

# Equality Impact Assessment

Greater Manchester Independent Inequalities Commission March 2021

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## Document Version Control

Document Version Control		
Document Version	Date	Author
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Approval Process	
Approval Agency	GM Independent Inequalities Commission
Owner	Professor Kate Pickett

# Consultation, Engagement and relevant documents

Meetings and discussions with community members
<ul style="list-style-type: none"><li>• The Commission has met with the <b>Race Equality Panel</b> on two occasions in January and February 2021 to discuss structural racism</li><li>• Representatives from other GM Equalities Panels were also invited to attend and took part</li></ul>
<ul style="list-style-type: none"><li>• <b>GM Equalities Alliance</b> hosted a discussion in December 2020, which included around 30 community representatives from across many communities of identity. This meeting involved break out discussions about the key drivers of poverty and inequality.</li></ul>
<ul style="list-style-type: none"><li>• GM Poverty Action convened a '<b>reference group</b>' of <b>GM residents with experience of poverty</b> to consider specific KLOEs. This group met 3 times in January and February 2021 to discuss participation in decision-making, education and skills, work and economic strategy.</li><li>• A further check back session was held with the Poverty Ref Group in February 2021 for Commission members to explore their ideas with the Group</li></ul>
<ul style="list-style-type: none"><li>• A Round Table was hosted <b>by GM VCSE Leadership Group</b> 'Achieving a Social Economy in GM' in January 2021. This was followed up by a meeting for Commission members with the VCSE Inclusive Economy sub-group in February 2021.</li></ul>
<ul style="list-style-type: none"><li>• <b>Three thematic workshops</b> were organised in January 2021. Members of all GM Equalities Panels, the Poverty reference group and GM Equalities Alliance were invited to meet with the Commission to discuss:<ul style="list-style-type: none"><li>○ <i>Health and Economy</i></li><li>○ <i>Education, employment, skills</i></li><li>○ <i>participation in decision-making</i></li></ul></li></ul>
<ul style="list-style-type: none"><li>• Commission members attended the February meeting of the <b>Youth Combined Authority</b> to hear their views on what might make an equal Greater Manchester.</li></ul>

- The Chair of the Commission met with the **co-chairs of the Disabled People’s Panel** in February 2021 to discuss some of the early recommendations

### Meetings with key public and business sector stakeholders

- Members of the Commission have met with the **Chief Officer of the GM Health & Social Care Partnership and also Directors of Public Health** on 2 occasions.
- The Chair of the Commission met with **Debbie Abrahams, Member of Parliament for Oldham East and Saddleworth**. Debbie leads on various national pieces of work around tackling inequalities and has campaigned extensively for a fairer society, setting up the Oldham Fairness Commission to deliver this in her own constituency.
- Commission members met with **LEP Chairs** re: their Economic Vision and relevance to tackling inequalities on 2 occasions.
- A networking event was hosted by Salford City Council to share **local approaches around inclusive growth** in January 2021
- A meeting was held in early February 2021 with the **Welsh Government** exploring lessons for GM from the Welsh Wellbeing of Future Generations Act.
- Commission members met in early February with the **CEO of the Growth Company**
- The Chair of the Commission met with **Cllr Brenda Warrington and Pam Smith** on several occasions in their role as **GM Portfolio holders for Older People and Equalities**.
- The Chair of the Commission attended discussions at the **GM Reform Board and Tackling Inequality Board** at their February meetings.
- Commission members met with **Cllr Elise Wilson and Tom Stannard** in their role as GM Portfolio holders for economy.

### Other events

- A roundtable on **community participation in decision-making** was hosted by **University of Manchester** in December 2020. This included academic experts and community stakeholders and covered lessons from previous participatory initiatives in GM and possible models to explore.

- A roundtable was **hosted by University of Manchester on employment and skills** in December 2020, with key local experts and stakeholders on lessons from Good Employment Charter Unit and wider evidence base.

