

Greater Manchester Combined Authority

Date: 29th July 2022

Subject: Greater Manchester Equality Panels

Report of: Councillor Amanda Chadderton, Portfolio Lead for Equalities, Inclusion & Cohesion and Sara Todd, Portfolio Lead Chief Executive for Equalities, Inclusion & Cohesion.

PURPOSE OF REPORT:

This report presents the 2021-22 Annual Reports from Greater Manchester Equality Panels for information.

RECOMMENDATIONS:

The GMCA is requested to:

1. Note the Annual Reports provided by the Disabled People's Panel, Youth Combined Authority, Women and Girls Equality Panel, Race Equality Panel, Faith and Belief Panel Advisory Panel, Older Peoples Equality Panel and LGBTQ+ Equality Panel.
2. Engage with the Equality Panels (individually or collectively) on key issues within their Portfolio that will impact communities-of-identity

CONTACT OFFICERS:

BOLTON
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STOCKPORT
TAMESIDE

TRAFFORD
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Equalities Impact, Carbon and Sustainability Assessment:

Impacts Questionnaire

Impact Indicator	Result	Justification/Mitigation	
Equality and Inclusion	G	<p>There are seven Equality Panels, focused on improving outcomes and reducing discrimination faced by people from communities-of-identity (protected characteristics); Faith, Race, Women and Girls, Older People, Young People, Disabled People, LGBTQ+</p> <p>People experiencing inequality often face multiple issues, including social and economic disadvantage. The Panels focus on those most at risk in society</p> <p>Access, experience and outcomes from public services are not equal, and making this equitable is a priority for the Panels</p> <p>Membership of the Panels are residents with lived-experience, or representatives of voluntary organisations that support residents. Engaging the Panels in decisions and services that affect them at the earliest stage leads to better outcomes and value for money</p> <p>The Panels bring together diverse community voices, strengthening understanding and collaborating to celebrate Greater Manchester's culture of social inclusion</p>	
Health	G	<p>The Equality Panels provide insight into the access, experience and outcomes of diverse communities. This should help public services develop more effective policies and deliver more efficient services. The Panels cover a range of topics across Health and Wellbeing, enabling communication, codesign and collaboration between public services, voluntary sector and residents. For example the Disabled Peoples Panel have supported the Community Hub response to the pandemic</p>	
Resilience and Adaptation	G	<p>The Equality Panels enable public services to communicate and engage with diverse communities. Reducing inequality in these communities builds resilience. Tackling discrimination will enable public services to become more representative of their communities, building trust and confidence. Hate Crime is a cross-panel priority</p>	
Housing	G	<p>The Equality Panels have contributed to the new Homelessness Prevention Strategy, providing valuable insight to policy makers on the lived-experience of people from diverse communities, including those fleeing domestic abuse from ethnic minority communities, people with no recourse to public funds and those requiring supported housing due to health or disability</p>	
Economy	G	<p>The Equality Panels provide insight into the access, experience and outcomes of diverse communities. This should help public services develop more effective policies and deliver more efficient services. The Panels cover a range of topics across Economy and Employment, enabling communication, codesign and collaboration between public services, voluntary sector and residents. For example, the Panels are informing the Good Employment Charter and Workforce Race Equality Strategy</p>	
Mobility and Connectivity	G	<p>There is a specific focus in the new Digital Taskforce on Older People and Disabled People. The Ageing Hub (Older Peoples Panel) and Disabled Peoples Panel are directly supporting this activity, providing professional expertise and connectivity into their communities. This will ensure solutions meet the needs of target group</p>	
Carbon, Nature and Environment	G	<p>The Equality Panels provide insight into the access, experience and outcomes of diverse communities. This should help public services develop more effective policies and deliver more efficient services. The Panels cover a range of topics across Environment, enabling communication, codesign and collaboration between public services, voluntary sector and residents. For example, the Youth Combined Authority contribution to the Green Summit.</p>	
Consumption and Production			
Contribution to achieving the GM Carbon Neutral 2038 target			
Further Assessment(s):	Equalities Impact Assessment		
 Positive impacts overall, whether long or short term.	 Mix of positive and negative impacts. Trade-offs to consider.	 Mostly negative , with at least one positive aspect. Trade-offs to consider.	 Negative impacts overall.

