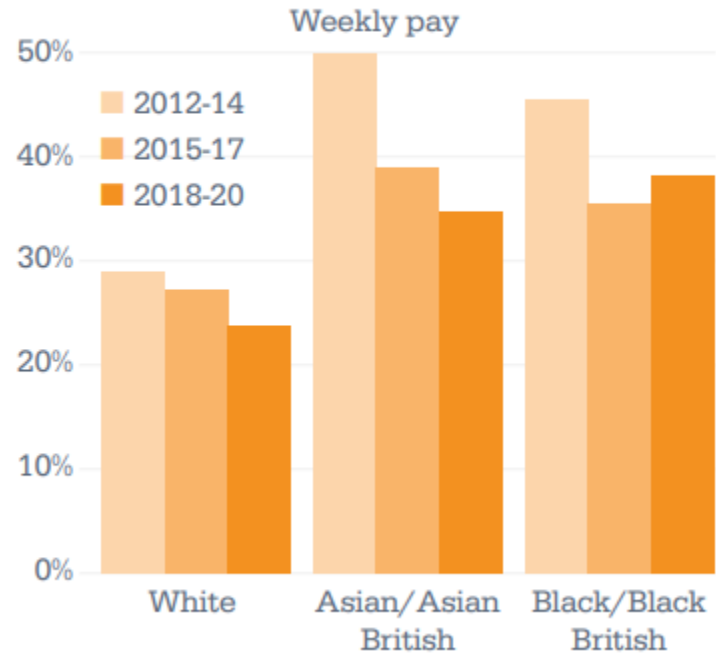
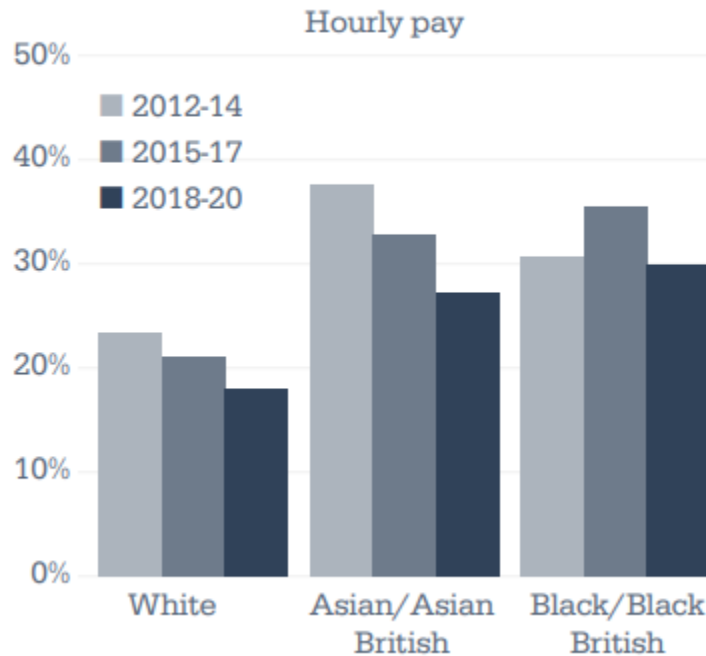
Greater Manchester has multiple and overlapping inequalities

These inequalities are nothing new: inequalities start young – and widen through the education system, low pay and poverty, and impact on people's health and wellbeing

Deaths from Covid-19 may directly with deprivation in Greater Manchester



Low pay inequalities



The cost of doing nothing

- The interactions between poor physical and mental health and growth stand out dramatically in Greater Manchester – people’s health and wellbeing impacts on businesses ‘bottom line’
- It is a downward spiral because people who suffer poor physical and mental health are often unable to work or are low paid
- Inequality is bad for people, but also bad for the economy of Greater Manchester
- The pandemic has made things worse – but also presents an opportunity to change things
- **‘This is the time for bold thinking and brave action’**
- The risks associated with trying new things probably don’t add up to the greater risk of slipping back to the old ways...

