

Greater Manchester Combined Authority

Date: 25th November 2022

Subject: Greater Manchester Civic Leadership Programme

Report of: Andy Burnham, Mayor of Greater Manchester, Councillor Amanda Chadderton, Portfolio Lead for Equalities, Inclusion and Cohesion, and Sara Todd, Portfolio Lead Chief Executive for Equalities, Inclusion and Cohesion

Purpose of Report

The purpose of this report is to provide an update on the inaugural Greater Manchester Civic Leadership Programme, commissioned by Greater Manchester Combined Authority and delivered by Operation Black Vote. The report will also highlight how the programme will be strengthened in year two, and the role of Greater Manchester Combined Authority Leaders and organisations in supporting delivery to maximise impact

Recommendations:

The GMCA is requested to:

1. Note the programme's first year outputs, outcomes and case studies.
2. Endorse the commissioning of a year two programme, funded from the Mayoral Budget, and the areas of focus and delivery.
3. Consider practical ways they can support this year's participants, and next year's programme delivery and participants.

Contact Officers

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Equalities Impact, Carbon and Sustainability Assessment:

Recommendation - Key points for decision-makers

The GMCA is requested to:

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- ii. Endorse the commissioning of a year two programme, funded from the Mayoral Budget, and the areas of focus and delivery
- iii. Consider practical ways they can support this year's participants, and next year's programme delivery and participants

Impacts Questionnaire

Impact Indicator	Result	Justification/Mitigation
Equality and Inclusion	G	The Civic Leadership Programme supports people from racially minoritised communities to take up positions of influence over public services and the communities they live, in which they are currently significantly under-represented
Health		
Resilience and Adaptation		
Housing		
Economy		
Mobility and Connectivity		
Carbon, Nature and Environment		
Consumption and Production		

Contribution to achieving the GM Carbon Neutral 2038 target

Further Assessment(s):	Equalities Impact Assessment						
G	Positive impacts overall, whether long or short term.	A	Mix of positive and negative impacts. Trade-offs to consider.	R	Mostly negative, with at least one positive aspect. Trade-offs to consider.	RR	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 non-residential (including public) buildings	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

For year two 2023/24, it is proposed to fund the approximate programme costs of £70,000 from the Mayoral Budget, as in year one, subject to the budget agreement process for 2023/24.

Financial Consequences – Capital

n/a

Number of attachments to the report: 0

Comments/recommendations from Overview & Scrutiny Committee

Background Papers

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?

No

GM Transport Committee

n/a

Overview and Scrutiny Committee

1. Introduction

- 1.1 Greater Manchester's ability to get to grips with racial inequality is hampered by the lack of representation of racial minorities in the organisations that have the power to act. Greater Manchester Independent Inequalities Commission 2021.
- 1.2 Whilst the Black Lives Matter Movement and pandemic highlighted and further worsened the racial discrimination and inequalities within our society, compounded by a lack of civic engagement and under-representation of people experiencing racial inequalities, the circumstances presented organisations working for racial, social and judicial equality with a unique window of opportunity, to harness and bolster the engagement of those communities experiencing racial inequality. Establishment of the Race Equality Panel and the Young Persons Guarantee show the opportunity and ambition to collaborate with young people and communities, building positive relationships and constructively influencing policy and decision-making.
- 1.3 For its inaugural year, GMCA partnered with Operation Black Vote (OBV), a non-partisan political organisation, established in 1996 to address the nation's racial democratic deficit. For over twenty years, OBV has delivered award-winning Schemes and Programmes, with OBV Alumni entering all walks of political, public and civic life including MP's and City Mayors such as Bristol's Marvin Rees.

2. Civic Leadership Programme Aims and Objectives

- 2.1 The programme aim is to help tackle the under representation of racially minoritised people in many areas of civic and public life.
- 2.2 Participants gain first-hand knowledge of the roles and responsibilities of public appointees and an insight into the systems and procedures of public bodies, by hearing from inspiring leaders and observing practices. This empowers participants with the confidence and skills to engage with and join public bodies and political offices within Greater Manchester and inspire and encourage other people within their communities to actively engage.

- 2.3 Participating mentors, elected members, officers and other holders of power and responsibility also gain an opportunity to develop a greater understanding of Greater Manchester's increasingly diverse and rapidly changing communities, and the inequalities and discrimination they face. In addition, the programme sends out a positive message to racially minoritised communities that the Greater Manchester Combined Authority is taking a proactive leadership role in confronting the challenges of racial disparities.
- 2.4 On completion of the Programme, participants are encouraged to put themselves forward for elected or selected public office roles within Greater Manchester. In addition, they will act as ambassadors for the programme and its aims, for example by giving talks in schools and to community networks.
- 2.5 Participants join OBV's Alumni programme, which provides assistance, support and networking opportunities to further develop their civic aspirations.

3. Year One Delivery

- 3.1 Following a recruitment campaign, including a launch event with the Mayor and Deputy of Greater Manchester, Leader of Manchester City Council and other stakeholders, the programme recruited 28 dynamic and diverse individuals from across Greater Manchester.
- 3.2 Participants undertook learning sessions and practical observations on
- Education: School Governors
 - Policing: Crime and Community Safety Governance
 - Criminal Justice System: Magistrates
 - Health: Boards of health service providers
 - Voluntary Sector: Trustees
 - Local Government: Councillors
- 3.3 The participants heard from a varied range of prominent national figures, OBV Alumni and Greater Manchester Civic leaders, including Deputy Mayor Baroness Beverly Hughes and Evelyn Asante-Mensah OBE, Chair of Pennine Care NHS Foundation Trust.

