



MANCHESTER
CITY COUNCIL

The State of the City Report – Communities of Interest

2011/2012



Prepared by Manchester Partnership
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1. Introduction

1.1 Overview

The Manchester Partnership brings together key sectors, organisations, and community representatives that are tackling the toughest problems which residents say affect their lives.

The Partnership is delivering its Community Strategy for Manchester, which outlines its vision for a world-class city by 2015, when Manchester people will live longer, be wealthier and be happier. The priorities of the Community Strategy are reflected in Manchester's Local Area Agreement (LAA), the Partnership's delivery plan for 2008 to 2011. A new Performance Management Framework will replace Manchester's LAA, following the national abolition of LAAs. More information about this and the development of a new delivery plan for the Community Strategy are outlined below.

This State of the City Report is an annual position statement that presents an overview of Manchester's current performance, and assesses whether things are improving or getting worse across key areas and priorities. Wherever possible the report highlights trends over time and compares Manchester with other areas: for example, the other Core Cities (Birmingham, Bristol, Leeds, Liverpool, Newcastle, Nottingham and Sheffield), Greater Manchester and nationally. The most appropriate comparator is used depending on the outcome being measured, and the use of different comparators depends on the availability of the data.

Tackling inequality of outcomes, disadvantage and discrimination continues to be a key priority for Manchester. This includes focusing on the particular needs of people who are disadvantaged or discriminated against through age, disability, race, gender or transgender, religion or belief, and sexuality. The Manchester Partnership is committed to tackling inequality within communities and will continue work to reduce or eliminate discrimination.

1.2 The State of the City Report – Communities of Interest (COI)

The concept of equality or the idea of tackling inequality is nothing new to Manchester, a city proud of its diverse population. The State of the City Report – Communities of Interest is one aspect of our commitment to understanding our communities better, with a particular focus on equality groups. This is the third publication of the report, and it forms a crucial part of the evidence base for business planning. Public services in Manchester are using the report to plan their services to better meet the needs of the city's diverse population.

The State of the City Report – Communities of Interest is the third in a series of reports that focus on progress in the city. It is complemented by The State of the City Report 2010/11 (which looks at progress against key Community Strategy indicators), and the State of the Wards Report (which analyses the city at a ward and neighbourhood level).

The primary focus of The State of the City Report – Communities of Interest is in relation to the following equality groups:

- Age
- Disability
- Gender (including transgender)
- Race
- Sexuality
- Religion and belief.

This report provides detailed information on issues facing specific communities gathered from a variety of sources. However, it is not intended to cover every single facet of city life; data and information do not exist for all areas.

2. Executive summary

2.1 Overview

Tackling inequality of outcomes, disadvantage and discrimination continues to be a key priority for Manchester. Addressing inequality in Manchester means focusing on the particular needs of people who are disadvantaged or discriminated against through age, race, disability, gender (including transgender), sexual orientation and religion or belief.

The city of Manchester prides itself on its commitment and reputation as a city where diverse communities and people from all backgrounds can work and live together. This year's report will focus on age, disability, gender (including transgender), sexual orientation and religion or belief.

Each chapter sets out the key challenges and issues facing specific communities gathered from a variety of sources and how the Council and its partners are addressing the issues raised. The chapters will also detail the major priorities for the future, informing decision-making over the next year.

Last year saw the introduction of the Equality Act 2010, which is a major piece of legislation in the area of equality and diversity. The Act essentially harmonises and strengthens existing discrimination legislation that has developed piecemeal over the past 40 years. The Communities of Interest Report provides an overview of the Equality Act.

2.2 Age

2.2.1 Age overview

This chapter provides information in relation to the Manchester Ageing Strategy 2010/11, a bold ten-year plan that details how the city will improve the quality of life for older people in Manchester. Progress has been made in relation to all eight objectives as set out in the Ageing Strategy, which include creating better neighbourhoods for older people, improving engagement with older people, improving the health of older people and increasing older people's participation in cultural and learning activities. Despite recent national policy and funding decisions, the Manchester Valuing Older People partners will continue to work on the priorities identified for older people.

Key themes in the age chapter include:

- With free buses, trams and local trains for the over-60s, Manchester is working to make public transport more accessible and flexible while improving road safety. In 2010/11, a wide range of actions have been taken to improve transport services for older people, including promoting older motorist refresher courses, campaigns to raise awareness of safer crossing places, and promotion of the safe use of motorised wheelchairs.
- Much has been done to improve housing for Manchester's older residents, but some still live in unsuitable accommodation. In 2010/11 new extra care housing and bungalows were launched, while measures are being taken to improve the effectiveness of handyperson services.
- The lack of investment funding for development is likely to curtail supported accommodation, as well as the refurbishment and build of sheltered and extra care housing, which could mean more people remaining at home but in need of care. The Council is looking at the potential to develop the Homeshare model in Manchester, where younger people in need of housing are matched to older people who need someone around the house to help with jobs (but not personal care).

- In 2010/11 work has continued across a wide range of health-promoting activities and services, including older people's exercise classes through the Getting Active Through Exercise (GATE) project; the healthy living networks; Health trainers supporting people in mid and later life; and stop smoking services, alcohol and sexual health services.
- In 2010/11 Valuing Older People (VOP) partners have worked with the Department for Work and Pensions-led project called Combining to Care (CtC). CtC brings together large private sector companies, such as Sainsbury's, British Gas and Aviva, with public sector agencies in Manchester to support projects for older people, including work to increase entitlement take-up.
- In June 2010, Manchester became the UK's first formally endorsed World Health Organization Age-Friendly City, as part of a global network of cities, working to determine key elements of the urban environment that support active and healthy ageing. The VOP partners are planning the development of an 'age-friendly city' programme that delivers both Manchester Ageing Strategy (MAS) objectives and World Health Organization objectives.

2.3 Disability

2.3.1 Disability overview

This chapter provides information on the key issues facing disabled people in the city. The Council and its partners have made good progress in addressing the needs of the city's disabled residents. The rights of disabled people to gain choice and control over their day-to-day lives have improved. Work continues around developing employment and leisure opportunities for disabled people in order to promote independence; however, there is still progress to be made.

Key themes in the chapter on disability include:

- Disabled people in Manchester now have a greater degree of choice and control over their day-to-day lives due to the introduction of Manchester's Right to Control Trailblazer site and the Centre for Independent Living.
- Disability hate crime remains a pressing priority nationally and locally, with assertions that a lack of understanding about disability hate crime and an underuse of the Criminal Justice Act's relevant provisions being the key barriers to effective responses.
- Rates of educational attainment for children with Special Educational Needs (SEN) are improving nationally, although locally there are apparent challenges, not least that educational attainment remains at least twice as likely for children without SEN than with SEN.
- Although the UK's employment-rate gap between disabled and non-disabled people has decreased over the course of the past decade, employment and the opportunity to fulfil one's potential remain unattainable for more than half the UK's disabled residents.

2.4 Gender

2.4.1 Gender overview

This chapter provides an overview of the key issues facing women and men, including trans women and men living in the city. The reduction in public sector expenditure identifies a risk of having a disproportionate impact on women. The report sets out the impact of this together with work the city is undertaking to manage the impact. The report also highlights some of the major issues for men in the city, namely around mortality rates and education, and examines some of the initiatives that have been introduced to address these issues. The Council continues to make progress in relation to engaging with the trans community, and in doing so has a better understanding of their needs. This ongoing engagement will ensure better delivery of services for the trans community.

Key themes in the chapter on gender include:

- It is predicted that the reduction in public spending may have a disproportionate impact on women.
- Nationally, life expectancy is higher for women than for men. The current national life expectancy at birth for women is 81.6 years compared with 77.4 years for men. The gap between the numbers of men and women who die in the city has not decreased significantly. A significantly higher number of men die each year compared to women. Average life expectancy in Manchester is 73.8 years for men and 78.9 years for women.
- Nationally, evidence suggests that girls perform better than boys at GCSE stage. Overall attainment improved for girls and boys in 2010 and the gap between girls and boys achieving five A*–C GCSEs has decreased in 2010 from 8.7% to 8.1%. In Manchester, a similar trend occurs, with girls performing better than boys. However, while the gap for those achieving five A*–C GCSEs including English and Maths has decreased by 0.2, the gap for those achieving five A*–C GCSEs has risen from 7 to 9.9.
- The Council continues to make good progress in engaging with the trans community.

2.5 Race

2.5.1 Race overview

This chapter provides information on the key issues facing black and minority ethnic (BME) communities in the city. In October 2010, the Agenda 2010 steering group (the multi-agency partnership improving race equality outcomes for Manchester residents on behalf of the Manchester Partnership) officially closed its ten-year action plan for delivery focused on tackling inequalities for BME communities in Manchester in education, employment, health, and crime and disorder.

As well as focusing on the issues around unemployment for BME communities in the city, the report also highlights the priorities for BME communities in relation to crime and disorder, education and health, and sets out what progress is being made and the priorities for the future.

Key themes in the chapter on race include:

- Educational attainment for many BME pupils continues to stay above the Manchester average. However, further progress needs to be made in relation to pupils from dual heritage and black Somali backgrounds as well as other groups.
- The economic downturn has had a disproportionate impact on BME communities in the city. In Manchester, 24% of unemployed residents are from BME backgrounds. BME young people have been particularly hard hit in the past year, with BME youth unemployment standing at 21%.
- Significant reductions to English for Speakers of Other Languages (ESOL) funding will have an impact on Manchester's BME communities. To lessen the impact, Manchester Adult Education Services (MAES) will continue to provide ESOL provision to support communities to integrate and access services in the city.
- The NHS is currently working through a period of significant organisational change. NHS Manchester and partners in the city are working together to ensure that the priorities identified in relation to BME communities will be taken forward.
- As highlighted by the Institute for Community Cohesion (iCoCo) in its report setting out the findings of Manchester's strategic review of community cohesion, race equality is integral to building resilient and cohesive communities in Manchester. The report also includes Manchester's vision for community cohesion and a set of local components that will inform the delivery of community cohesion.

2.6 Lesbian, gay and bisexual (LGB) sexuality

2.6.1 Overview

This chapter provides an overview of the key issues for Manchester's LGB communities. In the past year, national and regional agencies have undertaken research that confirms LGB discrimination and hate crime still persists; proactive work needs to continue to tackle this. The Manchester Partnership continues to actively engage local LGB groups through consultation, engagement events and joint initiatives, such as the Exceeding Expectations Project, which is aimed at reducing homophobic bullying in Manchester's schools. This engagement will support the Council and its partners to meet the needs of LGB communities.

Key themes in the LGB sexuality chapter include:

- Manchester has a long history of LGB activism and voluntary sector initiatives going back to the 1960s.
- Manchester has a reputation for excellent provision for the LGB community and a renowned LGB urban space. This attracts many new LGB residents and visitors and helps bring jobs and money to the city. Thus Manchester's Gay Village contributes significantly to the economic success of the city.
- The Council is developing its approach to collecting, maintaining and using equality data. Data on sexuality will form part of this and be used to improve service delivery.
- The Council encourages and supports a wide range of LGB initiatives to inform, consult and support local LGB people.
- Lesbians and bisexual women have specific needs, which differ from those of gay men in relation to sexual health and mental health: the Council's policies have recognised this since its proactive work on equalities began in 1984.
- LGB people have specific health issues, including sexual health and mental health issues, and the Manchester Partnership welcomes the Public Sector Equality Duty, which requires the health sector to address the needs of LGB people.

2.7 Religion and belief

2.7.1 Overview

This chapter provides an outline of the key areas of work and the key priorities for the main faith communities living in Manchester.

- In the past year, work through the Faith Network 4 Manchester, the Greater Manchester Faith Leaders Hate Forum and the Christian and Muslim Jewish Forums has continued to play a key role in supporting faith communities across Manchester.
- The Schools Linking Network recognises that young people are key contributors to building good relationships between people from different ethnic, cultural and religious backgrounds. The Schools Linking Network in Manchester has linked some twenty primary and secondary schools from across the city.
- Interfaith Dialogue Forums – The Jewish and Muslim and Christian and Muslim Forums have been meeting on a monthly basis around Manchester to provide people with an opportunity to talk about contemporary issues in a faith context. These Monthly Faith Dialogues have attracted a varied audience and have included healthy debates on issues affecting the lives of people from across the world.
- Faith Network 4 Manchester – Over the past 12 months, the FN4M has been continuing to work towards establishing a fully staffed and resourced Multi-Faith Community Centre that would provide a number of facilities, including an internet café/drop-in and meeting facilities for small conferences.
- The FN4M has also been delivering a Manchester City Council-funded project in schools and youth centres called In Your Faith (IYF). IYF projects have delivered sessions to young people in a school setting and at youth centres. These projects raise awareness of different faiths and facilitate discussions aimed at disavowing myths and challenging stereotypes that many young people believe as fact.
- Faith communities continue to play an important role in supporting community resilience and cohesion in the city.

3. The diverse city – general context

3.1 Introduction

This chapter presents a high-level overview of diversity in Manchester; it will focus on:

1. Data about diversity
2. Population
3. Age profile
4. Gender
5. Ethnicity
6. Migration

3.2 Data about diversity

There is a wealth of information about Manchester's diverse population. However, on a number of equality strands there are important gaps. This is particularly the case relating to sexuality, transgender, and faith issues. In addition, where we do have data, this may be based on small samples, estimates and projections.

This report will not attempt to present all the data public services hold about its customers or all the data public services have about its population; rather it presents a high-level overview of the city and its focus on key themes that are important to the communities in question. It will also present an update on the key issues and themes for each equality area identified in last year's report.