### Public Consultation Activities

- The Commission put out a **call for ideas via the GMCA webpages and GM Consult website** at [How can we tackle inequality in Greater Manchester? - Greater Manchester Combined Authority - Citizen Space \(gmconsult.org\)](https://gmconsult.org/How-can-we-tackle-inequality-in-Greater-Manchester/)
- This contained a small number of specific questions related to the lines of enquiry agreed by the Commission.
- This survey was open to any GM residents to respond to
- GMCA also reached out via the standing Equalities Panels and our networks in the community and voluntary sector to encourage responses from marginalised groups.
- The survey closed on 31<sup>st</sup> January and the responses were shared with the members of the Commission and used to inform their recommendations. Some of the responses are directly quoted in the report.
- A report which provides analysis of the responses will be published as part of the technical Annex at [Independent Inequalities Commission - Greater Manchester Combined Authority \(greatermanchester-ca.gov.uk\)](https://greatermanchester-ca.gov.uk/Independent-Inequalities-Commission/)
- A 'You said, we did' write up is provided at [How can we tackle inequality in Greater Manchester? - Greater Manchester Combined Authority - Citizen Space \(gmconsult.org\)](https://gmconsult.org/How-can-we-tackle-inequality-in-Greater-Manchester/)

### Related Documents

Relevant GM strategic documents include:

- [Greater Manchester Living with COVID Resilience Plan](#)
- [Greater Manchester Strategy](#)
- [GM Economic Vision developed by businesses through the Local Enterprise Partnership,](#)
- [Greater Manchester Model,](#)
- [Good Employment Charter,](#)

- [Greater Manchester Independent Prosperity Review](#)
- [the Centre for Ageing Better's partnership with the Combined Authority.](#)
- The Commission has drawn on the work of Fairness Commissions, Poverty Truth Commissions, the [Marmot review of health equity in Greater Manchester](#)

All the following will be downloadable from - [Independent Inequalities Commission - Greater Manchester Combined Authority \(greatermanchester-ca.gov.uk\)](#)

- Final Report of the Greater Manchester Independent Inequalities Commission
- Research report drawing in comparator case studies and institutional knowledge from GMCA about possible ideas/models and whether/how they could be applied to GM existing architecture/institutions
- Technical evidence base
- Overview of local economic growth strategies within GM we should be looking at and learning from - e.g. Wigan Community Wealth Building, Salford Inclusive Growth and Poverty Strategy.
- Resolution Foundation evidence from their UK-wide analysis on ethnic inequalities in the labour market, specifically for GM, updating that work from the Prosperity Review on ethnicity and labour market outcomes, and looking at labour market impacts at a city region/GM level – contained in technical evidence base
- Research / options paper on the idea of holding company / buying up distressed assets: bringing in evidence from Co-op Commission, experiments elsewhere or proposals being made by national/local organisations, responding to the provocation 'what could be possible in GM?'
- Paper on the opportunities presented through 'social value' beyond public procurement and if embedded in business behaviours, also the barriers, including measurement and understanding impact

# Impact Assessment – section 1 (process)

<b>Name of policy / initiative / Service to be impact assessed</b>	Greater Manchester Independent Inequalities Commission
<b>Corporate objective being addressed</b>	Tackling Inequality in Greater Manchester
<b>Department / function carrying out the assessment</b>	GMCA Strategy Team on behalf of the GM Independent Inequalities Commission
<b>Who is responsible for the implementation of the policy / initiative / service? (function head /department manager)</b>	Kate Pickett, Chair of Commission
<b>Who is involved in the impact assessment?</b>	Members of the Commission
<b>What are the aims / objectives of the policy / initiative / service?</b>	Launched in October 2020, the Independent Inequalities Commission is exploring the causes of inequality across Greater Manchester and will offer recommendations to tackle these issues and outline specific, ambitious policy recommendations.
<b>Who is intended to benefit from the policy?</b>	All people in Greater Manchester.
<b>What are the main outcomes of the policy (this is key to being able to identify what monitoring is needed)?</b>	The Commission is making policy recommendations to GMCA and its wider partners to take action to address inequality.
<b>Is the policy for external or internal purposes?</b>	Recommendations are made to a number of partners involved in the ‘system’ led by the GM Tackling Inequality Board, Reform Board and Growth Board. Also recommendations are made to wider public, business and VCSE partners as well as national government.