Vision

The Vision: Good Lives for All in Greater Manchester

- Focus on **reducing inequalities at the foundations** of Greater Manchester's prosperity and wellbeing: A good job, a decent home, affordable transport, digital access, green space, clean air and safe streets, support to maintain good health, the chance to learn and develop....
- Ensure that **everyone in Greater Manchester has access to the basics for a good life** – no matter who they are or where they live
- Don't forget the **climate emergency** – solutions must work for people and planet
- **Target resources** at the people and places within Greater Manchester who face the greatest barriers to living good lives knowing that when we reduce inequalities, everyone benefits

Achieving the vision

- **You can only level up from the bottom up....** Top down actions and leadership must enable this to happen
- Need for **clear leadership** from the top on prioritising inequalities, and being brave enough to **share power with those most affected** by inequalities
- **Tackle the root causes** of inequalities in the economic system, in the way public services work, and in deep-rooted discrimination of all kinds, including structural racism.
- **Building on what's there** – the vast amount of good work that's already happening, but go further, deeper and wider
- **Whole system** working together - be creative and resourceful with the powers and resources available
- Lever in power and resources - lobbying and working with national government

Recommendations

Type of Recommendations made by the Commission

- There are 3 broad types of recommendations which the Commission has made:
- **Flagship** – numbered recommendations (of which there are 17) the ‘we think you must do’ recommendations
- **Suggestions** – policy ‘hooks’, ideas, inspiration, (which are littered through the text...) the ‘here are some great ideas or existing activities we strongly urge you to consider’
- **Influencing** – suggested ways to influence key actors – government, big businesses, anchor institutions, anchor sectors (again mentioned in the text and in a section near the end on influencing government) the things that we should be encouraging others to do

Overview of the Commission's Recommendations

- The recommendations fall across 5 themes:
 - **The Essential Pivot** – putting wellbeing and equality at the heart
 - **People Power** – putting more power in the hands of people
 - **Good jobs, decent pay** – good employment, Real Living Wage and skills opportunities
 - **Building wealth** – spreading wealth and asset holding and benefits in communities
 - **Services for a good life** – move towards universal basic services

Recommendations – on one page...

An Essential Pivot

1. Put **wellbeing and equality goals** at the heart of the Greater Manchester Strategy and align budgets, portfolios and activities to these so that good lives for all is the focus of everything Greater Manchester does.
2. Convene a **GM Anchor Action Network** and use their spending, investment and soft power to drive social value, support disadvantaged groups and create good, secure, living wage¹ jobs.

Good Jobs, Decent Pay

8. Set up '**GM Works**' to create good jobs, upskill and reskill people to take up these jobs and provide apprenticeships and 6-month Job Guarantees for disadvantaged groups in key sectors.
9. Set an ambitious target for every employer in Greater Manchester to **pay the living wage and offer living hours by 2030**, using the Good Employment Charter, conditions on access to public goods, services and contracts and support for businesses in low paid sectors to get there.
10. **Bridge the skills divide** with universities, colleges and training providers working jointly to improve access to training, life-long learning and in-work progression schemes for disadvantaged groups.

People Power

3. Create a **People's Taskforce** to put power into people's hands at every level of Greater Manchester and a **People's Assembly** to contribute to priority setting and work with public authorities in delivering them.
4. Give the **Equality Panels more teeth** with a stronger mandate and resources to constructively challenge public bodies.
5. Establish an **independent Anti-Discrimination** body to tackle breaches of the Equality Act.
6. Agree a joint commitment across GMCA, districts and statutory partners to **tackle inequality faced by minority groups** with a clear plan for roll out.
7. Develop a **GMCA Race Equality Strategy**, backed by a plan to increase representation of Black and Asian minorities in senior positions in GMCA and tackle race inequality in health, education, policing, work and housing.

Building Wealth

11. **Create a Community Wealth Hub** to support and grow co-operatives, mutuals, social and community enterprises, staffed by people from the co-operative and community sector who understand the market.
12. Set up a **Community Investment Platform** to tap into local savings, unlock community investment and build-up assets to share wealth with everyone in Greater Manchester.

Services for a Good Life

14. Move towards **universal basic services** in which education, health, childcare, adult social care, housing, transport and digital connectivity are provided to all and lobby central government to invest and devolve funding to make this a reality.
15. Launch an **Education Challenge** to give every child an equal start in life by levelling up schools in deprived areas, supporting young people's transition at 16 and improving access to activities that build social skills, confidence and resilience.
16. Scale up **public and social sector housebuilding** to deliver affordable, decent homes, backed by a plan to acquire land, rental properties, new builds and commercial properties for social housing.
17. Amplify the **Greater Manchester Model of integrated public services in 10 pathfinder deprived neighbourhoods and pilot an income guarantee** in one or more to tackle inequality, using community-led priorities, cross-service teams, pooled budgets and participatory budgeting.

13. Set up a **Land Commission** to look at ownership and control of land in Greater Manchester, its impacts on inequality and potential solutions.