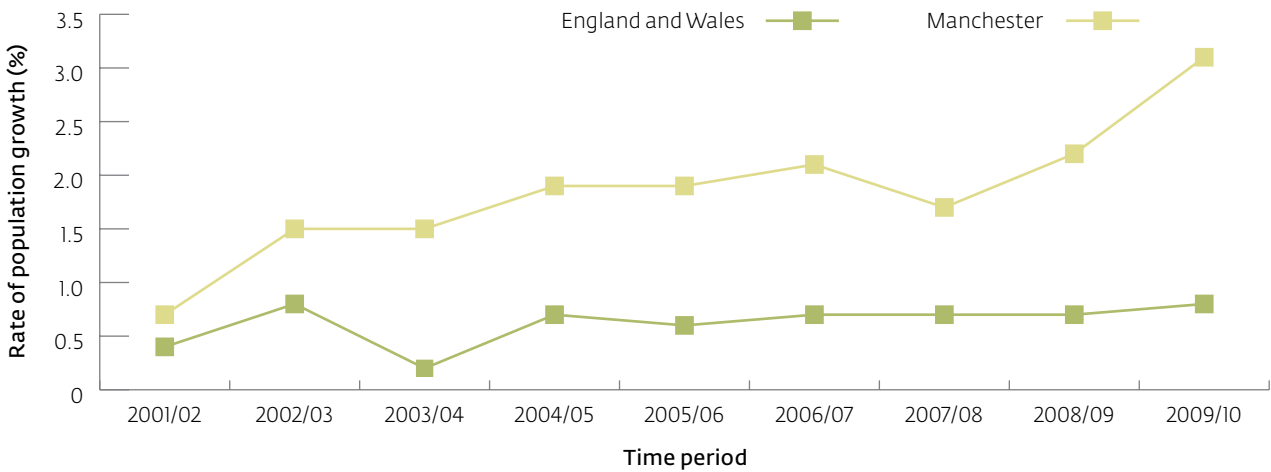
3.3 Population

The city covers some 117sq km, with a population density that is over eight times the average for the region. Population migration both into and out of the city is significant. Manchester is committed to increasing its population. Although population numbers fell throughout the 1970s and 1980s, the population of Manchester has been growing by just under 2% per year between 2001 and 2010; this is over three times the average rate of growth in England and Wales, as shown in **Figure 1**, although this rate has increased in recent years.

The most up-to-date data from Mid-Year Estimates (MYE) released by the Office for National Statistics (ONS) shows that in 2010 Manchester's population had reached 498,800. 2008-based Subnational Population Projections (SNPP), also released by ONS, show that Manchester's population is projected to continue to increase to 519,000 by 2015 and to 588,300 by 2032 (see **Figure 2**). These population projections are based on population trends in the five years prior to 2008 and do not take into account any future policy changes or future local development policies.

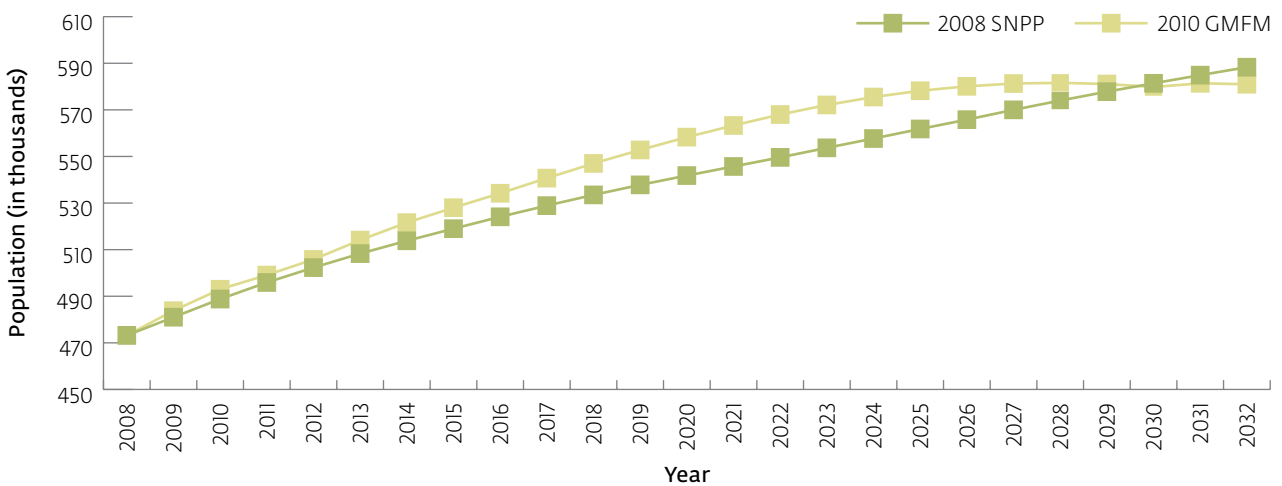
Population forecasts from the 2010 Greater Manchester Forecasting Model (GMFM), released by Oxford Economics Ltd, also show continuing growth in Manchester's population but at a slightly higher level than in the 2008-based SNPP. **Figure 2** also shows the population of Manchester from 2008, and how it is expected to grow until 2032.

Figure 1. Rate of population growth (%), 2001–2010



Source: Mid-year population estimates (revised 2010), Office for National Statistics © Crown Copyright

Figure 2. Population forecasts, 2008–2032



Source: 2008-based SNPP, Office for National Statistics, Crown Copyright;
2010 Greater Manchester Forecasting Model, Copyright Oxford Economics Ltd

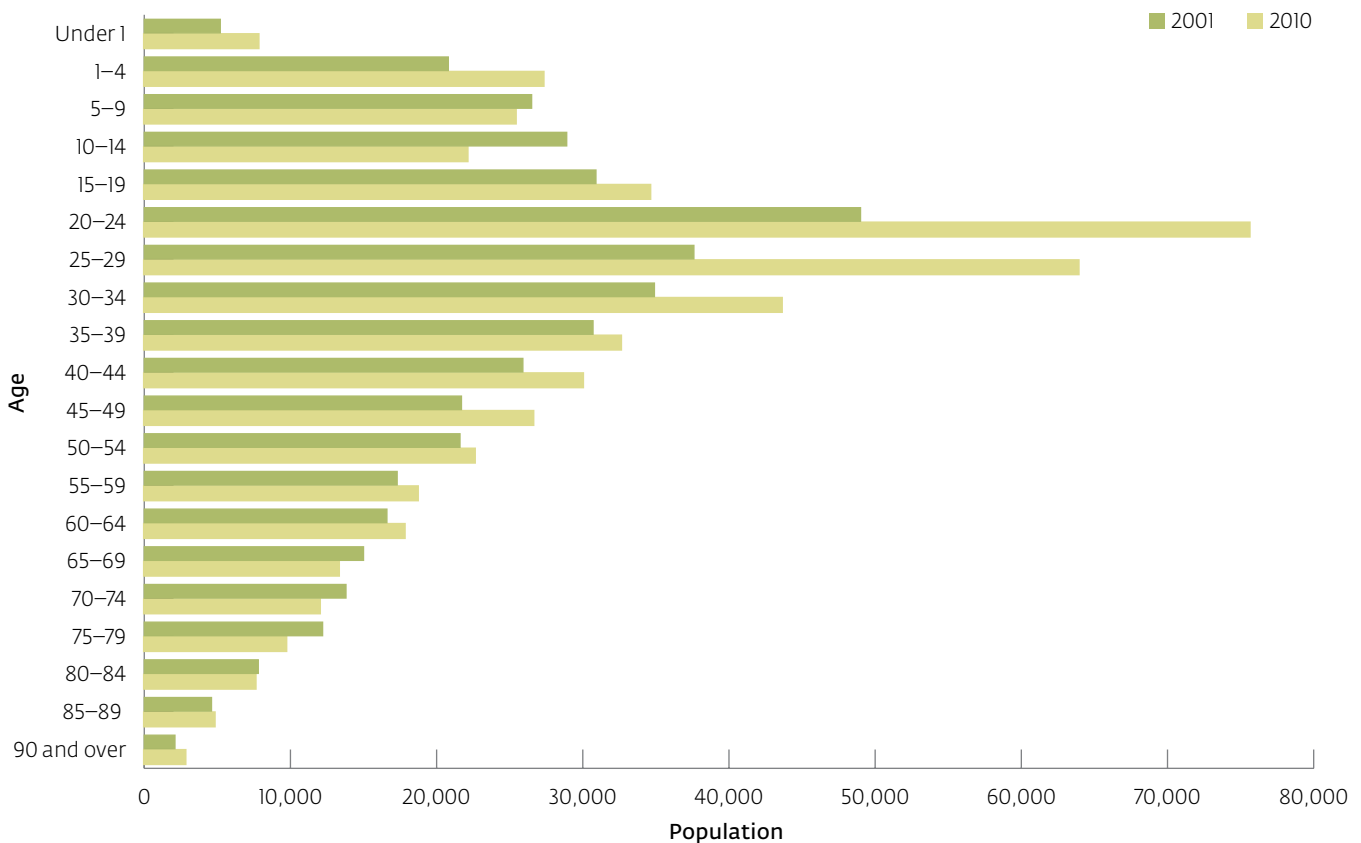
3.4 Age profile

The age profile of the city is changing. Between 2001 and 2010, the proportions of the population aged 15 to 64 (close to working age), children aged 0 to 4 and residents age 85 and over have increased, while the proportions of children aged 5 to 14 and those aged 65 to 84 have decreased. The older population is likely to have the greatest level of need. **Figure 3** shows how the age profile for the city has changed from 2001 to 2010. The largest increase is in the 90 and over age group, increasing by a third, and the 20 to 29 age group, rising by 61%, from around a fifth of the population in 2001 to over 28% in 2010. The ageing of the younger resident population would not account for this growth alone. Since the start of the decade, inflows of internal migrants have been largest for age groups 15 to 24, including students, peaking in 2003/04. Net inflows of international migrants (not age-specific) must account for the rest of the growth in young adults, and the expansion of the European Union in 2004 saw a large influx of Eastern European migrants to Manchester.

Manchester has been popular with young adults for many years, and according to the Higher Education Statistics Agency (HESA) there were over 73,445 students (full and part-time) attending Manchester’s higher education establishments in 2008/09 (although not all students would have had term-time addresses in the city). This number of students made up over 14% of the 2010 MYE population.

In comparison to the national age profile, Manchester has a lower proportion of residents aged 65 and over (10.1% in Manchester compared to 16.9% in England and Wales) and this proportion is decreasing while nationally it is increasing. Manchester has a slightly smaller proportion of young people aged under 15 than nationally (15.7% in Manchester compared to 16.3% nationally) and Manchester is following the national trend of a decrease in the proportion of this age group, particularly in the 5 to 14 age group.

Figure 3. Age profile, 2001 and 2010



Source: Office for National Statistics, MYE

3.5 Gender

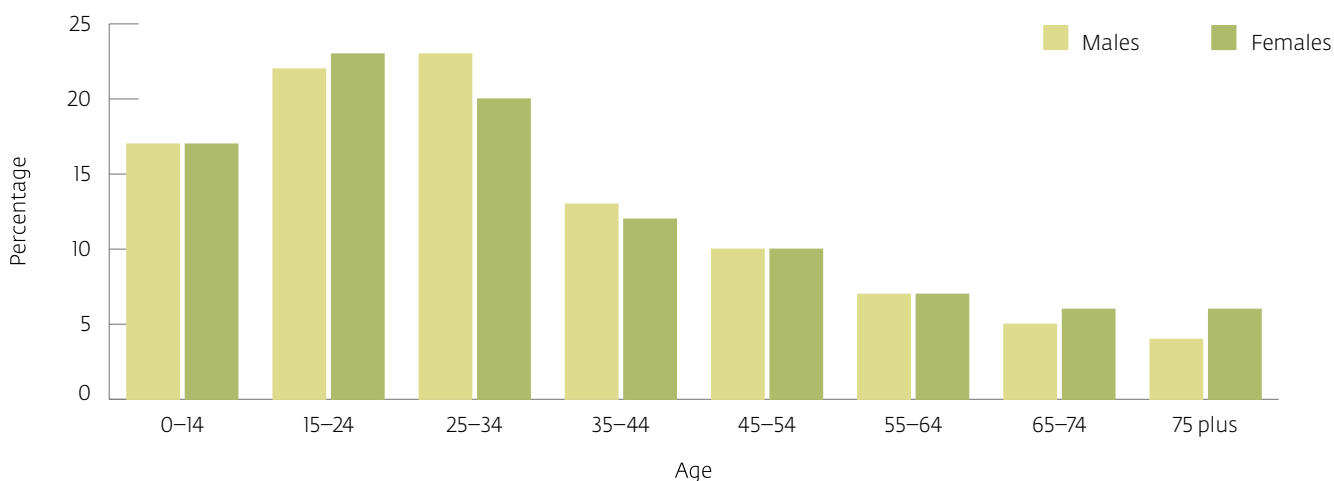
Just over half (51.5%) of Manchester residents are male; 48.5% are female.

As is the case nationally, women have a slightly older age profile than men (Table 1 and Figure 4). The significant aspect in Manchester is higher than expected young males in the 25–34 bracket. The local life expectancy in Manchester is 73.8 years for men and 78.9 years for females.

Table 1. Gender by age

Age	Males %	Females %
0–14	17	17
15–24	22	23
25–34	23	20
35–44	13	12
45–54	10	10
55–64	7	7
65–74	5	6
75 plus	4	6
All ages	100	100

Figure 4. Gender by age



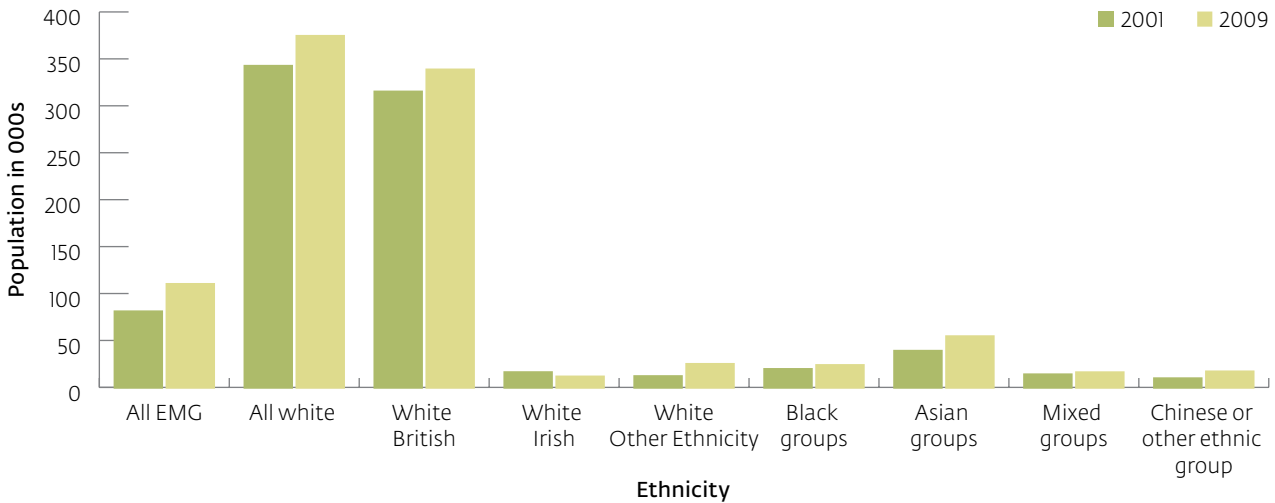
Source: 2010 MYE Office for National Statistics © Crown Copyright 2011

3.6 Ethnicity

Manchester has long embraced the breadth and diversity of its population and celebrates the values that bring people of different backgrounds together as Mancunians. The ethnic make-up of Manchester continues to become more diverse and the ethnic minority group (EMG) population is growing, as shown in **Figure 5**. All broad ethnic groups grew in number between 2001 and 2009,

with an increase in ethnic minority groups from just under a fifth of the population in 2001 to over 22% in 2009, with White Irish, Black Caribbean, Mixed White, Black Caribbean and Mixed White Black African all showing a decrease. In the mid-2000s, there was an increase in the number of residents from EU Accession States, Black African, Asian, Indian and Chinese groups.

