

Date: 25<sup>th</sup> June 2021

Subject: Greater Manchester Independent Inequalities Commission

Report of: Brenda Warrington, Portfolio Leader for Age-friendly Greater Manchester and Equalities, and Pam Smith, Portfolio Lead Chief Executive for Age-friendly Greater Manchester

---

## **PURPOSE OF REPORT:**

To provide an update on the roll-out of the report of the Greater Manchester Independent Inequalities Commission (IIC), following its launch on 26<sup>th</sup> March 2021. The roll out activities include engagement with key stakeholders, equalities panels and partnerships to carry out a sense check and gauge initial feedback to the report and its recommendations.

## **RECOMMENDATIONS:**

The GMCA is requested to:

1. Note the roll-out activity of the Commission report and discuss the early feedback received.
2. Ask that Local Authorities and Greater Manchester agencies share their current activities and plans in response to the Independent Inequalities Commission, to further inform the Greater Manchester development of next steps and actions
3. Agree a review of the membership of the Tackling Inequalities Board to ensure effective representation across districts and GM structures (Appendix)
4. Agree an in-principle allocation of up to £250,000 to further develop and implement actions arising from the Commission's recommendations

## **CONTACT OFFICERS:**

Amy Foots, Head of Implementation GMCA [amy.foots@greatermanchester-ca.gov.uk](mailto:amy.foots@greatermanchester-ca.gov.uk)

Anne Lythgoe, Strategy Principal GMCA [anne.lythgoe@greatermanchester-ca.gov.uk](mailto:anne.lythgoe@greatermanchester-ca.gov.uk)

Adrian Bates, Head of Equalities Strategy GMCA [adrian.bates@greatermanchester-ca.gov.uk](mailto:adrian.bates@greatermanchester-ca.gov.uk)

BOLTON  
BURY

MANCHESTER  
OLDHAM

ROCHDALE  
SALFORD

STOCKPORT  
TAMESIDE

TRAFFORD  
WIGAN

**Equalities Implications:**

*The GM Independent Inequalities Commission seeks to respond to equalities issues present in Greater Manchester. It has developed and published a detailed evidence base, exploring the intersectionality between equalities characteristics and issues such as education, employment, housing, and poverty, and made recommendations aimed at tackling systemic discrimination and addressing inequalities between communities.*

**Climate Change Impact Assessment and Mitigation Measures –**

*The recommendations of the Commission will enable the view and representations of members of GM society into the design and delivery of relevant policy and activity, including access to green spaces, sustainable transport options, alternative working models and maintaining and supporting ongoing environmental improvements.*

**Risk Management:**

N/A

**Legal Considerations:**

N/A

**Financial Consequences – Revenue:**

*£250,000 investment will support the implementation of the Commission’s recommendations, providing resources to kick-start new initiatives, and scale-up existing activity, enabling Greater Manchester to achieve its strategic ambitions to tackle inequality*

**Financial Consequences – Capital:**

N/A

**Number of attachments to the report: None****Comments/recommendations from Overview & Scrutiny Committee**

N/A

**BACKGROUND PAPERS:**

<https://democracy.greatermanchester-ca.gov.uk/documents/s14065/8%20GMCA%20-%20GM%20Independent%20Inequalities%20Commission%20March%202021%20final%2003.pdf>

<https://democracy.greatermanchester-ca.gov.uk/documents/s8791/12%20Responding%20to%20Inequalities%20GMCA%20Paper%2031.7.20%20v4.pdf>

<b>TRACKING/PROCESS</b>	
Does this report relate to a major strategic decision, as set out in the GMCA Constitution	No
<b>EXEMPTION FROM CALL IN</b>	
Are there any aspects in this report which means it should be considered to be exempt from call in by the relevant Scrutiny Committee on the grounds of urgency?	Please state the reason the report is exempt from call-in

# 1. INTRODUCTION AND BACKGROUND

- 1.1 The Independent Inequalities Commission was established in October 2020 to support and influence the city-region's renewal following the Covid pandemic , helping to develop ideas, providing expert opinion, evidence and guidance as Greater Manchester's economy and society reshapes over the coming months and years.
- 1.2 The Commission provided a deep dive, rapid research into the structural inequalities which exist in Greater Manchester, engaging across communities, public and business stakeholders, carrying out research, and gathering ideas, on inequalities associated with health, education, employment and skills; structural racism; future economic strategy, and the powers that Greater Manchester has to tackle these issues
- 1.3 The Commission was encouraged to act an independent 'critical friend' for Greater Manchester, be challenging and radical, and report back recommendations that are hard-hitting and practical, to enable positive change.
- 1.4 The Commission launched their final report on 26<sup>th</sup> March at a media and stakeholder launch event, with the report then endorsed by the Combined Authority meeting that day. The report and launch event can be viewed here, <https://www.greatermanchester-ca.gov.uk/what-we-do/equalities/independent-inequalities-commission/>