<p><b>Are other organisations involved in the delivery?</b> <b>If yes please state who:</b></p>	<p>Stakeholders in the delivery of this work will include: GMCA, the GM Health and Social Care Partnership, local authorities, housing providers, Local Enterprise Partnership, local businesses, unions, the Growth Company, TfGM, and other business support organisations, voluntary, community and social enterprise sector organisations.</p>
<p><b>What information/ past experience do we have i.e. a similar initiative and what did this information tell us? (info can be demographic data i.e. census findings, research findings, comparisons between similar policies in our Service and other Services, survey data, equality monitoring data, ad hoc data gathering exercises)</b></p>	<p>Please refer to documents listed above which form part of the published evidence base.</p>
<p><b>How will information be collected regarding the impact of the policy /initiative /service/ employment policy etc?</b></p>	<p>Delivery will be through the implementation of the Greater Manchester Strategy, and the measurement framework for that Strategy will include a set of measures to demonstrate progress, outcomes and impact.</p> <p>GMCA will report on progress against our recommendations after six months, or on the publication of the Greater Manchester Strategy (whichever is later)</p>
<p><b>Has a search of the internet revealed an impact assessment conducted by other Fire and Rescue Services or local authorities of a similar policy/initiative?</b> <b>If yes – is it possible to adapt / incorporate findings</b></p>	<p>Please refer to comparator areas and case studies report published with evidence base.</p>
<p><b>Date of Policy Review</b></p>	<p>30/09/2021</p>



# Impact Assessment - section 2 (assessment)

The Chair of the Commission has noted in her Foreword – *‘we applaud the openness to the Commission’s work that we have encountered from everyone we’ve met in Greater Manchester. As we’ve engaged with diverse groups, we’ve been struck by two things. First, the wealth of good things already happening within this vibrant city-region to reduce inequalities – the Commission recognises these and hopes its recommendations will amplify them. Second, the strength of representations from the people we have met, rightly articulating the inequalities that affect them most, and sharing their ideas for change’.*

The main purpose of the Commission is to set out a blueprint to make the enlightened and bold changes that are needed to tackle the widening inequalities which exist in the city region. The Commission’s report has drawn directly from the responses to the online call for ideas, from suggestions made during the many round tables, workshops and meetings at which people from a diverse range of backgrounds were in attendance, and from suggestions made directly to the members of the Commission. Some of the points which were made are reproduced in the text of the report.

The Commission has stated that 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.

The demographic and socio-economic inequalities are so interconnected – it 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.

The Commission has made the following recommendations which will bring benefit for **all the many groups of people facing inequalities** and must be delivered in a manner which must not lead to unequal impacts in relation to one or more of the protected characteristics listed above:

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 wage jobs.
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. 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.
5. 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...
6. **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.
7. 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.
8. 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.
9. Set up a **Land Commission** to look at ownership and control of land in Greater Manchester, its impacts on inequality and potential solutions.
10. 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.

11. 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.
12. 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.
13. **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.

With regard to the demographic inequalities protected under the Equality Act 2010:

<p><b>AGE</b></p>	<p>The Commission has highlighted specific impacts and makes recommendations relating to:</p> <ul style="list-style-type: none"> <li>• Give the GM Equality Panels more teeth with a stronger mandate and resources to constructively challenge public bodies.</li> <li>• Establish an independent Anti-Discrimination body to tackle breaches of the Equality Act.</li> <li>• Agree a joint commitment across GMCA, districts and statutory partners to tackle inequality faced by minority groups with a clear plan for roll out.</li> </ul> <p>The Commission makes recommendations which relate to ‘universal basic services’ which should be available to all regardless of their age.</p>
<p><b>DISABILITY</b></p>	<p>The Commission has highlighted specific impacts and makes recommendations relating to:</p> <ul style="list-style-type: none"> <li>• Give the GM Equality Panels more teeth with a stronger mandate and resources to constructively challenge public bodies.</li> <li>• Establish an independent Anti-Discrimination body to tackle breaches of the Equality Act.</li> <li>• Agree a joint commitment across GMCA, districts and statutory partners to tackle inequality faced by minority groups with a clear plan for roll out.</li> </ul> <p>The Commission makes recommendations which relate to ‘universal basic services’ which should be available to all regardless of their disability.</p>