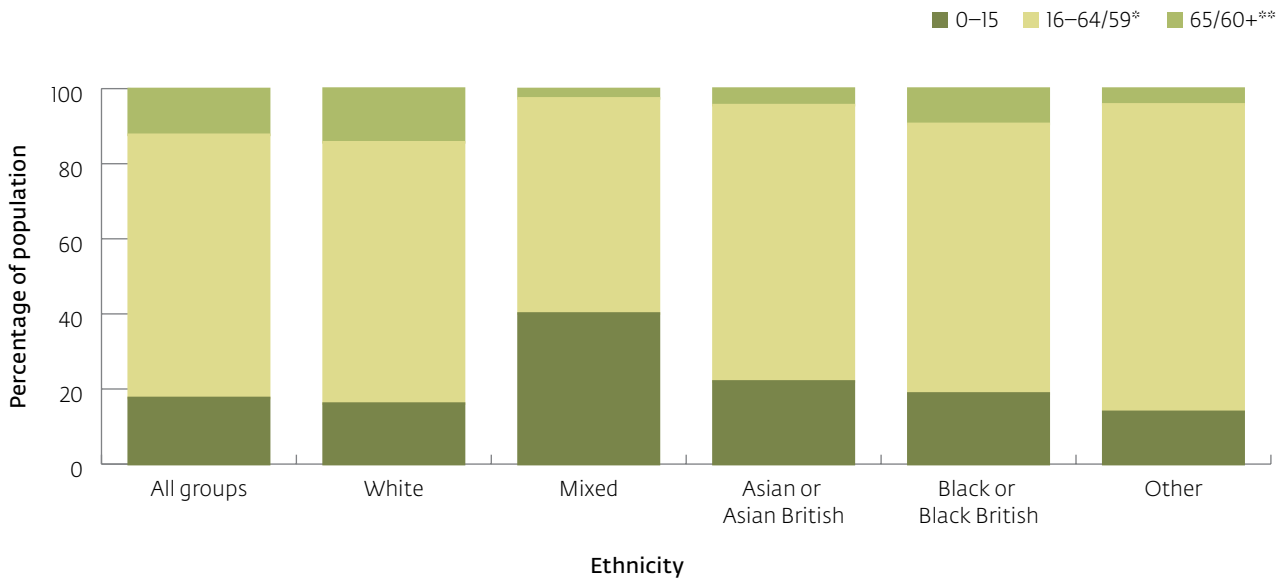
Figure 5. Ethnicity



Source: Office for National Statistics, Crown Copyright 2011. Based on experimental statistics

Figure 6 shows the estimated population in 2008 by broad ethnic group and age bands. Apart from the Other category, the city's longest established group, White has the lowest proportion of children and the largest proportion of older residents. The Mixed group has the smallest proportion of people of working age and pensionable age, and also the largest proportion of children.

Figure 6. Ethnicity and age



Source: Office for National Statistics, Crown Copyright 2011.
Based on experimental statistics

* 59 years for females, 64 years for males
** 60 years for females, 65 years for males

3.7 Migration

Migration is a significant aspect of population change in the city. The data from the 2010 MYE shows that in total, 55,320 people moved into Manchester in the previous year from elsewhere (35,500 internal and 19,820 international migrants) and 44,600 people moved out (37,750 internal and 6,850 international migrants), a net migration gain of 10,720 people. This was an increase on the net gain of 6,690 between 2008 and 2009.

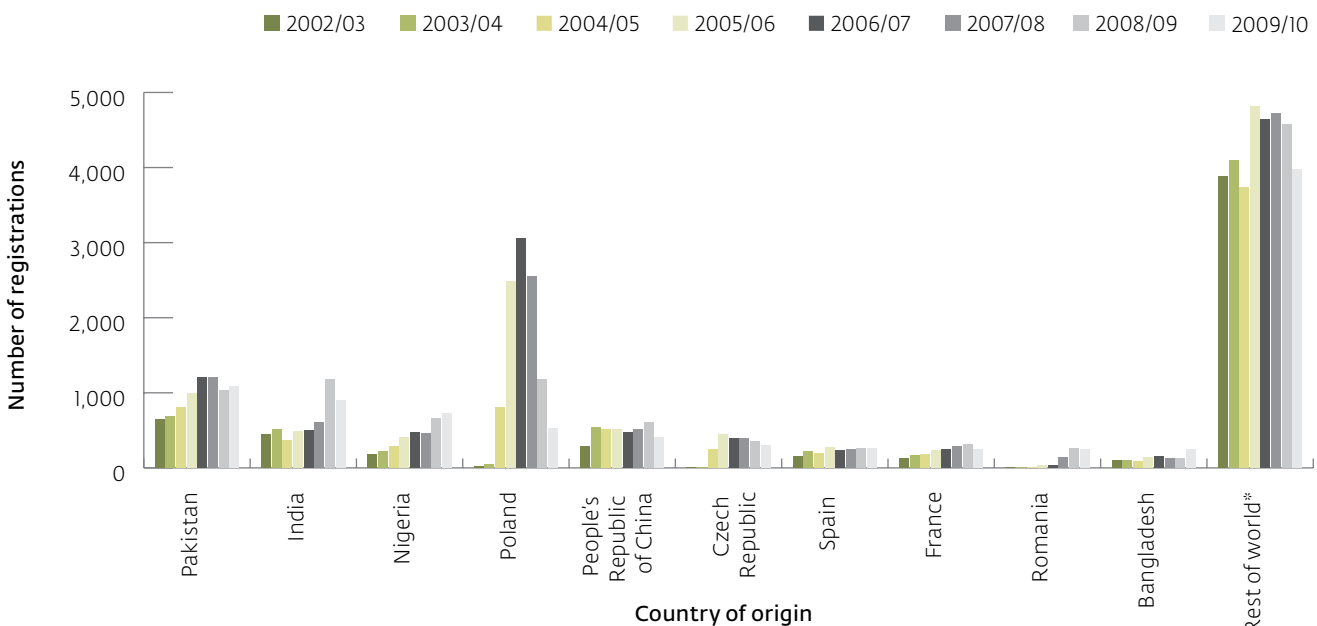
Manchester is still losing people (2,250) through internal migration (to/from other parts of England and Wales), but gaining people (12,970) through international migration. Data derived from the National Health Service Central Register (an estimate based upon GP registrations) shows that from mid-2009 to mid-2010, 34,300 people moved to Manchester from other parts of England and Wales, including 10,520 who moved to the city from other Greater Manchester districts.

36,700 people moved from Manchester, of whom 14,480 moved to other parts of Greater Manchester. Trafford and Stockport were the most popular destinations for people

moving from the city, while most people came in from Trafford and Salford. Manchester gained more people from outside Greater Manchester than it lost to areas outside Greater Manchester (1,560), but the city lost more people to districts in Greater Manchester than it gained from them (-3,960). The gap between people coming into Manchester and leaving Manchester is 2,400.

The total number of National Insurance Number (NINo) registrations made in Manchester to overseas nationals by the Department for Work and Pensions in 2009/10 was 8,910, a decrease of 15.4% on 2008/2009. 17.1% of registrations were from adults from the eight EU Accession States (A8), with Poland the largest contributor, but with only half the registrations compared to the previous year, accounting for 5.9% of all registrations. A2 EU nationals from Bulgaria and Romania accounted for 3.3% of all NINo registrations, with Romanian nationals by far the largest proportion. Pakistani, Indian and Nigerian nationals accounted for 12.2%, 10.1% and 8.1% respectively of all registrations in Manchester in 2009/2010 (Figure 7).

Figure 7. NINo registrations, 2002–2010



Source: 100% sample from National Insurance Recording System (NIRS)

*Total registrations minus top 10 listed countries

4. The Equality Act

One of the most significant changes in the past year was the introduction of the Equality Act, which came into force on 1 October 2010; further provisions came into force on 6 April 2011.

The main aims of the Act are to consolidate, harmonise and strengthen existing discrimination legislation that has developed piecemeal over the past 40 years. The new Equality Act applies to three main areas: employment, provision of goods and services, and property.

The Act introduces a consistent approach to most of the concepts that apply to the different equality strands, which the Act calls 'protected characteristics'.

The protected characteristics are:

- Age
- Disability
- Sex
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief, or lack of religion or belief
- Sexual orientation.

The Act sets out the basic framework of protection against direct and indirect discrimination, harassment, victimisation and disability discrimination, which are referred to as 'prohibited conduct'. The Act extends some protection to characteristics that were not previously covered, and also strengthens particular aspects of equality law. The types of discrimination covered by the Act include the following:

- Direct discrimination
- Discrimination by association
- Discrimination by perception
- Indirect discrimination
- Harassment
- Third party harassment
- Victimisation.

The current public sector duty relating to gender, race and disability has been combined and expanded into a 'super duty', which now includes age, disability, gender reassignment, pregnancy and maternity. The new Public Sector Equality Duty (PSED) came into force on 6 April 2011 and requires public bodies to consider the areas outlined below when carrying out its functions. This is referred to as the general equality duty. In order to meet the requirements of the general equality duty as set out in the Equality Act, listed public bodies must have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a characteristic and those who do not
- Foster good relations between people who share a characteristic and those who do not.

4.1 The specific duties

In summary, public authorities covered by the specific duties (listed body) are required to publish sufficient information to demonstrate compliance with the general equality duty across its functions. This must be done by 31 January 2012 and must include:

- Information on the effect that its policies and practices have had on people who share a relevant protected characteristic
- Evidence of analysis they have undertaken to establish whether their policies and practices have (or would) further the aims of the general equality duty
- Details of the information they considered in carrying out this analysis
- Details of the engagement they undertook with people they consider to have an interest in furthering the aims of the general equality duty.

Public authorities are also required to prepare and publish equality objectives by 6 April 2012. These objectives should:

- Achieve one or more aims of the general equality duty
- Provide details of the engagement it undertook in developing its objectives with people it considers to have an interest in furthering the aims of the general equality duty.

In Manchester, compliance with the equality duty is not only a legal obligation – it also makes good business sense. Compliance enables services to be provided that meet the diverse needs of users so they can carry out core business more efficiently and make better informed decisions about policy development.

5. Age

5.1 Introduction

The purpose of this chapter is to set out the key issues for older people that form the Manchester Ageing Strategy, a bold ten-year plan for improving the quality of life of older people in Manchester, led by the Valuing Older People (VOP) team, which is part of Public Health Manchester.

This chapter will include:

- Progress made against the strategy's eight objectives
- How the city is attracting resources and maintaining support for the ageing programme
- Manchester's intergenerational programme, known as Generations Together
- The development of Manchester's Age-Friendly City initiative
- Conclusion.

5.2 Manchester Ageing Strategy 2010/11

The Manchester Ageing Strategy (MAS) was launched in 2009 setting out a ten-year vision and plan for improving the quality of life of older people in the city. A delivery plan for 2010/11 was agreed by a senior officer group, which includes the Directors of Public Health, Housing and Adult services and the Council's Deputy Chief Executive; an advisory panel consisting of leading academics, age-sector charities and Government agencies; the VOP Board, which is a representative group of older people; and the Citizenship and Inclusion Overview and Scrutiny Committee of the Council.

The eight MAS objectives are to:

1. Create better neighbourhoods for older people, and 'Lifetime Neighbourhoods'
2. Increase older people's participation in cultural and learning activities
3. Improve the health of older people via healthy ageing
4. Improve the health of older people via care and support services
5. Increase the income of older residents and the employment rate of older workers
6. Promote equality
7. Improve relationships
8. Improve engagement with older people

The MAS presents a vision of Manchester as a place where older people are more empowered, healthy and happy. It also details a range of significant changes and proposals for action, aiming to develop and support mainstreamed policies and programmes of work that help the most disadvantaged older people, ultimately promoting an agenda that improves the quality of life of all older people in the city. It also means increasing the focus on access to culture, leisure and learning, volunteering, pathways to employment and the world of work, benefits and other entitlements (including public services) and Lifetime Neighbourhoods.

5.3 Create better neighbourhoods for older people, and Lifetime Neighbourhoods

In a Lifetime Neighbourhood a person's age doesn't affect their chances of having a good quality of life; therefore, as we get older our immediate neighbourhoods become increasingly important. This objective focuses on four areas of activity: transport, community safety, housing, and the environment.

5.3.1 Transport

With free buses, trams and local trains for the over-60s, Manchester is working to make public transport more accessible and flexible while improving road safety. In 2010/11 a wide range of action has been taken to improve transport services for older people, including promoting older motorist refresher courses, campaigns to raise awareness of safer crossing places, and promotion of the safe use of motorised wheelchairs.

Manchester Highway Services has introduced new traffic-calming measures, including innovative rubber tactile paving. In addition, the VOP partners have supported a study by the Manchester Transport Study Group into the use of concessionary transport among older people. Manchester Ring and Ride has worked to improve its services, while older people's involvement in consultations around transport policy has been encouraged. Manchester Age Concern has supported a project encouraging older people to use local bus services.

Significant reductions in the budget to small integrated transport measures represents a challenge for local schemes. Less money may be available to target particular transport users such as older people, as most future spend will be allocated to the transport network to stop the network from deteriorating. Bus fares and rail fares are likely to rise, leading to increased financial pressure on public transport users. The VOP partners will continue to work with transport planners, providers and residents to improve transport options.

5.3.2 Safety

Community safety concerns for older people include distraction burglary and antisocial behaviour. In 2010/11, work to improve safety and security at transport hotspots has continued. In the future, Greater Manchester Police (GMP) may need to revise their plans to maintain existing levels of activity. GMP, Trading Standards and other partners continue to work to reduce these crimes and, where they do occur, provide a premium service to deal with them sensitively and effectively.

5.3.3 Housing

Much has been done to improve housing for Manchester's older residents, but some of them still live in unsuitable accommodation. In 2010/11 new extra care housing and bungalows were launched and measures are being taken to improve the effectiveness of Handyperson services. Government policy changes will have an impact on all households in the city, not just older households. It may be that the best way to look at this in terms of housing impacts for older people is to assess the likely 'knock-on effect' on older people, eg. reduced benefit and housing options for younger people will lead to adult children returning home or remaining at home.