- 3.4 All Leaders have been invited to the graduation event on 7th December.
- 3.5 The programme has been overseen by an independent steering group, chaired by Diane Modahl, with representatives from the Race Equality Panel and Youth Combined Authority, Councillor Professor Erinma Bell, and officers from GMCA and OBV. The group have provided support and challenge to delivery and will undertake evaluation of the programme to inform the key deliverables for year two.

4. Year One Case Studies and Outcomes

4.1 Feedback from participants

“It has been an amazing and extremely thought-provoking experience, being a part of this leadership programme. All the speakers who have generously offered their time to impart their knowledge and experience with us has been invaluable. On a personal level for me, it has really helped me to start to form a real pathway for what I would want to do at the end of the programme.

One of the real takeaways from the programme is the level of confidence, and a real resilience to progress it has instilled in me. I joined this process with such trepidations, that I wouldn't be good enough, that maybe I would be exposed in some way. By the end of the launch and on each subsequent learning seminar, my commitment to my continued personal development has increased and I feel ready to take the next step. I feel ready to take on the greater challenges that await in my civic/political career when called upon.”

“I was so overwhelmed at first, when my mentor Sam first suggested to me, I apply for the Black Civil Leadership program. Me, who has always been told, ‘no’. Trained to stay in my lane. Watching everyone else reach beyond their abilities. Always, helping, advising, guiding them to their dreams. Often, left accepting frustration in my own abilities and life skills; being held career hostage. I couldn't believe I had successfully sent in my shortened CV, picture and bio. It was so hard yet rewarding.

Listening to all those who had found their career and voice in helping their communities and counties made me believe anything was possible, just by pushing through barriers of the expected mindset and racist bias beliefs of what you should be to appease others.”

“It has been fantastic to connect with other like-minded people from all 'walks of life.' It has given me the sense that we are not on our own and that connection is valuable to sustain you. I have realised that even though there are some areas of profession that I would not wish to pursue, they are all interlinked and what I have learned from each seminar can be applied to your everyday life, whether professional or personal. I am currently a school governor but felt so out of my depth, I have not had the support they offered at the start of my appointment. The programme has given me the confidence to step forward, to not just be a number to make up the quorum but also to vocalise my thoughts and opinions. I have been appointed a lead role in the governing body and intend to use my skills and knowledge to do excel in this additional responsibility.”

4.2 Programme outcomes to-date

- 1) A third who (had not previously) are now actively participating in political party and non-party events, conferences and seminars.
- 2) More than 60% have committed to applying for a civic position within three months of graduation, a handful have already done so and are keeping us onside with updates.
- 3) Many have committed to speaking at OBV and non-OBV related public events as part of the wider ambassadorial role.
- 4) Six of the cohort have expressed an interest in applying to the OBV Pathway senior leadership programmes over the next twelve months; eight for our future Parliamentary programme.

4.3 However, an area of concern for participants is the culture of organisations they will be joining, when taking up a position. Organisations need to be open and ready to welcome and support people from racially minoritised communities. For example, Operation Black Vote struggled to engage the Magistracy in the programme, despite them needing to recruit new and diverse Magistrates. Leaders play a crucial role in creating organisational culture and engaging them in the programme will be a priority in year two for the outcomes to be achieved and sustained.

4.4 A final programme report and evaluation will be produced in December 2022.

5. Strengthening the Programme in Year Two

- 5.1 Looking forward, the Mayor of Greater Manchester has expressed commitment to continuing with a Civic Leadership Programme for the duration of his term, championing it as a key driver to diversifying civic leadership and creating inclusion and tackling inequalities across wider society.
- 5.2 For year two, it is proposed to fund the approximate programme costs of £70,000 from the Mayoral Budget, as in year one, subject to the budget agreement process for 2023/24.
- 5.3 As with all inaugural programmes, there have been challenges to overcome which present opportunities for improvement and innovation in year two.
- 5.4 Improving the core programme
- The programme will capitalise on hybrid working, creating a more balanced programme of in-person events, enabling the cohort to network and share experiences, and online sessions, ensuring the high calibre of speakers is retained.
 - The programme will be supported by a locally based organiser, improving connectivity between the participants, supplier and GMCA.
 - Promotion of the recruitment and ongoing communication throughout the programme will be increased, through collaboration with Greater Manchester and District Communication Leads. This aims to ensure participants from all districts in Greater Manchester in year two
 - In addition, the programme will develop, establish, and describe clearer pathways to civic leadership, through closer engagement of GMCA Leaders and senior officers responsible for recruiting and supporting Civic Leaders. This will help to ensure that any barriers are addressed, and participants are able to take up and sustain future positions in places that are inclusive. Improving the pathway for programme participants will challenge and change pathways for all racially minoritized people to take on civic leadership positions.
- 5.5 GMCA leaders are asked to consider practical ways the programme and its participants can be supported, for example by offering mentoring, shadowing,

training or work placements, speaking at programme sessions, workshops or masterclasses, or providing opportunities to observe civic events.

5.6 Expanding youth outreach

- The aim of the youth outreach sessions is to inspire under-18s into becoming fully engaged, responsible and civic citizens, and future community, regional and national leaders and change-makers. This will also help establish a pipeline to future programmes
- In year two a broad range of online and in person events, will engage young people from across Greater Manchester. Whilst the primary focus will be on racially minoritised communities, the sessions will be inclusive to all young people, recognising the need to diversify both the ethnicity and age of civic leaders.
- The youth outreach will be developed with youth service leads and stakeholders to ensure the programme is complimentary to current activity. In addition, the outreach will be commissioned from a local partner with experience of youth engagement and established networks in Greater Manchester.