<p><b>SEX</b></p>	<p>The Commission has highlighted specific impacts and makes recommendations relating to:</p> <ul style="list-style-type: none"> <li>• Give the GMEquality Panels more teeth with a stronger mandate and resources to constructively challenge public bodies.</li> <li>• Establish an independent Anti-Discrimination body to tackle breaches of the Equality Act.</li> <li>• Agree a joint commitment across GMCA, districts and statutory partners to tackle inequality faced by minority groups with a clear plan for roll out.</li> </ul> <p>The Commission makes recommendations which relate to ‘universal basic services’ which should be available to all regardless of their sex or gender.</p>
<p><b>RACE</b></p>	<p>The Commission has highlighted specific impacts and makes recommendations relating to:</p> <ul style="list-style-type: none"> <li>• Give the Equality Panels more teeth with a stronger mandate and resources to constructively challenge public bodies.</li> <li>• Establish an independent Anti-Discrimination body to tackle breaches of the Equality Act.</li> <li>• Agree a joint commitment across GMCA, districts and statutory partners to tackle inequality faced by minority groups with a clear plan for roll out.</li> <li>• 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.</li> </ul> <p>The Commission makes recommendations which relate to ‘universal basic services’ which should be available to all regardless of their race.</p>
<p><b>RELIGION AND BELIEF</b></p>	<p>The Commission has highlighted specific impacts and makes recommendations relating to:</p> <ul style="list-style-type: none"> <li>• Give the Equality Panels more teeth with a stronger mandate and resources to constructively challenge public bodies.</li> <li>• Establish an independent Anti-Discrimination body to tackle breaches of the Equality Act.</li> </ul>

	<ul style="list-style-type: none"> <li>• Agree a joint commitment across GMCA, districts and statutory partners to tackle inequality faced by minority groups with a clear plan for roll out.</li> </ul> <p>The Commission makes recommendations which relate to ‘universal basic services’ which should be available to all regardless of their religion and belief.</p>
<b>SEXUAL ORIENTATION</b>	<p>The Commission has highlighted specific impacts and makes recommendations relating to:</p> <ul style="list-style-type: none"> <li>• Give the Equality Panels more teeth with a stronger mandate and resources to constructively challenge public bodies.</li> <li>• Establish an independent Anti-Discrimination body to tackle breaches of the Equality Act.</li> <li>• Agree a joint commitment across GMCA, districts and statutory partners to tackle inequality faced by minority groups with a clear plan for roll out.</li> </ul> <p>The Commission makes recommendations which relate to ‘universal basic services’ which should be available to all regardless of their sexual orientation.</p>
<b>GENDER REASSIGNMENT</b>	<p>The Commission has highlighted specific impacts and makes recommendations relating to:</p> <ul style="list-style-type: none"> <li>• Give the Equality Panels more teeth with a stronger mandate and resources to constructively challenge public bodies.</li> <li>• Establish an independent Anti-Discrimination body to tackle breaches of the Equality Act.</li> <li>• Agree a joint commitment across GMCA, districts and statutory partners to tackle inequality faced by minority groups with a clear plan for roll out.</li> </ul> <p>The Commission makes recommendations which relate to ‘universal basic services’ which should be available to all regardless of their gender status.</p>
<b>PREGNANCY AND MATERNITY</b>	<p>The Commission has highlighted specific impacts and makes recommendations relating to:</p> <ul style="list-style-type: none"> <li>• Establish an independent Anti-Discrimination body to tackle breaches of the Equality Act.</li> </ul>

	<ul style="list-style-type: none"> <li>• Agree a joint commitment across GMCA, districts and statutory partners to tackle inequality faced by minority groups with a clear plan for roll out.</li> </ul> <p>The Commission makes recommendations which relate to ‘universal basic services’ which should be available to all regardless of pregnancy and maternity status.</p>
<p><b>MARRIAGE AND CIVIL PARTNERSHIP</b></p>	<p>The Commission has highlighted specific impacts and makes recommendations relating to:</p> <ul style="list-style-type: none"> <li>• Establish an independent Anti-Discrimination body to tackle breaches of the Equality Act.</li> <li>• Agree a joint commitment across GMCA, districts and statutory partners to tackle inequality faced by minority groups with a clear plan for roll out.</li> </ul> <p>The Commission makes recommendations which relate to ‘universal basic services’ which should be available to all regardless of their marital status.</p>