Generally, the lack of investment funding for development is likely to curtail supported accommodation, while the refurbishment and build of sheltered and extra care housing could mean more people remaining at home but in need of care. The Council is also looking at the potential to develop the Homeshare model in Manchester, where younger people in need of housing are matched to older people who need someone around the house to help with jobs (but not personal care). Also, registered social housing providers are developing local area co-operation frameworks and these might enable better use to be made of existing sheltered schemes through sharing arrangements.

5.4 Increase older people's participation in cultural and learning activities

Manchester's goal for older people is to ensure that Manchester's cultural and learning providers meet the needs of older people. How we are going to support cultural activities for older people is highlighted in the section overleaf.

5.5 Improve the health of older people via healthy ageing

Our approach to reducing health inequalities among the city's older population focuses on promoting physical activity, reducing falls and encouraging healthier lifestyles. In 2010/11 work has continued across a wide range of activities and services to promote the health and wellbeing of older residents. They include older people's exercise classes through the GATE project; the healthy living networks; health trainers supporting people in mid and later life, stop smoking services, alcohol and sexual health services.

The Public Health White Paper published in November 2010 sets out a new framework and organisational arrangements for public health. From 2013 the public health function, led by the Director of Public Health, will be located in local Government. The White Paper includes reference to the national Ageing Well programme as being an important part of the wider healthy ageing approach.

At the time of writing it is difficult to assess the impact of Government policy on local healthy ageing priorities such as physical activity and falls prevention. A small task group, led by the Director of Public Health, is planning a work programme, which will be a key part of the new Manchester Public Health Strategy to be published later this year.

5.6 Improve the health of older people via care and support services

Manchester's care and support services are changing to become more responsive to the needs of older people, giving them more choice and control. In 2010/11 home support services, including reablement, have been a priority and the Adults Directorate's Wellbeing Grant scheme aided a number of low-level support services for older people.

The impact of Government health services on older people is complex, and at this stage difficult to assess. There are concerns about planned health service savings disproportionately affecting older people, and this will be monitored. Changes in social care and support services represent a significant challenge to Manchester and the full extent of the impact of changes on older people is unclear at this stage. However, we do know that Manchester will suffer from reductions to care and supporting people funding. Looking forward there are also concerns regarding changes to the Disabled Facilities Grant and Mobility Benefit for residents of residential care placements. The Adults Directorate is currently undertaking consultation exercises on key services changes in light of reduced Government funding.

5.7 Increase the income of older residents and employment rate of older workers

Our approach is to help older citizens with the recession and maximise their incomes, while also focusing on giving support to people aged over 50 to find work and training.

In 2010/11 VOP partners have worked with the Department for Work and Pensions (DWP) -led project called Combining to Care (CtC). CtC brings together large private sector companies such as Sainsbury's, British Gas and Aviva with public sector agencies in Manchester to support projects for older people, including work to increase entitlement take-up. The Mobile Advice Centre has given more than 1,000 people advice or information about entitlements and opportunities. Existing employment programmes and outreach activity have continued to reach this target group with assistance to maintain access to basic income, overcome hardship and to take advantage of employment support opportunities.

The Government has announced that most key entitlements will be retained and the basic state pension is to be uprated by a triple guarantee of earnings, prices or 2.5%, whichever is the highest. The date at which the state pension age will start to rise (for men and women alike) to 66 will be brought forward to 2018. This will impact on eligibility for other entitlements, including Winter Fuel Allowance, which track state retirement age. However, the change in indexation of other pensions from the Retail Price Index to the Consumer Price Index will hit thousands of present and future pensioners in the city. The rise in state pension age will impact most on the poorest by shortening the retirements of those living in areas of low life expectancy.

There are significant concerns regarding entitlements and levels of income for people below state pensionable age. People between 50 and state pensionable age with children, who become sick, pay rent, are on disability living allowance, etc, will all face income deficits and the resultant pressures. The Government's new Work Programme in the main will change policy for workless people who claim benefits, particularly incapacity benefits.

Looking forward, the VOP partners will monitor the impact of Government policy on the income and work opportunities of people aged 50 and over, and devise responses in line with our overall objective.

5.8 Promoting equality

The impact of socioeconomic deprivation on older people is disproportionate and may hit harder for those from BME and LGBT communities, single pensioners, single-benefit recipients in their 50s and 60s and the frail and more vulnerable elders in their 80s or 90s, particularly if they are living in the private rented sector. Monitoring will be needed to cover income maximisation, advice and support to keep as many older people as possible in/near to the world of work or productive activity.

5.9 Improving relationships

The present Government withdrew national support, including the national evaluation to the Generations Together programme, in August 2010. In response the VOP team has commissioned a local evaluation to inform work for 2011 and beyond. More generally, VOP is working with the Beth Johnson Foundation and other national agencies to maintain the Generations Together legacy. Further information can be found below in the next section.

Although loneliness has been identified as a key issue by the Public Health White Paper, cuts in public sector services may lead to a rise in conditions, which can cause loneliness. We are producing a 'Guide to Loneliness' aimed at front-line staff and older people, and are working with a new national charity, Campaign against Loneliness.

5.10 Improving engagement with older people

The VOP engagement programme is well established and enjoying recognition as an integral voice in the city. The programme's success is a result of a significant investment of time and support for older residents over the life of the programme. The commitment from elected members and senior officers, and the hard work that older residents have invested over the past seven years have shaped the range of opportunities for older residents to engage with the Council. They include Valuing Older People Board, Manchester Older People's Forum, and VOP Locality Networks.

In late October 2010, the Valuing Older People Board published its report, *From Sidelines to Centre Stage*, which captures the development of the board from its launch in 2004 to the current day. Its range of activity is extensive and the board has a significant voice in the ageing sector in Manchester. Board members are currently working on their 2011/12 Annual Report, which will be published in the autumn.

Manchester Older People's Forum membership has grown to more than 220 people, many of whom represent small community and voluntary sector groups. Board and forum members have undertaken a review of their wider role and forum meeting structure, and are working to forge closer links between the board, the forum, Manchester's communities and the VOP Networks. Board and forum members have formulated responses to the city's past and current consultations, most recently on the service redesign of Manchester Library Services, Manchester Leisure Services, the Home Life consultation, the Directorate for Adults Social Care and Fairer Charging Policy review.

VOP Locality Networks form a front-line alliance of age-sector statutory, voluntary and community organisations: the VOP team now work with more than 100 organisations across the city. Partners in the VOP Networks have undertaken a network review, producing a full report detailing the outcomes, learning and achievements of these local alliances of front-line services. There is now VOP activity in some form in all 32 wards, with established network coverage in 18 wards and seven more wards in development.

The VOP Small Grants programme invested £10,000 in more than thirty community groups over the past 12 months. A wide range of partners also continue to deliver a fortnight of activities each year in October, to mark the annual Full of Life Festival and the UK Day of Older People.

5.11 Attracting resources to the city

The VOP programme is nationally recognised for its success in its work with older people. Two key features distinguish it from its peers: the attraction of resources and investment in the city, and the creation of a 'permeable' core team. This approach is illustrated by the following case studies.

Case study 1: Developing the Age Sector workforce

There is a programme of training being developed in partnership with the School of Public Policy and Professional Practice at Keele University. The Ageing Studies certificate will be developed as a series of modules that can be accessed according to job demands or personal interest. Core modules will be fully accredited, as will a range of elective modules, and target that layer of front-line staff who work directly with older residents across all sectors. Participants can elect to either take the fully assessed route to build up Credit Accumulation and Transfer (CAT) points towards a diploma or degree, or can undertake the study without assessment, but still have the opportunity to learn. The new programme will improve the quality of older residents' contact with services and develop the knowledge and expertise about issues for an ageing society in the workforce. It will be launched to mark UK Day of Older People on 1 October.

Case study 2: Developing cultural opportunities for older people

Following a three-year investment from the Baring Foundation, the team has externally employed a development manager, based in the voluntary sector, in the city. As a direct result, there have been significant steps forward in improving access to culture for older residents. The Baring investment has put a spotlight on older people, which has resulted in:

- The inclusion of this work in the Cultural Ambition Implementation Plan for the city, reporting to the Cultural Partnership
- A further investment of £10,000 from the Baring Foundation to host a national learning event in Manchester
- A successful funding bid for a fully evaluated music and dementia project in partnership with Manchester Camerata and the Alzheimer's Society
- A successful funding bid for the Library Theatre Company's Story Box project
- Two other collaborative bids to various trusts and foundations
- A successful research bid for a PhD evaluation of the work
- Inclusion in a European network hosted by the Nordic Centre for Arts and Older People and the network's delivery of a European conference in the city in 2012
- Further national recognition for the 'Manchester model' in its approach to arts and older people.

5.12 Manchester's Generations Together programme

In 2009 the Valuing Older People team led a bid from Manchester City Council for funding from Generations Together. Generations Together was a demonstrator programme designed to showcase intergenerational practice. Nearly all local authorities in England made bids for funding and Manchester was one of the 12 successful authorities.

Manchester's Generations Together Programme 2009–2011 was a themed programmatic approach to developing intergenerational practice in a challenging environment. It built on three years of investment in training, shared learning and the development of a strategic approach to intergenerational practice. The programme was structured around four themes: shared spaces; health and wellbeing; shared skills and learning; and families. The themes were developed to ensure that the programme contributed towards Manchester's Community Strategy spines: individual and collective self-esteem – mutual respect; reaching full potential in education and employment; and neighbourhoods of choice.

The programme was designed to combat negative stereotypes that old and young often have of each other; encourage services to think creatively about how they engage with Manchester's diverse communities; and break down barriers between younger people, older people and the wider community. The programme will also help younger and older people to get together, develop new skills and improve their local area, as well as increase the numbers of younger and older people who volunteer.

Manchester's Generations Together programme was based and delivered on a partnership approach between the Council, Manchester Metropolitan University and the third sector. It involved connecting 13 intergenerational projects and was managed through the VOP team.

The programme worked with more than 1,000 younger and older people with wide-ranging projects, including:

- ALLFM Community Radio, which recruited a team of younger and older people to learn radio skills and make their own radio shows. These range from community news, documentaries exploring stereotypes of young people and older people, storytelling, student life and transport
- Older and Younger Voices with Community Services Volunteers (CSV), which brought younger and older people together to explore their perceptions of each other and enabled them to work together in their local areas

- Sharing the City, where postgraduate students from the Manchester School of Architecture Projects group investigated how people of diverse ages, occupations and attitudes can share the city
- Intergenerational Buddy Exchange. This was coordinated by the Wider Family Learning Team of Manchester Adult Education Service (MAES) and helped address some of the issues faced by children and their parents who do not have older family members to call upon for advice, support and mentoring.

An intergenerational toolkit has been developed from this programme and intergenerational training is also available. An overall evaluation report has been published and each project has a final report on their work.

5.13 Next steps: developing the Age-Friendly City

In June 2010, Manchester became the UK's first formally endorsed World Health Organization Age-Friendly City, as part of a global network of cities, working to determine key elements of the urban environment that support active and healthy ageing. The VOP partners are planning the development of an 'age-friendly city' programme that delivers both Manchester Ageing Strategy (MAS) objectives and World Health Organization objectives, and includes and builds on current VOP partnership activity. Building on and developing past activity, the programme should include the following features:

- Working to attract resources to the city from a range of non-mainstream sources to support the delivery of Manchester Ageing Strategy objectives and forging new relationships across all sectors, including private sector partners to take advantage of investment in ageing services and technologies. Work will continue to mobilise communities, agencies and individuals to improve their neighbourhoods and services.
- Establishing further research and academic partnerships with leading UK and non-UK institutions in order to inform policy changes. This will have a long-term impact in the city and will remain a priority while we continue to influence services through the local VOP Networks, the VOP Board and city-wide Forum, and by improving opportunities for older people to have a voice. Lastly, a key project is the development of the ageing sector workforce through a programme of accredited training.

5.14 Conclusion

Reducing social exclusion and inequalities caused by age is complex and requires long-term multi-agency agreements and action. While the aspirations set out in the MAS to reduce these inequalities have suffered a setback by recent national policy and funding decisions, the Manchester VOP partners will continue to work on a bold agenda as set out in this chapter. The work done in Manchester has continued to attract national attention and plaudits, most recently when the Centre for Social Justice report, *Age of Opportunity*, called for all local authorities to adopt the Manchester model. Many of the issues raised will help to inform the equality objectives for Manchester and provide Manchester City Council and its partners with an understanding of some of the issues Manchester residents face.

Also key to our successes in the forthcoming year is the ongoing commitment of older people who lead the VOP programme and work in communities and neighbourhood projects.

For more information about the Manchester Ageing Strategy or VOP programme, please contact Paul McGarry at p.mcgarry@manchester.gov.uk or call 0161 234 3503.

6. Disability

6.1 Introduction

The purpose of this chapter is to set out the key issues for disabled residents in the city in order to support the Manchester Partnership to determine its future priorities for disabled residents in the next year. The chapter will include good practice and positive action currently taking place in order to address issues for disabled residents in the city. The chapter will also highlight the role of key services and stakeholders.

The key areas covered in this chapter are:

- Education
- Employment
- Choice and control
- Crime and disorder
- Conclusion.

6.2 Education

6.2.1 Special Educational Needs

Achieving a high standard of educational attainment for many young disabled people is a foundation on which further improvements in their life opportunities can be built, for example, increasing their ability to access employment and to ultimately gain independence. National statistics regarding educational attainment in relation to disability focus on children with Special Educational Needs (SEN). They include a wider range of needs being taken into account, as well as those relating directly to the child's condition or impairment – all focused on difficulties accessing education and learning.