## 2. Findings

- 2.1 The Commission highlighted the interconnection of inequalities, and that all inequalities are important. In Greater Manchester there are self-perpetuating cycles of inequality which systematically disadvantage people and impact in different ways. These can be made worse by overlapping identities. The Commission 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
- 2.2 The Commission's vision set out the need to 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. It's report describes how Greater Manchester must ensure that everyone has access to the basics for a good life – no matter who they are or where they live – and target resources at the people and places within Greater Manchester who face the greatest barriers to living good lives knowing that when inequalities are reduced, everyone will benefit.
- 2.3 To achieve this vision, the Commission has described principles and approaches:
  - You can only level up from the bottom up; Top down actions and leadership must enable this to happen
  - Greater Manchester needs clear leadership and focus from the top on prioritising inequalities, and being brave enough to share power with those most affected by inequalities

- Greater Manchester must also 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.
- This should be done by building on what's there; the vast amount of good work that's already happening, but going further, deeper, and wider
- Tackling Inequality requires the whole system working together; collaboration and shared responsibility to be creative and resourceful with the powers and resources available
- Greater Manchester will also need to lever in power and resources, lobbying and working with national government

### **3. Recommendations made by the Commission**

3.1 The Commission made three broad types of recommendations:

- Flagship – numbered recommendations, the 'we think you must do' recommendations
- Suggestions – policy 'hooks', ideas, inspiration (which are embedded within 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 Greater Manchester should be encouraging others to do.

3.2 The recommendations in the Commission's report cover five areas:

- i. The Essential Pivot – putting wellbeing and equality at the heart of our strategies and actions
- ii. People Power – putting more power in the hands of the people of Greater Manchester
- iii. Good jobs, decent pay – providing good employment, paying the Real Living Wage and creating skills opportunities
- iv. Building wealth – spreading wealth, asset holding and the benefits from these within and between communities
- v. Services for a good life – facilitating a move towards universal basic services

### **4. Roll-out and next steps**

4.1 The report is a call for action, not a public sector 'strategy'. It is a tool for use by a range of stakeholders in different sectors and at different geographical footprints. In the Tackling Inequality Board, the report was described as a 'springboard for action'.

4.2 Throughout April and May, the report is being shared with partners, networks, boards, panels, and communities for an early sense check on the report. The roll-out plan has included Directors of Place, Directors of Public Health, GM Equality Panels, and district Equality Networks. The aim has been to get initial views on the report and its recommendations, and keep the discussion going around tackling inequality. It is essential momentum is maintained and this remains as much a priority for public services as it is for wider society.

- 4.3 The initial feedback has been very positive, with officers, stakeholders and residents encouraged by the focus on tackling the root causes of inequality. The breadth of recommendations, across economy, housing and areas of public life, engaging anchor institutions and businesses in existing ambitions around good employment, social value, integrated public services has enabled everyone to see their role in the agenda.
- 4.4 The emphasis on strengthening resident engagement to improve local services and tackle discrimination has been warmly received by the Equality Panels and voluntary sector.
- 4.5 In addition to 'socialising' the report widely, it is essential that responsibility for taking action to address the findings and act on the recommendations are embedded within the GMCA structures, as the recommendations are broad across our Inequalities, Growth and Reform ambitions. The Growth Board and Reform Board are considering their role in implementing the recommendations and bringing their response to the Tackling Inequalities Board.
- 4.6 The Tackling Inequality Board provides partnership governance of Greater Manchester's equity and inequality objectives and outcomes, undertaking strategic oversight of delivery, supporting and challenging others within their thematic areas. It is therefore essential that the membership of this board provides a strong mix of political, organisational and community representation, that reaches into districts and GM structures. A light touch review of membership of the Tackling Inequalities Board is proposed to ensure appropriate representation (current membership in the Appendix).
- 4.7 In addition, local authorities are examining their work through the lens of the Commission's report to see where opportunities lie to go further and faster on key issues. To enable a coordinated response, identifying existing good practice, local priorities and areas of interest, it is requested that Local Authorities and Greater Manchester agencies share their current activities and plans in response to the Independent Inequalities Commission, to further inform the Greater Manchester development of next steps and actions.
- 4.8 Responsibility for taking action to address inequalities should not just be owned by the public sector at a Greater Manchester level. Voluntary, Community and Social Enterprise groups have expressed a keen interest in supporting the people power and community wealth building recommendations. The Commission's report has been considered by the GM Local Enterprise Partnership, whose members are keen to lead forward work around diversity, inclusion, and good employment within the business sector in Greater Manchester. Achieving meaningful impact in terms of addressing inequalities will be achieved through actions taken by many leaders in many organisations across Greater Manchester. This report presents an opportunity for many in the strength and depth of its recommendations and suggestions.
- 4.9 This will enable us to move forward as one, aligning the Commission's report with the development of the refreshed Greater Manchester Strategy. As stated in the first of the Commission's recommendations, it is fundamental that inequality is at the forefront of our new strategic priorities. This will be strengthened by the recommendations from the Marmot City Region programme to be released in the coming weeks. In addition, as part of the refreshing of the Greater Manchester Strategy and its outcomes framework,