The Essential Pivot

The essential pivot

- Put good lives for all at the heart of everything Greater Manchester does
- Tackling inequalities and promoting wellbeing needs to be the responsibility of the whole system – including economic strategy – and not left to social policy or health systems.
- Wellbeing is your physical, psychological, and spiritual health.
- GM should prioritise the drivers of wellbeing – secure and meaningful work, a decent home, a sense of belonging.
- GM residents should help define what matters most for them to be able to live good lives, and then orienting policy around that.
- **Recommendation 1: GMCA should agree a new set of wellbeing and equality goals to sit at the heart of a refreshed Greater Manchester Strategy, and then align budgets, portfolios and activities around these goals.**

Get anchors to focus on inequality

- Anchor institutions are large organisations rooted in place
- The whole voluntary, community and social enterprise sector could also be seen as anchored in place
- By deeper collaborative working they could exert more measurable impact to tackle inequality
- **Recommendation 2: The Mayor of Greater Manchester should convene a GM Anchor Action Network with a focus on tackling inequality.**
 - Using their spending and investment power to deliver social value
 - Progressive stewardship of land, property and financial assets
 - Fair employment, including Real Living Wage, employee empowerment and representation, recruitment locally and from priority groups



People Power

Power in people's hands

- Power and voice have been consistent themes in the Commission's discussions with local people
- Building a more equal city-region means creating structures where everyone can have a stake and a say in the things that affect their daily lives.
- These themes run through all the recommendations in this report.
- People told the Commission they wanted more spaces for people to help set the agenda and be equal partners in delivering it
- These processes need to be alert to who is being excluded or marginalised from the conversation and make use of the relationships and infrastructure that already exists in communities
- **Recommendation 3: Create a People's Task Force with a remit to improve participation and democracy at all levels in GM, including how a permanent People's Assembly could contribute to priority setting and working with public authorities in delivering them.**

Engage, involve and challenge

- Tackling power inequalities demands a specific focus on groups who face particular oppressions or injustices because of their identity
- Greater Manchester has led the way in recognising this, establishing a range of panels and other networks to engage with diverse communities
- But their role and mandate are not always clearly defined and it was often difficult to persuade people in the system to come and talk to them
- More needs to be done to bring them together
- **Recommendation 4: Give the Equality Panels more teeth with a stronger mandate and resources to constructively challenge public bodies.**

Tackle discrimination

- As well as the ‘soft power’ exerted by the equalities panels, there is a need for an independent body that can improve enforcement of existing legal duties – in both the public and private sectors.
- Local authorities do not have the capacity to actively root out systemic discrimination across all organisations operating in their area.
- The Commission believes that more needs to be done
- **Recommendation 5: Greater Manchester should look at options for establishing an independent Anti-Discrimination body to tackle breaches of the Equalities Act.**

Commitment to advance equality

- Each part of GM should work collaboratively to raise standards and agree a joint commitment to tackle inequalities
- This might include clear strategies, specific responsibilities, collection and publication of data and insight, ensuring leadership represents diversity of local communities, resourcing community and civil society organisations....
- **Recommendation 6:** The GM Lead Member for Ageing and Equalities, supported by the Tackling Inequality Board, should agree a joint commitment with districts and their statutory partners to tackle inequalities faced by minority groups.

Structural racism

- Greater Manchester's ability to get to grips with racial inequality appears to be hampered by the lack of representation of racial minorities in the organisations that have the power to act
- **Recommendation 7: GMCA should publish a Race Equality Strategy, in consultation with the Race Equality Panel, and should encourage other anchor institutions to do the same. Individual local authorities should also publish their own strategies.**
- Race Equality Panel should be empowered to meet with key bodies and lead this work
- The Race Equality Strategy might cover - leadership and representation, health, education and young people, jobs and pay, policing and housing



Good Jobs, Decent Pay

Good jobs, decent pay

- Access to good jobs and decent pay is still out of reach for too many people in Greater Manchester
- But this is fundamental to tackling inequalities
- The city-region has opportunities to create good jobs – but as well as creating jobs in high tech, high growth sectors, GM must also create employment and progression opportunities for under-represented groups.
- Jobs in retrofit, low carbon construction, green energy, low carbon transport and nature conservation should provide good work for all
- We must drive up pay and conditions in the ‘foundational economy’ so that people in these jobs are rewarded properly for the valuable and essential work they do

'GM Works' and how to make it happen

- **Recommendation 8:** Greater Manchester should set up GM Works to create good jobs, upskill and reskill people to take up these jobs and provide apprenticeships and 6-month Job Guarantees for disadvantaged groups in key sectors.
- Job creation in frontier, green and foundational economy sectors.
- Pipeline for these jobs including development of relevant skills and accessible opportunities
- training offer to upskill or reskill people
- dedicated training provision in target sectors
- job placement scheme targeted at the unemployed and particular disadvantaged groups and communities
- In-work progression programmes targeted at disadvantaged groups