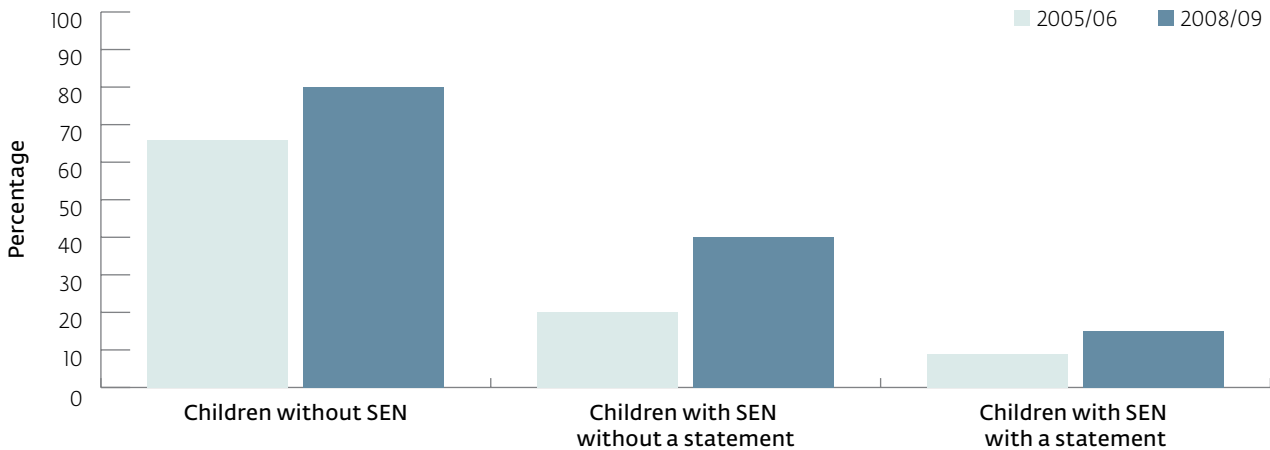
SEN statistics are separated nationally between children with SEN who have a Statement of Special Educational Needs (generally referred to as 'a statement') and those who do not. The SEN statement is an annually reviewed local authority record that sets out a child's educational needs and the help they should receive. This will usually be applicable where a child is either assessed as not making progress under the School Action or School Action Plus schemes, or requires a greater deal of extra help.

6.2.2 The Educational Attainment Gap

UK statistics demonstrate that the educational attainment rates of non-disabled children, children with SEN without a statement and children with SEN with a statement have consistently improved in recent years. However, there remains a notable disparity in the overall rates of educational

attainment, which indicate that children without SEN are 50% more likely to attain five or more GCSEs at grades A*–C than children with SEN, rising to a 65% greater likelihood than children with SEN with a statement:

Figure 8. Pupils at the end of Key Stage 4 achieving five or more GCSEs at grades A*–C

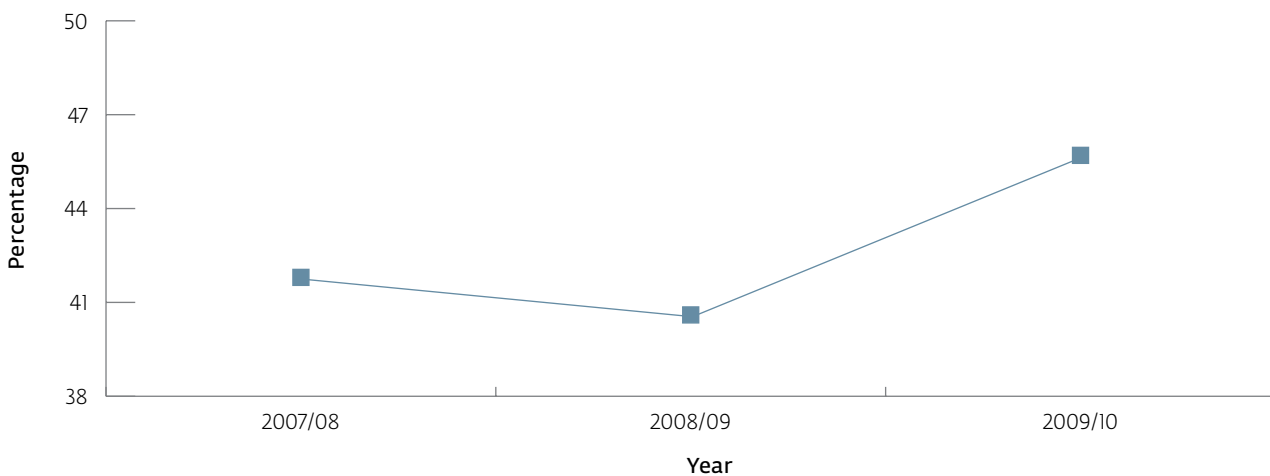


Source: Office for disability issues

Local statistics demonstrate that at this level of education, the attainment gap is currently slightly narrower, suggesting that provision of education for children with SEN in Manchester’s schools is above the UK average. However, it is important to note the negative trend in the 2009/10 figures, indicating an increase in the attainment gap to 45.7%, compared to 40.6% in 2008/09 (please note that statistics here for SEN are not separated into SEN with and without a statement).²

The attainment disparity continues into further and higher education. Disabled people are twice as likely not to possess a qualification compared to non-disabled people, with just 11% of working-age disabled people holding a degree-level qualification versus 22% of non-disabled people.³

Figure 9. Percentage attainment gap between Manchester pupils with SEN and those without SEN achieving five or more GCSEs at grades A*–C



Source: Manchester City Council

6.2.3 Building Schools for the Future Programme

A key feature of enabling children and young people to fulfil their educational potential while encouraging inclusion and cohesion is providing the right environment for this to happen.

Manchester City Council has developed an education policy that actively includes and encourages the participation of disabled pupils in mainstream schools. This means that all parts of every building must be designed to meet the requirements of every likely building user, including disabled pupils, staff, parents, visitors, governors and community users.

The Council's Capital Programmes Division has delivered the Building Schools for the Future Programme and is committed to removing barriers in order to create a culture of inclusion. As a result, disabled people can now access facilities and services that have previously been exclusive and all the city's high schools meet Manchester City Council's access standards, Design for Access 2.

6.2.4 Going forward

Manchester City Council's SEN and Inclusion Strategy, which encapsulates the Building Schools for the Future Programme, aims to ensure that:

- Children with SEN attend their local mainstream school/early years setting
- Where a child does not attend their local school/early years setting and attends, for example, a resourced mainstream school or special school, the reasons are clearly understood and related to the child's needs.

Significant progress has been made on the strategy to date with many of its key objectives being delivered. Moving forward, the SEN and Inclusion Strategy Team aims to continue its engagement with parents, children and young people, and key stakeholders in local communities.

This engagement will inform the development of educational provision in each locality, ensuring that this provision is responsive to the feedback provided and is appropriate to the specific educational needs of those who receive it. The team will also work with other service providers to ensure that the child receives the services they need to support their learning.

6.3 Employment

6.3.1 The employment-rate gap

Despite longstanding legislation under both the Disability Discrimination Act 2005 and the Equality Act 2010 for employers to maximise opportunities for disabled people to access work by providing reasonable adjustments, in reality the challenges for disabled people in this area remain as significant as ever. In fact, although the UK's employment-rate gap between disabled and non-disabled people has decreased from approximately 36% in 2002 to around 29% in 2010, employment and the opportunity to fulfil one's potential has still not become a reality for more than half of the UK's working-age disabled residents.⁴

Recent national statistics for the employment rate of disabled people stand at around 48% versus approximately a 78% employment rate for non-disabled people.⁵ The challenges for disabled people do not begin and end with gaining paid employment however; statistics from 2008 demonstrate that 19% of disabled people in employment experienced unfair treatment in the workplace compared with approximately 13% of non-disabled people.⁶

6.3.2 Manchester City Council Disabled Staff Research Report

To investigate some of these issues in more detail, in 2010 Manchester City Council commissioned Breakthrough UK Ltd to conduct research into the workplace in order to understand the experience of its disabled employees and their managers.

Conducted over a series of focus group sessions with disabled employees, members of the Corporate Disabled Staff Steering Group and managers of disabled employees, the key findings are as follows:

- Half the respondents felt that the attitudes of colleagues towards them were mainly positive. A further 30% did not feel there were any negative differential attitudes towards them because of their disability.
- Most respondents (60.7%) felt that their ability to contribute was perceived to be negatively affected due to disability. Only just over 20% felt able to respond positively.
- Half the respondents felt that assumptions were sometimes made about them because they are a disabled person. Adding in the 'always' and 'often' categories, 85% of respondents felt that colleagues made assumptions about them.
- Almost half the respondents (48%) felt that managers were able to support them regarding their workplace requirements. However, this was only marginally greater than the percentage who felt that their manager could not support them (41%), demonstrating a disparity in the consistency of management support.

- Over 60% of respondents indicated that they would be interested in joining the Manchester City Council Disabled Employee Group.

6.3.3 Disabled Employees' Engagement Workshop

In November 2010 Manchester City Council's Organisational Improvement and Service Inclusion team worked with colleagues from Stockport Council to facilitate an engagement workshop aimed at the Council's disabled employees. Attendees were first invited to identify workplace barriers, an exercise that closely mirrored the research report findings outlined above. Importantly, the exercise moved attendees into thinking about and developing solutions to the identified barriers. Key themes raised include:

- There must be clear leadership and ownership of disability equality.
- Disability equality needs to be more thoroughly embedded in Council policies and processes, and disabled employees should be fully engaged in achieving this.
- Management of disabled Council employees and their workplace experience needs to be consistent – there must be easy access to disability-specific advice, information and guidance for managers and the workforce in general.
- Identification and application of reasonable adjustments should be a more consistent process, meaning that provision and procurement of technology and equipment should be quicker and easier.
- Disabled employees' progression should be addressed, leading to a more proportionate representation of disabled people in senior positions.

6.3.4 Going forward

The barriers and proposed solutions outlined above provide Manchester City Council with an indication of its required direction of travel. The objectives, which closely echo national trends, will be prioritised and addressed over a period of time – it is not appropriate to regard this as a 'quick fix'. Since the research process and engagement workshop, the Council's disabled employee group has been refreshed. This new group will have a key role to play, along with the Council's Human Resources and Organisational Development Service, in shaping disability equality in the Council.

It is important that moving forward the lessons from this exercise be shared across Manchester's public sector organisations to ensure that disabled employees' opportunities and employment status across the Partnership are protected.

6.4 Choice and control

6.4.1 The Right to Control

National research has demonstrated that over 20% of disabled people say they do not have choice and control over their daily lives. Through the Welfare Reform Act 2009, there is now a legal right for disabled people to have choice and control over certain public funding they receive to go about their day-to-day lives. This choice is delivered through the Right to Control initiative.

The Office for Disability Issues wants to test how the Right to Control initiative can provide easier access to choice with less bureaucracy. The testing will run for up to two years across seven local authority areas, including Essex County Council, Leicester City Council, London Borough of Barnet, London Borough of Newham, Surrey County Council, Barnsley MBC, Sheffield County Council and Greater Manchester.

6.4.2 Manchester Area Right to Control Trailblazer

The Manchester Area Right to Control Trailblazer went live on 1 April 2011. In the build-up to this, a number of key objectives were achieved to safeguard the initiative's success in delivering independence:

- The establishment of a Manchester Centre for Independent Living (CIL) (see below)
- The establishment of a Customer Design Group. Administered by the Greater Manchester Coalition of Disabled People, this group comprises disabled people from across the partnership area working to embed co-production as a key principle throughout the Trailblazer. Design Group members support the Executive Steering Group and all associated work streams, as well as co-delivering training to statutory agency staff
- The development of the 'Routefinder' document, which aims to replace traditional forms of assessment, becoming the primary means of gathering information about the support customers need.

Following the Trailblazer's go-live, all new customers assessed as being eligible for funded services have the Right to Control. Implementation will continue to be monitored and supported throughout the testing period. An ambitious programme of work has been developed to support this process, which includes:

- Introduction of a large-scale Workforce Development Strategy to deliver culture change across partner agencies
- Work streams to target the most overlooked disabled people, including those from black and minority ethnic communities and those with impairments that carry a higher level of stigma

- Developing a new customer-focused approach to support planning
- Investing in the development of Design Group members to act as peer advocates to new disabled customers
- Extending the Right to existing disabled customers
- Supporting young disabled people in transition to access their Right when they turn 18.

6.4.3 Manchester Centre for Independent Living

Commissioned by Manchester City Council, Breakthrough UK Ltd is the Manchester area delivery partner for the Centre for Independent Living (CIL). The CIL works closely with other disabled people's organisations and five Greater Manchester local authorities (Manchester, Oldham, Bury, Stockport and Trafford) to support disabled people who are or may be eligible for the Right to Control.

The CIL seeks to offer each person using its services a greater degree of choice and control by providing the opportunities to a) choose the support that is offered, or b) ask for another form of support from another provider, or c) have the money paid directly to them so that they can arrange their own support. The CIL's key objective is to provide services that promote independent living for customers who choose to have support through their journey, including:

- Support with completing forms, including the Right to Control Routefinder document
- Advocacy, self-advocacy and peer support
- Brokerage and signposting
- Assistance in developing creative and innovative support plans
- User-led organisation development
- Information services.

6.4.4 Going forward

Although the Manchester Area Right to Control has a preordained lifespan, the value it adds to disabled people's lives and the scope for its impact do not. The project will continue to develop and improve throughout this period and will be evaluated as it nears its conclusion. It is Manchester City Council's ambition to derive the lessons to be learned from this piece of work and to inform service development in the Directorate for Adults as it moves forward. Providing the enhanced access to choice and control for disabled people that the Right to Control Trailblazer delivers remains an ongoing and long-term objective.

6.5 Crime and disorder

6.5.1 Disability hate crime

The prevalence of hate crime affecting disabled people is currently more apparent in the public eye than has previously been the case. This is due in part to a change in the law in April 2005, introducing Section 146 of the Criminal Justice Act (CJA) 2003, which places a duty on courts to increase sentencing for any offence aggravated by hostility based on the victim's disability.⁸ Moreover, the raised profile can be attributed to the frequency with which these crimes are committed, and perhaps more significantly due to the compelling nature of them. There is a growing instance of hate crime against disabled people, particularly those with mental health problems, where the crime has escalated from bullying and harassment to actual bodily harm, physical and mental torture and murder.

The occurrence of crime in UK disabled residents' lives is alarmingly commonplace. Statistics illustrate that almost 40% of 16 to 34-year-old disabled people have reported having been a victim of crime, compared to 30% of non-disabled people.⁹ Responses to these reports are not always robust though, with research indicating that the relevant provisions of the Criminal Justice Act 2003 (Amendments) remain underused and ineffective in addressing and reducing these crimes.¹⁰ As a consequence, just 49% of 16 to 34-year-old disabled people in the UK think that the Criminal Justice System is fair, compared to 65% of non-disabled people.¹¹

6.5.2 Legal parameters

Although the term 'hate crime' is broadly applied to offences against disabled people, this is not wholly representative. The Crown Prosecution Service's 'Policy for Prosecuting Cases of Disability Hate Crime' (2007) provides the following definition under Section 146 CJA:

'[Disability hate crime is] any incident which is perceived to be based upon prejudice towards or hatred of the victim because of their disability or so perceived by the victim or any other person.'¹²

However, in reality crimes towards disabled people, and in particular people with mental health problems or a learning disability, are equally likely to be motivated not by prejudice or hatred, but by a perceived vulnerability on the part of the disabled individual: that disabled people are an 'easy target'. This is a crucial distinction, as the legal test for establishing an occurrence of disability hate crime outlined above does not include this further motivational category. Victims of such crimes are therefore not protected by the enhanced seriousness applied as due course under Section 146 CJA, leaving them without the same legal recourse and leading to further disadvantage.