Carbon Assessment

Overall Score

Buildings	Result	Justification/Mitigation		
New Build residential	N/A			
Residential building(s) renovation/maintenance	N/A			
New Build Commercial/Industrial	N/A			
Transport				
Active travel and public transport	N/A			
Roads, Parking and Vehicle Access	N/A			
Access to amenities	N/A			
Vehicle procurement	N/A			
Land Use				
Land use	N/A			
No associated carbon impacts expected.	High standard in terms of practice and awareness on carbon.	Mostly best practice with a good level of awareness on carbon.	Partially meets best practice/ awareness, significant room to improve.	Not best practice and/ or insufficient awareness of carbon impacts.

Risk Management:

N/A

Legal Considerations:

N/A

Financial Consequences – Revenue:

The previously agreed £350,000 annual investment enables the GMCA and partners to engage people experiencing inequality through the Equality Panels, facilitated by commissioned culturally appropriate organisations. Effective Equality Panels support public service resources to be invested in ways that are more targeted to those most at risk, reducing costs and achieving better outcomes. There is no additional financial ask relating to this paper.

Financial Consequences – Capital:

N/A

Number of attachments to the report: Six

Comments/recommendations from Overview & Scrutiny Committee

N/A

BACKGROUND PAPERS:

N/A

TRACKING/PROCESS		
Does this report relate to a major strategic decision, as set out in the GMCA Constitution		No
EXEMPTION FROM CALL IN		
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
GM Transport Committee	Overview & Scrutiny Committee	
[Date considered at GM Transport Cttee if appropriate]	[Date considered by the relevant Overview & Scrutiny Committee]	

1. BACKGROUND

1.1 The Greater Manchester Equality Panels have been established to advise, proactively support and constructively challenge Greater Manchester's political leaders and policy-makers to tackle the discrimination and disadvantage that cause injustice and inequality in society, and champion Greater Manchester as an inclusive city-region.

1.2 They do this by working together with the GMCA and partners to:

- Provide insight into Greater Manchester's diverse communities, enabling political leaders and public bodies to listen and engage in a more targeted and effective way
- Communicate key messages to our communities as trusted sources
- Codesign policies, programmes and strategies to ensure they work effectively for communities
- Support an asset-based approach, highlighting new opportunities (and challenges) for positive collaboration that build on the resources and strengths within our communities

1.3 There are seven panels – Race Equality Panel, Disabled People's Panel, Faith and Belief Advisory Panel, LGBTQ+ Equality Panel, Women and Girls Equality Panel, Youth Combined Authority and Older People's Equality Panel. Membership reflects diversity, across different demographics, districts, sectors and other interests. Recruitment is transparent, the Chairs selected by panel members and membership is publicised. Further information on the Panels can be found at

<https://www.greatermanchester-ca.gov.uk/what-we-do/equalities/>

1.4 The Chairs of the Equality Panels meet regularly with the Portfolio Leads to explore opportunities for collaboration on intersectional issues and share common challenges to delivering impact. In addition, the Chairs are members of the Tackling Inequalities Board, ensuring a strategic connection between the Panels and political and organisational leaders. These structures and connectivity enable the panels to have greater clarity of purpose; influencing the strategic agenda, mandate to work with public services (and challenge where necessary) and empowered to deliver more impactful activity.

1.5 Each Panel is facilitated by a culturally appropriate voluntary sector organisation, commissioned by GMCA using the same specification to ensure consistency of approach across the panels. This strengthens the support to panel members, creating strong foundations that enable greater flexibility within the Panel to focus on the issues that are most important to their communities. Panel Facilitators work in partnership with GMCA officers to ensure the panel can engage policymakers effectively, and act as a bridge between public services and the wider community. They meet regularly, enabling resources and practice to be shared, delivering greater impact and value-for-money.

