# Greater Manchester Tackling Inequalities Board

# Terms of Reference (June 2024)

## 1. Purpose

To provide strategic leadership to tackling evidenced inequalities in Greater Manchester (GM) through the adoption of a system-wide community-focused approach.

The Tackling Inequalities Board brings together a range of stakeholders from the public, voluntary, community, faith and social enterprise (VCFSE) and business sectors, with the overarching ambition of advancing equity and tackling inequality. This prioritises people and communities with protected characteristics, as set out in the Equality Act 2010, and how these intersect with wider determinants of inequalities, including place and socio-economic factors.

## 2. Accountability

The Board provides oversight, direction, proactive support and constructive challenge of activity undertaken by public services to tackle inequalities. It acts in an advisory role and does not have formal decision-making authority within the GMCA constitution. Connectivity with those leading delivery, ensuring the Boards input is essential. In particular, the Board works alongside the Reform, Growth and Population Health Boards, bringing specialist intelligence and expertise to inform and influence the boards, relevant policy teams and partnerships. In addition, the Board takes account of activity underway in localities and ensures that GM activity is complementary and adds value.

## 3. Aims

The Board acts as a system lead for ensuring the inequalities evidence base is comprehensively developed, disseminated and utilised. It provides visibility to communities of identity in the active advancement of equity across GM, ensuring the successful delivery of the Greater Manchester Strategy. By bringing together work programmes in public services the Board aims to ensure the system response is greater than the sum of its individual parts.

The Board meetings act as a strategic forum for the alignment of activities, strategies and conversations, and shapes priorities and actions around this agenda.

* Raises awareness of inequalities and discrimination faced by communities-of-identity
* Community insight provides check and challenge to strategic planning and operational delivery
* Diverse board membership provides proactive support and constructive challenge to GM delivery, ensuring a focus on ‘people’ as well as ‘place’
* Creates opportunities for collaboration between services and stakeholders, including community assets

Concentrating on a small number of areas will enable the positive impact on communities-of-identity to be tracked. These include Mayoral Manifesto commitments in relation to housing, education and wellbeing.

## 4. Focus

The Board works across equalities groups and has a focus on the socio-economic inequality that is felt by many people in different places and from different backgrounds. It will hear from the Equality Panels and other networks which discuss issues specific to a single community of identity but take an approach which builds from a collective viewpoint of the issues that intersect all.

## 5. Mode of operation

The operation of the board will take the following sequence:

1. Providing intelligence and insight around a specific theme to support and challenge current and future programmes of work
2. Agreeing the focus for action on specific inequalities (accepting that there will be some short-term work but also long-term work as tackling inequalities takes time)
3. Seeking assurance that the actions taken address the inequalities which exist across the city region.

## 6. Meetings

The Board is chaired by the Portfolio Lead for Equalities and Communities. The Chair ensures that:

* Meetings are conducted in a fair, equitable and transparent business-like fashion, with decisions being achieved by consensus of the membership
* Agreed conclusions, recommendations and action points are clear
* A shared culture and language, common purpose and trust are endorsed through a collaborative leadership style

The Board meets bi-monthly, with meetings taking place on Microsoft Teams

## 7. Role of Board Members

Board members represent a specific Portfolio, organisation, panel or sector. They agree to adhere to the following:

Principles

* Input to discussion is informed by direct lived experience, or through intelligence gathered by the Portfolio, organisation, panel or sector they are representing
* Acts with respect to other Board members, and to the views of those they represent
* Endorses a collaborative and co-operative model and works to ensure its achievement

Responsibilities

* Champion the work of the Board to encourage wider participation and buy-in to its work
* Promote equity by not discriminating unlawfully against any person, and by treating people with respect, regardless of race, age, religion or belief, gender, sexual orientation, or disability
* Make every effort to attend meetings
* Be prepared for the meetings, and have read papers circulated in advance
* Take forward any actions that they have agreed to develop, and report back any progress to the Board in the timescales agreed

## 8. Membership (June 2024)

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| Name | Role |
| Cllr Arooj Shah | Chair - Portfolio Lead for Equalities and Communities (Oldham) |
| Mayor Andy Burnham | Portfolio Lead for Policy and Reform and Transport (Chair of Reform Board) |
| Cllr Bev Craig | Portfolio Lead for Economy, Business & Inclusive Growth (Chair of Growth Board) (Manchester) |
| Mayor Paul Dennett | Portfolio Lead for Healthy Lives and Homelessness (Salford) |
| Deputy Mayor Kate Green | Portfolio Lead for Safer and Stronger Communities (Police and Fire) |
| Sara Todd | Portfolio Chief Executive for Equalities and Communities (Trafford) |
| Caroline Simpson | Portfolio Chief Executive for Young People (Stockport) |
| Alison Mckenzie-Folan | Portfolio Chief Executive Healthy Lives and Homelessness (Chair of GM Population Health Board)(Wigan) |
| Andrew Lightfoot | Portfolio Chief Executive for Policy and Reform (Greater Manchester Combined Authority) |
| Cllr Paula Wakefield | Lead Member for Equality and Domestic Abuse, Wigan Council (Wigan) |
| Rob Bellingham | Deputy Chief Executive, NHS Greater Manchester Integrated Care |
| Jane Pilkington | Director of Public Health |
| Emma Flinn | Transport for Greater Manchester |
| Nicola Spragg | Greater Manchester Police |
| Sasha Deepwell | Chair GM Housing Partnership Diversity, Inclusion, Community Cohesion and Equalities Group |
| Sharmila Kar | Joint Director – Equality, Inclusion & Engagement (Manchester) |
| Jules Palfreyman | Chair GM Equality Alliance |
| Laura Thomas or Alex Townley | Co-Leads LGBTQ+ Equality Panel |
| Emma Persand or Sally Carr | Co-Chairs Women and Girls Equality Panel |
| Chris Hamnett or Melvin Bradley or Michelle De Oude | Co-Chair Disabled People’s Panel |
| Hannah McMullan | Youth Focus North West / Youth Combined Authority |
| Jan Kitching or Nakib Narat | Chair Older Peoples Panel |
| Paula Watt or David Mutai | Chair Race Equality Panel |
| Manjari Patel or Ian Rutherford | Co-Chair Faith and Belief Advisory Panel |
| Graham Whitham | GM Poverty Action |
| Elizabeth Sharratt | Chair GM Social Enterprise Advisory Group |
| Alison Page or Charles Kwaku-Odoi | GM VCSE Leadership Group |
| Vimla Appadoo | GM Local Enterprise Partnership |