6.5.3 National and local responses

At a national level, a number of activities are underway. In June 2011, after launching its Stand By Me three-year campaign to tackle hate crime against people who have learning disabilities, Mencap commented on a “general lack of police understanding of disability hate crime”. Mencap particularly noted the recurring theme of “years of harassment... escalating into more serious incidents”. The Stand By Me campaign therefore calls for dedicated officers within each force to deal with hate crime, and for all officers to be trained to identify and address hate crime.¹³

The Muscular Dystrophy Campaign’s (MDC) Trailblazers Project seeks to embed a more preventative approach to addressing disability hate crime. The MDC Trailblazers have launched an extensive study into how, when and where young disabled people are experiencing and dealing with hate crime. The project seeks to ensure that the root causes of bullying and harassment are identified and tackled before they escalate, and that incidents are not left unreported. As well as using more traditional engagement routes, such as working with disability organisations, community groups and colleges, the Trailblazers Project also utilises social media technology to engage and encourage young disabled people.¹⁴

Locally, the Crown Prosecution Service North West continues to work with representatives of key equality groups, including disabled people, reviewing cases of disability hate crime to identify scope for improvements to the systems in the future.

Breakthrough UK Ltd’s Working It Through Together project has secured further funding from the Equality and Human Rights Commission until January 2012 and continues to support disabled victims of targeted crime. Breakthrough UK Ltd has also raised awareness of the issue in relation to disability hate crime at the Manchester’s Challenging Hate Forum, which is led by the Dean of Manchester. A disability-specific event took place at Manchester Cathedral in March this year.

6.5.4 Going forward

Moving forward, redefined roles in both the Council’s Crime and Disorder Reduction Partnership (CDRP) and Neighbourhood Services Directorate will be essential to addressing disability hate crime. The CDRP will assume a more strategic role and will develop the overarching approach to addressing crime throughout the city’s neighbourhoods. Operationally, this approach will be supported by the enhanced presence of Neighbourhood Services’ Community Safety Managers, who are well placed to understand and respond to crime and disorder issues. These officers will work with communities to ensure that recognising and responding to crime and disorder is embedded. This will involve engagement practices to more fully understand the city’s priorities and to support and empower communities to tackle these appropriately.

The debate about crimes towards disabled people being motivated by hate versus vulnerability remains unresolved. While Section 146 of the Criminal Justice Act is clear on the distinctions in terminology and sentencing, this separation does nothing to diminish the protection that vulnerable disabled people require and deserve. Work being progressed by the Manchester Safeguarding Adults Board will continue to provide protection and strive for positive outcomes in this area.

6.6 Conclusion

This chapter has highlighted a number of key inequalities and challenges faced by disabled people in their day-to-day lives as they seek to progress from education, through to employment and into independence. It has also demonstrated some positive and progressive initiatives taking place nationally and locally to directly address these barriers and to improve disabled people's opportunities and outcomes.

The chapter has demonstrated the importance of seeing the interrelationships between the key themes, and therefore in order to improve the lives of disabled people issues of educational attainment need to be addressed in order to improve employment opportunities. The chapter has also highlighted that there is an intrinsic link between introducing systems designed to deliver choice and independence while simultaneously tackling sections of society that would impede this.

Some initiatives have been identified (such as the Right to Control Trailblazer) that are producing beneficial outcomes with relative immediacy. However, in the case of crime and disorder, there are clear gaps in appropriate intervention and the need for structured action, which will be prioritised in the future.

Overall, the challenges for the city to advance disability equality remain considerable. The potential benefits and influences of the Equality Act 2010 and the Public Sector Equality Duty outlined previously still need to be fully explored. Having said that, reliance on a purely legislative framework is not sufficient and many of the agenda's key challenges must be tackled more proactively than is currently the case. Many of the issues raised will help inform the equality objectives for Manchester and provide Manchester City Council and its partners with an understanding of some of the issues Manchester residents face.

The Manchester Partnership will continue to work across all relevant organisations and sectors to progress and embed equality in all facets of the city's life, including business, visitors to the city, and residents.

7. Gender

7.1 Introduction

The purpose of this chapter is to set out some of the key issues for women and men, including trans women and men in the city, to support the Manchester Partnership to determine its future priorities in relation to gender issues in the next year. This chapter will also include the key areas for improvement for these groups together with future priorities.

This chapter will cover the following:

- Women
 - Impact of the economy
 - Gender pay gap
 - Representation in political life
 - Personal safety
- Men
 - Educational attainment
 - Access to health
- Transgender (trans)
 - National policy
 - Housing
 - Education
 - Hate crime
- Conclusion.

7.2 Women

Manchester City Council has been celebrating International Women's Day for over 25 years, creating the opportunity to recognise women's achievements and the continued struggle for gender equality. In 2011 the 100th anniversary of International Women's Day and Manchester's celebrations were bigger and better than ever. To mark the occasion Manchester City Council launched the 100 years 100 voices campaign. As part of the campaign the Council set up a dedicated YouTube channel to capture women's views on what they felt had changed for women in the past 100 years and what changes they would like to see in the next 100 years. Women from a range of backgrounds posted their videos, from local councillors, residents, professionals and celebrities. For more information about the project visit www.youtube.com/2011iwd

At International Women's Day 2011 there was an opportunity for women to identify priority areas for women in the city. The most common themes were the impact of the public sector cuts, representation in political life and, once again, women's personal safety.

7.2.1 Impact of the economy on women

The past 12 months have seen significant reductions in public spending. It is predicted that the reductions announced in the spending review will hit women, especially lone mothers and female lone pensioners, harder than men. There have also been some significant welfare reforms in relation to benefits that are mostly accessed by women. The overall impact these changes will have on women is yet to be seen.

7.2.2 Changes to benefits

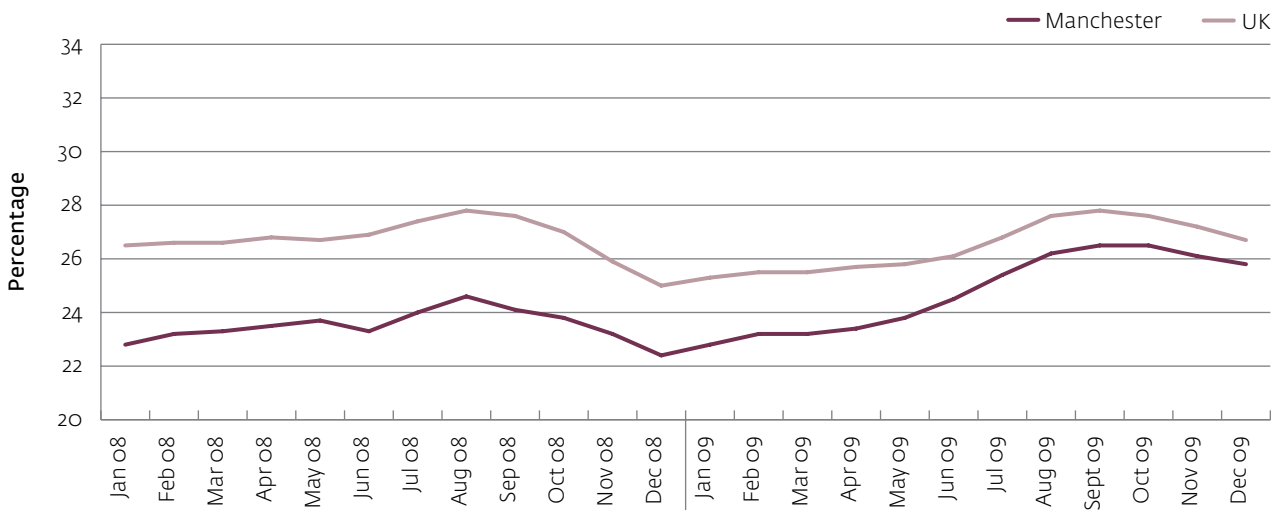
In addition to the benefit changes, there has been a significant change in the criteria for Income Support. The table below shows an increase in women claiming Jobseeker’s Allowance (JSA); this is partly because of changes to Lone Parent Benefit and Income Support. These reforms introduced in November 2008 mean that lone parents whose youngest child reaches 12 years old move onto JSA; however, from October 2012 it will be when the youngest child reaches five years old. There is no financial difference in the benefits however; women claiming JSA will be expected to, as part of the conditions of the benefit, actively seek paid employment and take up a job if one is offered or face cuts in the amount of benefit they receive. This is a concern for mothers, many of whom may not have access to family support in relation to childcare. The impact of childcare costs, shift patterns that are not compatible with family life and inflexible part-time hours will mean many women may be forced to take roles that are below their skill level. This means women are often forced to take part-time, low-paid, low-status work .

Manchester City Council will be working in partnership with Gingerbread (a national charity that supports lone parents). The charity will provide intensive support for lone parents to get back into training and employment. The project will focus on raising individual and family aspirations and motivation, developing individual client development plans, and encouraging clients to link into friendship groups.

Prior to the beginning of 2009, the percentage of female JSA claimants remained fairly constant (apart from seasonal fluctuations). However, since changes to the eligibility rules for lone parents claiming Income Support, the percentage of female JSA claimants has steadily increased: from 23.4% in April 2009 to 29.6% in April 2011 (Figure 10). Nevertheless, the city figure remains over two percentage points below the national rate.

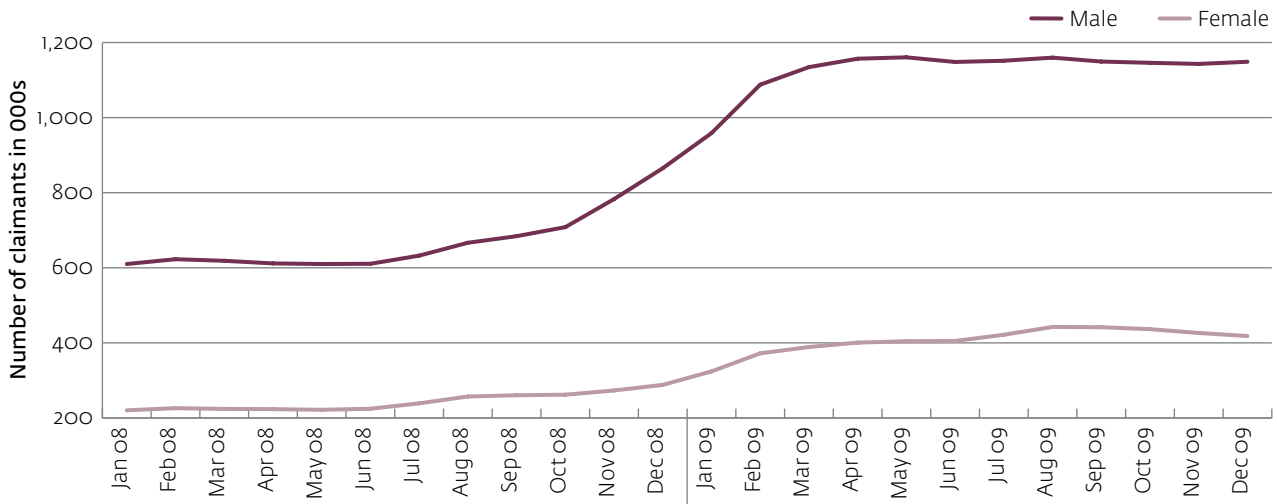
As shown in Figure 11, since the peak in the claimant count in February 2010, the number of male claimants shows a downward trend, while the number of female claimants has continued to rise overall.

Figure 10. Percentage of JSA claimants female



Source: Manchester City Council

Figure 11. Number of JSA claimants by gender

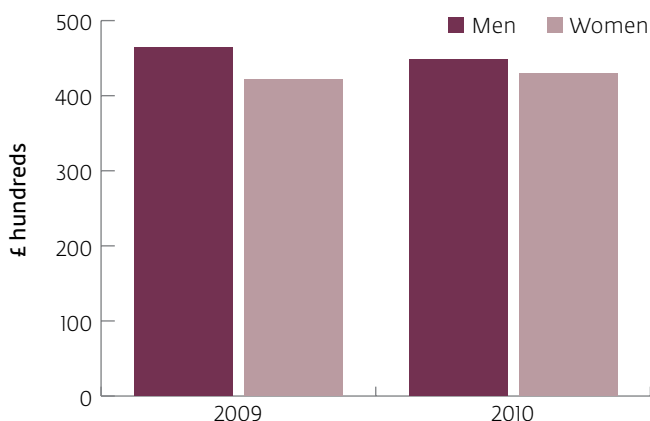


Source: Manchester City Council

7.2.3 Gender pay gap

Despite almost 40 years elapsing since the Equal Pay Act was enacted, women still earn on average 15.5% less than men. The Annual Survey of Hourly Earnings 2010 found that men’s mean hourly earnings were £16.25 nationally, up 1.1% from £16.07 in 2009. Women’s mean hourly earnings increased by 2.2% to £13.73 compared with £13.44 in 2009. This means that the gender pay difference is now 15.5%, a change from 16.4% in 2009. These figures are for women and men in full-time employment. The pay gap varies across sectors and regions, rising to up to 55% in the finance sector and up to 33.3% in London. According to the Office for National Statistics, this year’s figures show that Manchester’s pay gap has narrowed again, partly because men’s weekly wages have dropped slightly and women’s wages have increased marginally. The table below compares the gender pay gap between men and women in 2009 and 2010 for Manchester and the north west region.

Figure 12. Manchester weekly earnings



Source: The Office for National Statistics

The table illustrates that the gap has narrowed in 2010; however it is important to note that this data is based on a national survey and the size of the Manchester male and female samples means that the results are subject to a margin of error ('confidence intervals') of a little over 5%. Consequently, the decrease in Manchester should not be noted as significant, as it is subject to a large degree of doubt.

There are a number of factors* that contribute to the gender pay gap:

- Interruptions to employment due to caring work account for 14% of the gender pay gap.
- 64% of the lowest paid workers are women, who contribute not only to women’s poverty, but to the poverty of their children.
- There are almost four times as many women in part-time work as men.
- Part-time workers are likely to receive lower hourly rates of pay than full-time workers.
- Nine out of ten lone parents are women. The median gross weekly pay for male single parents is £346, while for female single parents it is £194.47.
- Because there are few senior flexible jobs, mothers – who still do the bulk of caring at home – are forced into lower-paid, part-time work below their skill level.
- Traditional women’s work is undervalued: women’s employment is concentrated in the five Cs – caring, cleaning, catering, clerical work and cashing – and is valued less than traditional men’s work. The annual pay of a mechanic is £17,700; the annual pay of a childcarer is £13,900.