2. EQUALITY PANELS AND GREATER MANCHESTER STRATEGY

2.1 In Greater Manchester, the pandemic exacerbated longstanding inequalities, as well as highlighting new ones. From access to good jobs, to transport, health and housing, the impact has been unequal and unfair, affecting different people, places and communities across Greater Manchester in very different ways. The Greater Manchester Strategy has a clear commitment to ensure policies and services support all diverse communities appropriately, and actively target resource at the people and places facing the greatest obstacles in life.

2.2 As the issues of inequality impact all Portfolios, the Portfolio Leads will be identifying common priorities, with Panel Chairs and the Tackling Inequalities Board, to concentrate efforts, enabling ways of working to be embedded and progress to be evidenced.

2.3 A strong message from the Independent Inequalities Commission was that a deep understanding of the issues, and the solutions to those, can only come from working in and with those communities, being informed and guided by their voices and experiences. This places even greater responsibility on policymakers to engage early and genuinely with communities-of-identity, and the Equality Panels, and their supporting networks, provide a space for this dialogue, complementing locality engagement mechanisms.

3. ANNUAL REPORTS

3.1 Disabled People's Panel (Appendix 1)

3.2 The Disabled Peoples Panel is a pan-impairment Panel, made up of Disabled People's Organisations from the ten districts, and facilitated by the Greater Manchester Coalition of Disabled People. The aim of the Panel is to ensure that disabled people are involved in all aspects of running and planning for the future of the city region. The Panel has been supporting the development of other Disabled People's Panels in other cities who are keen to copy the Greater Manchester model.

3.3 The Panel has influenced local and national policy on issues impacting disabled people, including the Good Employment Charter and Independent SAGE (Scientific Advisory Group of Experts), and focused on digital inclusion, social care costs and transport accessibility.

3.4 The Panel will shortly release the next iteration of its Big Disability Survey. This will build on the 2020 survey, which was one of the first in the country and highlighted some of the early challenges faced by disabled people. This second survey will capture insight on the ongoing impact of the pandemic, and the cost-of-living crisis.

3.5 Youth Combined Authority (Appendix 2)

3.6 The Youth Combined Authority (YCA) brings together young people from the district Youth Parliaments and youth organisations that support a diverse range of young people, ensuring the membership is rich in lived experience and inclusivity. Stronger links have been built over the last year to ensure the YCA has a defined role advising, supporting and challenging the new Children and Young Peoples Strategy, strengthening their mandate and impact

3.7 The YCA has advised on approaches to crime and community safety, digital inclusion, and Neurodivergence and Education. They have a passion for the environment, supporting the Green Summit and a member of the YCA attended COP26, prompting

commitment by the Mayor of Greater Manchester and Mayor of Liverpool City-Region to undertake a North West Youth Commission on Climate.

3.8 The YCA has recently produced a [two-year vision](#), setting out the themes they will focus on; Health and Wellbeing, Covid Recovery, Equity Equality and Inclusion, and the Environment. The YCA is facilitated by Youth Focus North West.

3.9 Women and Girls Equality Panel (Appendix 3)

3.10 The role of the Women and Girls Equality Panel is to understand the inequalities women and girls face, including their experiences of the pandemic, in which women have been hit particularly hard. Whilst the panel members attend in an individual capacity, many are also employed by organisations aiming to tackle issues experienced by women and girls. The Panel is facilitated by the Pankhurst Trust.

3.11 The Panel have explored Employment Skills and Education, taking a deep dive into sectors like childcare and social care where women are overrepresented in the workforce and face low paid precarious work, as well as looking at constraints on women's self-employment and entrepreneurship. The Panel have seen several of their recommendations turned into action by the Good Employment Charter, School Readiness Programme and GMCA Work and Skills Team.

3.12 The other area of focus is Violence Against Women and Girls, where the main topics covered include safer streets, the significance of recording and responding to low-level crimes, and violence towards minoritized groups such as migrant woman. The Panel have played a valuable role in shaping and developing the Greater Manchester Gender Based Abuse Strategy. Two panel members now sit on the Gender Based Violence (GBV) Board, which oversees the implementation of the strategy, providing a link between the board and panel and ensuring the voice of women and girls is heard. The Panel also supported a bid to the Safer Streets Fund and their involvement helped secure £550,000 for initiatives to make streets safer for women in Greater Manchester.