a new set of community metrics are being developed with residents to understand, monitor, and resource the activities that have the greatest cause and effect.

4.10 Coinciding with the launch of the new Greater Manchester Strategy, the intention is to meet again with the Commission in the autumn of 2021 to set out the steps Greater Manchester is taking.

## **5. Resources**

5.1 The Commission recognises the financial challenges being faced, and 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

5.2 It is clear however from an early analysis of and feedback on the recommendations made by the Commission, that further work will be required to respond to each one. Some will require feasibility assessments and detailed business cases, whereas others will require targeted stakeholder engagement to co-design the best solutions. Some of the recommendations might be best delivered at a Greater Manchester footprint, whereas others might be driven individually by each of the ten districts. The Commission itself noted in its report that they did not have enough time to fully explore existing activity in detail but urged Greater Manchester not to duplicate but to build from existing successes.

5.3 Resourcing is an integral part of the feasibility of the recommendations, with work underway across districts and service areas to explore what can be scaled-up, kick-started or sustained.

5.4 To further develop and implement the recommendations, up to £250,000 is requested from Mayoral priorities budget. This budget will cover further work to build business cases on specific recommendations, for the initial set up costs of networks which can then be put on a self-sustaining basis, and for the ongoing engagement of communities and groups whose insights and experiences need to continue to be captured in the delivery of recommendations.

## **6. RECOMMENDATIONS:**

6.1 Recommendations appear at the front of this report.

## Appendix - Membership of the Tackling Inequalities Board

<b>Name</b>	<b>Role</b>
Cllr Brenda Warrington	Chair - Portfolio Lead for Ageing and Equalities
Andy Burnham	Portfolio Lead for Reform (Chair of Reform Board)
Cllr Elise Wilson	Portfolio Leader for Economy (Chair of Growth Board)
Paul Dennett	Portfolio Lead for Housing
Pam Smith	Portfolio Lead Chief Executive for Ageing and Equalities
Tony Oakman	Portfolio Lead Chief Executive for Reform
Geoff Little	Portfolio Lead Chief Executive for Children and Young People
Cllr Paula Wakefield	Lead Member for Equality and Domestic Abuse, Wigan Council
Joanne Roney	Chair of GM Population Health Board
Sarah Price	Chief Officer, GM Health & Social Care Partnership
Jeanelle de Gruchy	Director of Public Health, Tameside
Nicola Kane or Rod Fawcett	Transport for Greater Manchester
Umer Khan	Greater Manchester Police
Sasha Deepwell	Chair GM Housing Partnership Diversity, Inclusion, Community Cohesion and Equalities Group
Julian Palfreyman	Co-Chair VCSE Equalities Alliance
Mark Fletcher	Chair LGBTQ+ Panel
Carl Austin Behan	LGBTQ+ Advisor to Mayor of Greater Manchester
Beverley Hughes	Women and Girls Panel
Michele Scattergood or Sarah Cross	Co-Chair Disabled People's Panel
Stuart Dunne	Youth Combined Authority
Paul McGarry	Age Friendly Greater Manchester
Elizabeth Cameron	Chair Race Equality Panel
TBC	Chair Faith Advisory Panel
Graham Whitham	GM Poverty Action
Rose Marley or representative	Chair of GM Social Enterprise Advisory Group
Stewart Lucas	GM VCSE Leadership Group
TBC	GM LEP
TBC	Business sector