*Source: www.fawcettsociety.org.uk/index.asp?PageID=321

As stated in last year's Communities of Interest Report, prior to the current recession, the Equal Opportunities Commission (EOC) reported that at least 30,000 women a year were losing their jobs because they were pregnant or on maternity leave. Nationally, there are 45,000 women taking equal pay cases against their employers.

Though the full-time gender pay gap has narrowed since the Equal Pay Act, the part-time pay gap has largely stayed the same. Nationally, 5.7million women work part-time compared to 1.8million men; 42% of all working women work part-time, many of whom are mothers. Affordable childcare schemes make it easier for mothers to continue to work, but the cost of non-subsidised childcare can often be more than a day's pay, making childcare an unfeasible financial option for many. The cost of out-of-school clubs has risen by 12.5% since 2009, far above the inflation rate. (Fawcett society report: Single Mothers Singled Out)

7.2.4 Representation in local and national politics

It is estimated that based on the present rate of progress, it will be more than 150 years before there are equal numbers of men and women elected to English local councils. Research has shown that Parliament passed more legislation on issues such as domestic violence and childcare after the number of women MPs increased in 1997.

This illustrates the positive impact women MPs can have on gender-related legislation and in turn gender equality.

On 5 May 2011 30.7% of all councillors elected were women. This represents a fall of 2.9% on the 2010 level, but an increase of 5.9% on 2009 and 0.7% on 2007. 28.7% of Conservative councillors elected on 5 May 2011 were women; 32.5% of Labour and 33.7% of Liberal Democrats were women. Women were most likely to be elected in the north east (36%) and least likely to be successful in the East of England. They also did better in the large metropolitan authorities of the North and Midlands (32.4%) than in the smaller two-tier districts (29.5%). Although some authorities saw increases in the number of women councillors as a result of the election, 38 of the 100 in this study actually emerged with fewer women. Poole and Nottingham had the greatest increases (10% and 12% respectively) and Herefordshire the greatest decrease (12%). (Source: Centre for Women and Democracy)

There are 96 councillors in Manchester, of whom 29% are women; this is a 1% decrease compared to 2007 when 30% of councillors were women.

7.2.5 Domestic violence

At International Women's Day 2011 women reported feeling most unsafe during the evenings. Although men are more likely to be the victims of violent attacks, women feel less safe in the city. Women were also more likely to

feel unsafe while waiting for or travelling on public transport. Domestic violence can affect anyone, regardless of gender; it can have a devastating and long-term effect on the lives of survivors and their children and the communities in which they live. However, domestic abuse is a gender issue and significantly affects more women. It is acknowledged that domestic abuse can take many forms.

Nationally, one in four women is affected by domestic abuse at some point in their lives (Council of Europe 2002) and two women are killed each week (Simmons and Dodd 2003). Locally, there were 16,447 reports of domestic violence to Greater Manchester Police from Manchester residents in 2010/2011; however, we know there are many more victims who do not report. In recognition of this, Manchester launched its multi-agency domestic abuse strategy in November 2010, which was supported by the Adults Safeguarding Board and other key partners. The strategy outlined significant achievements and future plans. For more information visit www.endthefear.org.uk

A series of four domestic abuse survivor consultations has been completed during the past year to ensure that the Domestic Abuse Forum responds to the current needs of Manchester residents and that its strategy is both informed and responsive. The Domestic Abuse Co-ordinator led three consultations with individual white British women and focus groups, totalling 23 women from BME communities who were accessing Manchester Women's Aid and Saheli/Hosla services. The fourth consultation was with a group of women from different ethnic backgrounds, completed by Housing Quality Network (HQN) consultancy.

Several themes came out of the first three consultations:

- Services for women experiencing domestic abuse needed to be better publicised.
- Women wanted holistic support for their needs, including ESOL courses (English for speakers of other languages), financial aid, access-to-work courses and housing to enable them to function independently within society. The degree to which service response was holistic appeared to have had an impact on women considering returning to their partner, as well as on their mental health, their ability to access safety (especially if they had immigration issues) and their ability to keep their children. The No Recourse to Public Funds Team (Manchester City Council Adult Social Care) was mentioned frequently as a source of support. Women felt agencies needed to better understand and support them through the whole effects of domestic abuse, particularly its emotional consequences and how these affected their ability to engage with services and to safeguard their children.

- Help is needed for perpetrators through referrals and orders. The women requested perpetrator programmes that were accessible from children’s social care and the family courts and that tied into women’s support services.
- Much appreciation was voiced for Manchester’s specialist domestic abuse services, including Women’s Aid, Saheli and IDVA (Independent Domestic Violence Advice Service).
- All the women felt there were benefits to being asked routinely about domestic abuse if they were alone with a professional and if that professional was well trained. They wanted to be given domestic abuse helpline numbers regardless of whether they had decided to disclose, particularly if the number was given in a discreet way.

7.3 Men

For non-trans men, gender tends not to be a key factor for discrimination. However, there are some areas in which men fair worse when compared to women: in accessing healthcare, life expectancy and educational attainment. These are national issues but are reflected locally and impact on men living in Manchester; they will be the priority areas for 2011/2012.

7.3.1 Education

Nationally, evidence suggests that girls perform better than boys at GCSE stages as shown in **Table 2** below. Overall attainment improved for girls and boys in 2010 and the gap between girls and boys achieving five A*–C GCSEs has decreased in 2010 from 8.7 to 8.1.

Table 2. National Key Stage 4 results by gender

National	2010 five A*–C	2009 five A*–C	Gap	2010 five A*–C inc. English and Maths	2009 five A*–C inc. English and Maths	Gap
Boys	71.4	65.8	5.6	49.3	45.7	3.6
Girls	79.5	74.5	5.0	57.8	54.1	3.7
Gap	8.1	8.7	0.6	8.5	8.4	0.1

Source: Department for Education

In Manchester, a similar trend occurs with girls performing better than boys. However, while the gap for those achieving five A*–C GCSEs including English and Maths has decreased by 0.2, the gap for those achieving five A*–C GCSEs has risen from 7.0 to 9.9.

Table 3. Manchester Key Stage 4 results by gender

Manchester	2010 five A*–C	2009 five A*–C	Gap	2010 five A*–C inc. English and Maths	2009 five A*–C inc. English and Maths	Gap
Boys	67.5	59.1	8.4	42.2	35	7.2
Girls	77.4	66.1	11.3	49.1	42.1	7.0
Gap	9.9	7.0	2.9	6.9	7.1	0.2

Source: Department for Education

One of the current local initiatives aimed at further narrowing the attainment gap between male and female pupils is the One-to-One mentoring scheme, which covers primary, secondary and special levels. So far, 1,056 boys and 1,007 girls have taken up the scheme, with 57.8% of total take-up in English (by boys) and 43.5% for Maths (by boys).

The One-to-One mentoring programme is a catch-up of ten hours' tuition in either English or Maths for a student to get back on track. It is used to identify some misconceptions in their knowledge and then hopefully accelerate their learning.

The programme is for any student who is below national expected levels in KS2/3, or students who are not making their expected progress. All primary and secondary schools have an allocation of places for KS2 and KS3. For KS4, only schools that have been part of the National Challenge since September 2007 (below 30% five A*-C GCSEs including English and Maths) qualify for places.

In Manchester, schools have been asked to identify students under the Narrowing the Gap agenda, such as those who have free school meals, or looked after children, as the performance of these children is much lower than less disadvantaged students. Specifically, schools are seeking to narrow the gap based on typical gender differences, ie. girls in Maths and boys in English.

Some mixed schools are working with all-boy GCSE groups; for example, Chorlton High School is trying a single-sex setting arrangement for their C/D grade groups for Maths and English. In Maths these single-sex sets are doing well, with the boys in particular enjoying the competition aspect in their learning and achieving, and most of these students should attain their target of a C grade.

7.3.2 Health

Nationally, life expectancy is higher for women than for men. The life expectancy at birth for women is 81.6 years compared with 77.4 years for men (ONS, 2008). Average life expectancy in Manchester is currently 73.8 years for men and 78.9 years for females.

Figure 13 below charts the All Age All Cause Mortality rate for men and women in Manchester since 1993. This chart includes all recorded mortality in the city regardless of cause.

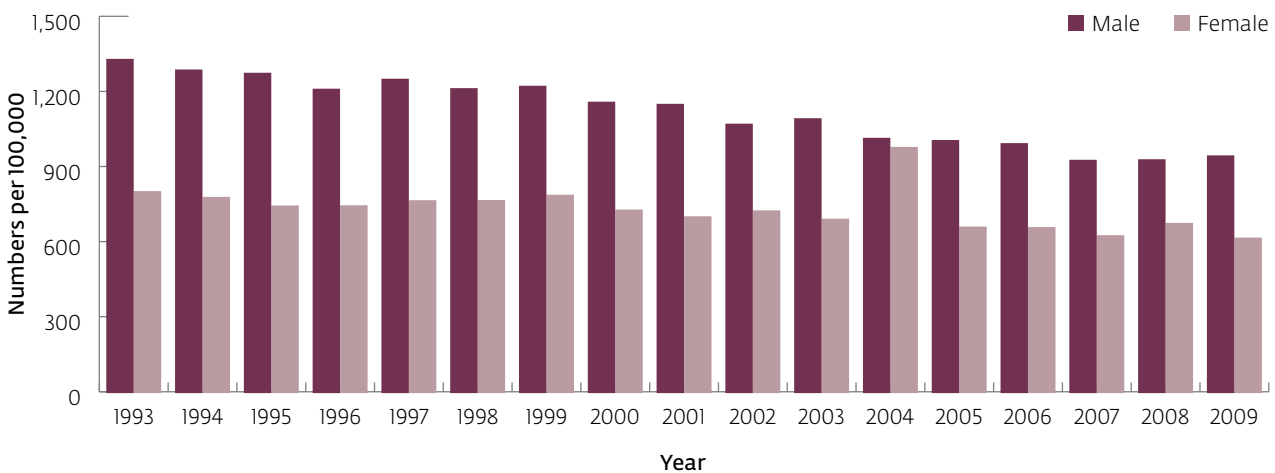
The All Age All Cause Mortality rate has continued to decrease for men over the past two years, although for women mortality rates increased in 2008. However, the gap between numbers of men and women that die in the city has not decreased significantly. A significantly higher number of men die each year compared to women.

Mortality rates for men are higher than for women in all age groups. The age group with the biggest gender inequality for mortality rates is the age group 15-34, with male mortality rates double that of women. The greatest number of excess deaths for men than women is in the age group 74+, with approximately 883 deaths per 100,000 more male deaths.

The highest gender inequality in mortality rates is seen in 'suicide and injury undetermined'; in 2008 males had a 353% higher mortality rate than women. Figure 13 shows that mortality rates for men and women alike are declining and for all causes of mortality, rates have always been significantly lower for women.

Death rates due to cardiovascular disease (CVD) has the second-highest gender inequality ratio in comparison to other causes, with 100% higher mortality rates for males than females. This is an important issue for Manchester

Figure 13. All Age All Cause Mortality Manchester



Source: Manchester Joint Health Unit

and there is a multi-agency forum working on trying to understand and decrease the mortality gap between men and women. The annual National Men's Health Week in June also works to highlight the issue of men's health and lower mortality rates.

Case study

In October 2010 a one-day event took place in Manchester aimed at discussing the development of positive work to address the issues most important to boys and young men. The event came about in response to discussion and concerns about young men's access to, and poor uptake of, health services, particularly in relation to sexual health and chlamydia screening. It aimed to promote the development of work with boys and young men in Manchester and was based on the premise that, by offering safe environments with skilled workers, boys and young men can gain the confidence to raise issues that are relevant and important to them, and that this in turn can contribute to an increased awareness of their own wellbeing and encourage them to make good use of health services in Manchester. Workers from both statutory and third sector organisations attended, including youth and community workers, school support staff, school nurses and young people's sexual health services staff; their contributions drew on both their breadth of experience and their local knowledge. Opening comments from Janet Batsleer (Principal Lecturer in Youth and Community Work at Manchester Metropolitan University) on current thinking and research around gender and masculinity led to lively discussions in the workshops. Attendees also had the opportunity to watch the YPSF film 'Street Life 2' – a film by and about young men from Wythenshawe reflecting on their lives. Some of the young men involved in making the film also attended the event and helped to keep people focused throughout the day on the key issues for young men growing up in Manchester.

7.4 Transgender (trans)

Transgender (trans) is a broad term that includes all gender variant people, including cross-dressers, people who wear a mix of clothing, people with dual or no gender identity, and transsexual people. The Leading Trans Equality: A Toolkit for Colleges 2007/2008, defines Transsexuals as people who "were born into one gender but identify psychologically and emotionally as the other. Those born physically male but who present as female are called Male to Female or MTFs. Those born female but who present as male are called Female to Male or FTM. The primary way Transsexuals differ from other trans people is that in almost all cases they seek to modify their bodies through hormonal treatments and gender reassignment surgery or both". Although there are some statistics on the number of people that have undergone gender reassignment surgery (5,000 people nationally), this captures only a very small percentage of the trans community. (Leading Trans Equality: A Toolkit for Colleges, Professor Stephen Whittle OBE and Dr Lewis Turner 2007/08.) Many trans people do not have any medical intervention and do not take any hormones or undergo gender reassignment surgery.

Manchester has an active trans community, and there are many groups that provide social, emotional and in some cases legal support. Some of the community have been directly involved with the development of the Government Equality Office (GEO) Trans Equality Action Plan, which includes developing a trans community statement of need. This document is being used to shape the Government's action plan. The statement of need document highlights issues trans people face and will help identify actions needed to improve equality for all trans people. The statement of needs covers issues such as employment, education, discrimination, identity and privacy, health, safety and support, society, community and capacity. For more information visit http://gires.org.uk/Statement_of_need_26april.pdf

To better understand the issues of the Manchester trans community Manchester City Council has been holding regular consultation sessions with the trans community since 2009. In June 2011 a progress meeting was arranged to report on work that had been delivered and identify new priorities. The community identified education, housing and hate crime as the top three priority areas, similar to the findings of the 2009 consultation; these priority areas will inform future work.

7.4.1 Education

Education was a key issue highlighted at the last MCC trans consultation in June 2011. Many of the attendees felt that more needed to be done in school settings to tackle bullying and to support young people who identified as trans. Many of the attendees felt strongly that young people need to be given appropriate support and that transphobic bullying should not be tolerated. A key area of improvement was identified to be the need for greater understanding of trans issues among staff and pupils: this is highlighted at a national level in the Government Equality Office, Statement of Need Report. The multi-agency award-winning anti-homophobic bullying project 'Exceeding Expectations' includes transphobic bullying. The project goes into schools in Manchester to address issues of bullying using drama and discussion, and this has led to dramatic changes in attitudes in several Manchester schools.