Living Wage guarantee for all

- Building from the GM Good Employment Charter
- Supporting the creation of good, decent paid jobs, and resisting the pressure to settle for ‘any jobs’
- **Recommendation 9:** The Mayor should set an ambitious target to get every employer across Greater Manchester to pay the living wage and offer ‘living hours’ by 2030, using the Good Employment Charter, conditions on access to public goods, services and contracts, and support for businesses in low paid sectors to get there.
- Building a living wage and guaranteed living hours requirement into procurement and planning activities
- Making access to public funds and services conditional on signing a ‘fair for all pledge’

Bridging the Skills Divide

- Skills levels in Greater Manchester are low compared to the rest of England
- Employment and training programmes must fit the needs of the people they are for
- People the Commission met with described encounters with some services or programmes to be dehumanising and stigmatising
- **Recommendation 10: Universities, FE Colleges and training providers within the Greater Manchester Anchor Action Network should work to bridge the skills divide.**
- This might include: enhanced access programmes, an improved system for adult skills and lifelong learning in GM, improved access to in-work training and progression and Targeting apprenticeships and the GM Job Guarantee at disadvantaged groups



Building Wealth

Build wealth

- Jobs and incomes are just one dimension of economic inequality
- The Commission also looked at flows of wealth and supports the growth of “generative” businesses, such as employee-owned firms, cooperatives, community business and social enterprise
- These are firms in which wealth is both created and shared broadly between owners, workers and consumers
- Several local authorities in Greater Manchester are already adopting ‘community wealth building’ – and the Commission believes that there is a need to rapidly expand this work
- **Recommendation 11: GMCA should create a Community Wealth Hub to support and grow employee-owned, co-operative, mutual, social and community enterprises, staffed by people from the co-operative and community sector who understand the market, connecting and scaling existing efforts to grow and ‘market make’ the social economy from across the ten boroughs.**

Unlocking Community Investment

- GM must expand its ability to mobilise local resources (public, household, large-scale private or philanthropic)
- A long-term strategy to cultivate local, socially-driven finance institutions
- GM needs a way of connecting local individuals and social investors to opportunities to invest their money for community good
- **Recommendation 12: Greater Manchester should set up a Community Wealth Investment Platform to tap into local savings, unlock community investment and build up assets to share wealth with everyone in the city-region.**
- GMCA should spearhead a major campaign to encourage people to put their money to work to support communities across Greater Manchester to recover from Covid-19

A future GM Land Commission

- The Commission was unable to devote a lot of time to considering the ownership and use of land
- However, there is a need to look at future trends in land values, high streets, housing affordability and gentrification across the city-region
- There is an opportunity to explore the benefits of the effective collective use of public sector land
- This might consider ways to connect interested parties to the right skills to buy and develop land from the private sector
- **Recommendation 13: GMCA should set up a Land Commission to look more closely at the ownership and control of land in Greater Manchester, its impacts on inequality, and potential solutions.**



Services for a good life

Services for a good life

- The Greater Manchester Model of public service reform recognises, that the way public services are traditionally organised must change.
- Services operate in silos, making it difficult for people to get the holistic support that they need and for public money to be spent in the most effective ways
- But public services operate on different geographical footprints and with different funding models which all take account of need and place in different ways
- The Commission endorses the principle of ‘universal basic services’ as a key plank of a more equal society
- **Recommendation 14: Greater Manchester should build up an offer of universal basic services for all its residents and lobby central government to invest in making this a reality.**

Giving every child an equal start in life

- Every child and young person in the city-region deserves a safe, happy, full and supported life and the opportunity to explore and develop their identity, interests and talents, fulfil their potential and shape the lives they want to lead.
- But the educational system can present inequalities relating to socio-economic status, ethnicity, gender, and special educational needs and disabilities
- GM has no devolved powers over education. But that doesn't mean action can't be taken.
- **Recommendation 15:** Greater Manchester should launch a new Education Challenge, building back from the pandemic to provide better and fairer opportunities for all of its children and young people.

Decent Housing for All

- Housing is a critical driver of inequalities of both health and wealth.
- Overcrowding, damp, cold and vermin-infested homes are also associated with health inequalities – and poor housing has been associated with Covid-19 spread
- The intersection of inequalities is all too apparent in the data on over-crowding – particularly in relation to ethnicity, a greater proportion of disabled people live in poor quality housing, and issues of homelessness and housing insecurity have been highlighted by the GM LGBTQ+ Panel
- **Recommendation 16:** GMCA should scale up its delivery of affordable housing through public-owned and social sector housebuilding.