3.13 Race Equality Panel (Appendix 4)

3.14 The Race Equality Panel are committed to tackling the discrimination that impacts communities experiencing racial inequalities. Over the last year the Panel has focused on education, developing a well-received Race Equality Charter for Schools, raising race as a priority for the developing Integrated Care System, supporting the development of the Homelessness Prevention Strategy, and working with Greater Manchester Police on their equality agenda.

3.15 The Panel Chair wrote to business, public and voluntary leaders urging action on racial inequality in employment and tackling institutional racism. This led to the Panel hosting a successful cross-sector roundtable seminar, supported by the Good Employment Charter. The event shared best practice and enabled new relationships to be forged, raising awareness of a hugely significant challenge for the city-region.

3.16 The Panel have collaborated on new research into racial inequality in Greater Manchester with the Centre on Dynamics of Ethnicity (University of Manchester), and are represented on the Steering Group of the Greater Manchester Civic Leadership Programme being delivered by Operation Black Vote. Facilitation of the Race Equality Panel has recently transferred to the Caribbean and African Health Network.

3.17 Faith and Belief Advisory Panel (Appendix 5)

3.18 The Panel acts as a 'network of networks', bringing together representatives from across Greater Manchester's faith, belief and interfaith networks. The aims of the Panel are to optimise the Faith and Belief contribution to the Greater Manchester Strategy, and ensure that the role of Faith and Belief in society is recognised and valued.

3.19 Members of the Panel are actively involved in a range of Greater Manchester Action Networks, including homelessness, digital inclusion, carbon reduction, real living wage and food security. The Panel have also supported city-region sessions on religious education and religion in the media. The Panel is facilitated by Pulse Regeneration.

3.20 Moving forward, a focus of the Panel will be strengthening the role of Faith and Belief in the Voluntary, Community and Social Enterprise (VCSE) Accord, and championing the role that faith and belief plays in society.

3.21 **Older Peoples Equality Panel (Appendix 6)**

3.22 The Older Peoples Panel launched earlier this year, in partnership with the Greater Manchester Ageing Hub and facilitated by Macc. It connects existing networks with new champions, strengthening insight and influence in policy making and creating new opportunities for innovative delivery.

3.23 The Panel builds on the successful Greater Manchester Older Peoples Network which has collaborated in a range of campaigns, co-production and research projects, and events to promote a more positive view of ageing and take practical steps towards improving the quality of life for older residents.

3.24 The Panel take a more strategic role, informing and influencing the Age Friendly Strategy, with the initial focus on three themes: impact of the cost of living crisis, care settings and digitalisation.

3.25 **LGBTQ+ Equality Panel**

3.26 The LGBTQ+ Advisory Panel has gone through a period of transformation, recruiting 16 new members, from across Greater Manchester, facilitated by the LGBT Foundation. The Panel believe that people and communities are our strongest voice for change. Through policy and research, the Panel will change lives and through practice and example make Greater Manchester a respectful and safe place to live. To inform their priorities the Panel has undertaken a survey to hear from their communities and strengthen engagement between the Panel and localities.

3.27 The Panel launched on 17th May, International Day against Homophobia, Biphobia and Transphobia, with a promise to make the region better and safer for all LGBTQ+ communities by committing to free the city-region of so-called “conversion therapy”, a practice where an individual or organisation seeks an intervention with a predetermined

outcome to change, cure or suppress the sexual orientation or gender identity of a person. This powerful commitment to end this practice was endorsed by the Mayor of Greater Manchester and many Greater Manchester-based organisations, local authorities and charities.

3.28 The Panel has three main areas of focus

- Creating inclusive and safe places and spaces
- Counting us in, ensuring data on LGBTQ+ access, experience and outcomes is captured in all public services
- Inclusion as standard, embedding LGBTQ+ respect and rights across society

3.29 As the Panel has only recently launched, an Annual Report will be published later.

4. RECOMMENDATIONS

4.1 Recommendations appear at the front of this report.