Tackling inequalities in neighbourhoods

- Greater Manchester has already done a huge amount towards making service for people work better in local areas
- However, now is the time to build on this work with a focus on addressing the deepest inequalities
- **Recommendation 17: Amplify the Greater Manchester Model of integrated public services in 10 pathfinder deprived communities, alongside piloting an income guarantee in one or more.**
- This might include
 - creating neighbourhood teams with a focus on inequalities,
 - agreeing shared goals and collective responsibilities with local communities,
 - breaking down barriers to shared data and intelligence to target support and
 - seizing opportunities to link local economic development and public service plans for communities

Achieving change

Creating a system for change in Greater Manchester



Creating a system for change in Greater Manchester

- Greater Manchester needs to create a ‘system’ which fully collaborates around the vision of good lives for all
- This will require **strong and purposeful leadership from all sectors** focussed on tackling inequalities
- It will require **collaboration and shared responsibility**
- It will need everyone to **take action** – and to **share power**
- The refresh of the **Greater Manchester Strategy** is an opportunity to bring wellbeing and equality goals front and centre of the work of the Combined Authority and its partners, and with communities
- The partnership boards which focus on **Growth, Reform and Tackling Inequality** must work together with a focus on good lives for all
- GM should create a **new social contract** between local government, communities and local residents – giving people genuine opportunities to participate and have control over things that affect their lives and working closely with groups and organisations that represent them

Finding the money

- The Commission recognises the difficult times and has made the following suggestions to explore:
 - pooling budgets to support joint action
 - treating community wealth building as an investment in deprived neighbourhoods
 - redeploying investment resources and scaling up existing social investment activity
 - finding new ways to harness the estimated £10bn of additional savings built up during the pandemic
 - ensuring that procurement and commissioning practices support good jobs, local ownership and a thriving VCSE sector
 - convening anchor institutions to maximise the potential benefits of their combined spending
 - Using the recommendations from this report for bids into new Government funding pots

Actions for central government

- Greater Manchester should (continue to) compel central government to:
 - Enact the Socio-economic Duty of the 2010 Equality Act
 - Make the Universal Credit uplift permanent and introduce a minimum income guarantee
 - Give local and combined authorities more devolved decision-making over budgets to help support people into good employment, and more control over universal credit – especially the housing component
 - Work with local government to test and fully evaluate an Income Guarantee within the city-region
 - End the hostile environment and ‘no recourse to public funds’ for migrants
 - End no-fault evictions and give local authorities the power to introduce rent controls
 - Fund local authorities fully to compensate for the extra budgetary pressures created by the pandemic and long-term funding for local services, including social care, transport and housing.

Final thoughts from the Commission

- The Commission's report ends with the following 4 questions which we are urged to consider as we move ahead:
 - **Will this action make someone's life better?**
 - **Will it work for everyone that it needs to?**
 - **Will it reduce inequality at individual, institutional, and structural levels?**
 - **Will it work in the long term?**

What next?

Implementing the recommendations

- The report is a tool for use by a range of stakeholders in different 'sectors' and at different geographical footprints.
- This will not just be a traditional public sector 'programme' with Gantt charts and milestones – the report is a call for action, and a set of suggested ideas.
- The GM Tackling Inequality Board, Growth Board and Reform Board will all be discussing their role in taking action over the coming weeks.
- And the report is going to the LEP, the Health and Social Care Partnership, all the Equality Panels and a range of other organisations to raise awareness, gauge initial reactions and hopefully to stimulate activity.
- GMCA will ensure that the key recommendations are embedded in the refresh of the Greater Manchester Strategy

Next steps

- Share the report with partners, networks, Boards, panels and communities for an early sense check on the report
- Get people's early views on the report and its recommendations and keep the discussion going around tackling inequality
- Align consideration of the Commission's report with the development of the refreshed Greater Manchester Strategy
- Meet again with the Commission in the autumn of 2021 to confirm what steps GM is going to take

Discussion points

DISCUSSION

We want to hear your initial thoughts on the recommendations; their importance and feasibility, rather the detail of how they will be delivered

- What really excites you about this report?
- What are you most apprehensive about?
- What does this report mean for your own organisation, network and or community?
- What does this report mean for the Board or Group which is hosting this meeting – what role might they play in implementing the recommendations in this report?