7.4.2 Employment

Many trans people experience the worst aspects of discrimination in the workplace, especially when in the process of transitioning to their preferred gender. The Equality Review report found that most of Manchester's working trans community had not transitioned to their preferred gender because of a potentially hostile environment in the workplace (Equalities Review: Transgender and Transsexual People's Experience of Inequality and Discrimination in 2006). Following on from Manchester City Council's consultation event about trans issues and the working environment in 2009, the Council has developed a Guide for Managers to assist and provide appropriate support in instances of staff transitioning at work.

7.4.3 Hate crime

As the most recent Place Survey highlighted, 75% of respondents had experienced verbal or physical abuse while out socially. Despite many local transphobic hate crimes occurring, the number of reported and then prosecuted cases remains low. In consultation with the Council and the Homophobic/Transphobic Hate Crime Scrutiny Panel, local CPS figures are now to be desegregated by gender/trans, which will help to increase more accurate reporting of individual, anonymised case histories. The police are working on building relationships and confidence in the trans community to encourage more reporting. In addition, Manchester Crime and Disorder Partnership funded the Trans Resource and Empowerment Centre (TREC) to host a monthly transphobic hate crime reporting surgery and produce leaflets to encourage transphobic hate crime reporting.

7.5 Conclusion

This chapter provides a snapshot of issues that affect women and men, including trans women and men living in the city. Future work needs to look at how we gather more comprehensive data and information for Manchester's trans community. Many of the issues raised will help inform the equality objectives for Manchester and provide Manchester City Council and its partners with an understanding of some of the issues Manchester residents face. This understanding can help service providers better understand the needs of women and men, including trans women and men, when they are designing and delivering services in the future.

8. Black and minority communities

8.1 Introduction

The purpose of this chapter is to set out the key issues for BME communities in the city and key areas for improvement to support the Manchester Partnership to determine its future priorities for BME communities in the next year.

The Agenda 2010 Partnership, the multi-agency partnership leading on improving race equality outcomes for Manchester residents on behalf of the Manchester Partnership, closed its ten-year action plan in October 2010 after ten years of work tackling inequalities for black minority ethnic (BME) communities in Manchester in the areas of crime and disorder, education, employment and health.

To mark the close of the action plan, in October 2010 a working conference was organised in Manchester Town Hall to examine the key achievements of the partnership in respect of the four thematic areas and to look at the future priorities for BME communities in the city.

This chapter will provide feedback from the conference and the major priorities for BME communities.

This chapter will cover the following areas:

- The Agenda 2010 conference feedback and major priorities
- Key changes and progress update
 - Crime and disorder
 - Education
 - Employment
 - Health
- Progress update on new and emerging communities
- Race equality and community cohesion
- Conclusion.

8.2 The Agenda 2010 Conference – moving forward

The Agenda 2010 Partnership, which was launched in October 2000, officially closed its ten-year action plan in October 2010.

To reflect on the work of the Agenda 2010 Partnership over the past ten years and to identify the future priorities for BME communities in the city, a half-day strategic conference was delivered in the Town Hall on 29 October 2010 to capture the experiences and priorities of services/organisations and BME communities engaged and involved in the work of Agenda 2010.

The conference was attended by senior strategic partners across the city from each of the thematic areas, representatives from BME communities and BME voluntary and community sector organisations, which included the BME Network, the Manchester Council for Community Relations, the Ahmed Iqbal Ullah Education Trust etc along with lead equality elected members.

8.2.1 The conference programme

The conference recognised that the Agenda 2010 Partnership had been a unique and positive partnership that provided strong leadership and demonstrated the commitment of the city in eliminating racism and creating equality of opportunity.

The conference also recognised that while progress had been made in relation to all four thematic areas, there was still work to be done, and in the light of the changing social, economic and demographic landscape in Manchester, a different approach would be needed in the future.

Conference delegates identified the following priorities:

- A new more focused approach is needed to take forward the priorities for BME communities.

- Recognition that in the past ten years Manchester's demographic make-up has changed enormously and there are different issues and needs for different communities. Therefore, there needs to be better articulation of the term BME and a more targeted approach. Also, the needs of new and emerging communities need to be identified and addressed.
- The priorities for BME communities need to be captured through mainstream activity of the partnership and through commissioning activity.
- The voluntary and community sector should be empowered in commissioning and influencing roles.
- Stronger co-ordination of equality in business planning activity.
- Representative public services with senior BME staff across the partnership.
- Race equality is a key component for delivering community cohesion and the two priorities should be more closely linked in the future.
- Given the disproportionate impact of the economic downturn on BME communities, the partnership should focus on employment as its main priority for BME communities.

Based on the conference feedback, a clear set of priorities together with a programme of activity is being developed by the Manchester Partnership. The partnership is looking at how it can align race equality priorities within the Community Strategy and its business planning process, so that there is a holistic approach and that race equality becomes an integral part of the Manchester Partnership.

8.3 New and emerging communities

As highlighted at the Agenda 2010 Conference, it is imperative to have a clear understanding of the needs of new and emerging communities, many of which are from the A8 countries, the Czech Republic, Poland and Slovakia, as well as Iran. This is in order to inform service provision, planning and delivery.

Over the past year, the Council has engaged with representatives from the city's newer communities in relation to a number of priority areas. They included the following:

8.3.1 Engagement in relation to the Census

In June last year, the Council held a Census engagement event in Manchester Town Hall. The engagement event comprised representatives from the voluntary, community and statutory sector and included a dedicated focus group looking specifically at the issues of new and emerging communities.

The feedback from the event indicated that new and emerging communities are extremely diverse and there is no one-size-fits-all approach. To better engage with these communities, the Manchester Partnership needs to build capacity where it can, in order to support the communities to empower themselves and also to improve engagement.

This feedback is now being taken forward by the Council's third sector team.

8.3.2 The revised Manchester Engagement Toolkit

To support the Manchester Partnership to engage effectively with seldom-heard communities, including those from new and emerging communities, in July last year, the Council held an Engagement Toolkit Workshop, which again included a dedicated focus group looking at how to engage with new and emerging communities. The feedback from the event informed the development of the Manchester Engagement Toolkit, which is now available to download:

www.manchester.gov.uk/site/scripts/documents_info.php?documentID=164&pageNumber=5

8.4 Race equality and community cohesion in the city

The Department for Communities and Local Government (2008) definition of community cohesion is the following:

'Community cohesion is what must happen in all communities to enable different groups of people to get on well together.'

Both the Agenda 2010 Conference and the recent strategic review of community cohesion, supported by the Institute for Community Cohesion (iCoCo), recognised the importance and contribution that race equality makes towards building resilient and cohesive communities in Manchester.

Building resilient communities and supporting community cohesion is one of the key priorities for the city. In July 2010, the Manchester Community Cohesion Steering Group developed a partnership vision statement articulating a tag line followed by a framework of local priorities identifying what community cohesion means in Manchester. The local vision for community cohesion in Manchester is:

Manchester People Together: Shared Lives, Shared Futures

In addition to the vision, a set of local components for community cohesion in Manchester have been developed to better translate the national definition of community cohesion in the city and make them more relevant and local for Manchester people. These components are set out below and include additional priorities that stakeholders felt were important locally and impacted on community cohesion levels in Manchester:

- Manchester people focus on what we have in common and know how they can contribute to Manchester; they understand the contribution that they as individuals and their communities make to the city and their neighbourhood.
- Manchester is a diverse city, which helps people from different backgrounds get on well together; we have mutual respect for ourselves, our neighbours and the communities of Manchester.
- Manchester strives to promote and deliver equality of opportunity. All people in Manchester have access to the same opportunities and life chances – narrowing and closing the gaps in inequalities between people of different backgrounds.
- Manchester people trust local services in all sectors to treat people fairly and openly.
- Manchester recognises and understands the impact that deprivation and inequalities can have on community relations and we strive to reduce the consequences on individuals and communities alike.

- Manchester is committed to providing opportunities to connect people from different backgrounds and help people learn about each other through a range of activities in various settings.

8.5 Crime and disorder

The Crime and Disorder Reduction Partnership (CDRP) brings together several key agencies in Manchester, including Manchester City Council, Greater Manchester Police (GMP), Greater Manchester Probation Trust, and Public Health Manchester. It continues to build on current partnership structures that have worked in Manchester to reduce levels of crime and antisocial behaviour.

As agreed by the Agenda 2010 Partnership, the CDRP has prioritised the following to support BME communities

- Focusing on issues of hate crime
- Diversion of young black and Asian males from gang culture
- Tackling the issues relating to service provision for BME communities in Manchester.

8.5.1 Focusing on issues of hate crime

Yet again, contrary to national and regional trends, Manchester has seen an overall reduction in race hate crime. The appendix below gives details of GMP offences within Manchester that have been classified as hate offences through a Home Office code, a hate crime marker, or by a key word indicating a particular motivation.

A number of initiatives are being undertaken locally to address the issue of race hate crime, led by GMP and other partner agencies, including Manchester City Council, the Crown Prosecution Service, and housing providers. For instance, the Neighbourhood Policing Team (NPT) in Bradford North in Manchester recently saw a significant development of black churches and new arrivals from diverse minority communities in what was predominantly a white ward. This caused an increased level of community tension, antisocial behaviour and hate incidents.

To diffuse community tension, the GMP Advisory Group and neighbourhood staff set up a series of open drop-in sessions for local residents. The sessions were an opportunity for residents to meet NPT staff and learn about their active role and that of partner agencies (particularly Victim Support and the Antisocial Behaviour Action Team (ASBAT)) in tackling hate crime and antisocial behaviour, as well as in promoting community engagement and tolerance between different cultures and faiths. In addition, residents were informed about third-party reporting centres, advised on how to report hate crime, and were encouraged to come forward with intelligence.

While it appears that hate crime is declining in Manchester, it is not clear if this is because of an actual decline in hate crime or because of underreporting. Looking ahead it is important to continue promoting initiatives to address hate crime as well as addressing potential issues around underreporting.

The CDRP is planning a number of initiatives to focus public attention on hate crime and the reporting of offences. This includes supporting an event to raise awareness about hate crime, what constitutes a hate crime, how members of the community can report offences and the support available. The CDRP will also relaunch the Hate Crime Reporting Line, ensuring that people are aware of the report line and how they can report offences.

Manchester continues to take a harm-centred approach to tackling hate crime, encompassing early intervention, support and enforcement. Those reporting hate crime can be confident that they will be referred on to receive support from the most appropriate services.

8.5.2 Preventing young people from joining gangs

One of the partnership's key priorities has been to reduce reoffending rates for young black and Asian males who may have engaged in gang-related crime or antisocial behaviour.

Over the past 12 months, Manchester's Multi-Agency Gang Strategy (MMAGS) has continued to manage the risk posed by individuals joining gangs by contributing to the Manchester Public Protection Agency (MAPPA) and Case Planning Forum (CPF), a series of conferences held in partnership with agencies such as GMP, GM Probation Trust and the Youth Offending Service (YOS) to manage the crime risk caused by individuals.

A number of initiatives have been introduced as part of the MMAGS strategy around prevention and early intervention. The '8 till late' project now works with 8 to 14-year-olds and their families. The majority of schools have been from Central West/Central East districts; however, there have been a number of referrals from schools beyond these districts.

It has previously been recognised that Somalian boys are at risk of joining gangs. In response to this, MMAGS – in partnership with other agencies – undertook a piece of work aimed at the Somalian community to prevent Somalian boys from joining gangs. This work ended in late 2010. This approach included providing positive activities and guidance in relation to education and employment. As an outcome of this piece of work, good links were forged and some Somalian youths self-referred themselves to MMAGS.

In addition, resulting from a developing understanding of the involvement of girls in gang culture, MMAGS has developed a programme aimed specifically at this involvement. This work is now developing in partnership with Trafford MBC and will continue through 2011/2012.

8.5.3 Tackling issues relating to service provision for BME communities in Manchester

As highlighted in last year's report, drug treatment services play a key role in preventing individuals from engaging in criminal behaviour. The adult drug treatment system in Manchester is undergoing a fundamental review. Over the past year, services have been redesigned and are being put out to competitive tender. Some of the underlying aims of the redesign are to improve health and reduce criminality by making drug services more accessible and more locally responsive to diverse communities across Manchester.

It is anticipated that treatment will be offered to a wider range of people and that this will reduce the criminal behaviour of those who engage with them. The new services should be in place in July 2012.

8.5.4 Future challenges: the changing role of the Crime and Disorder Reduction Partnership

The CDRP will continue to strengthen its partnership arrangements with the police and other partner agencies so that the city continues to make progress in supporting BME communities around crime and disorder, and that the progress made in the past ten years is continually built upon.

8.6 Education

Educational attainment at Key Stage 4 is one of the major indicators of a child's education. In the final year of the Agenda 2010 Partnership's action plan, educational attainment for many BME schoolchildren continues to stay above the Manchester average. There were good increases in the results for a number of ethnic minority groups, although Indian, Chinese and Bangladeshi children had lower results this year than last. The largest ethnic group in Manchester is the Pakistani group, which continued to achieve results above the local averages for each measure.

However, of the key ethnic groups achieving five or more A*–C GCSEs including English and Maths, the White British, Black Caribbean, Black Somali, Dual Heritage (White and Black Caribbean) and Irish pupils did not attain the local authority average. Therefore, while progress has been made, there needs to be further support for those groups whose results are consistently below the Manchester average.

Table 4. Attainment at Key Stage 4

Ethnic groups	Number of pupils			% five or more A*–C				% four or more A*–C inc. English and Maths			
	2008	2009	2010	2008	2009	2010	Trend 09–10	2008	2009	2010	Trend 09–10
All	4,892	4,968	4,502	57	62.6	72.4	9.8	36.9	38.6	45.7	7.1
White British	2,883	2,664	2,226	53.8	59.6	70.8	11.2	30	34.3	43.7	9.4
White European	41	72	73	51.2	69.4	82.2		46.3	40.3	53.4	
Black Caribbean	144	117	121	61.1	55.6	73.6	18.0	35.4	29.9	38.0	8.1
Black Somali	112	81	104	41.1	58.0	76.0	18.0	24.2	34.6	41.3	6.7
Black Nigerian	62	48	55	87.1	83.3	87.3		61.3	66.7	69.1	
Black Other African	78	183	122	74.4	80.3	84.4	4.1	35.1	51.4	56.6	5.2
Dual Heritage (White and Black Caribbean)	126	125	111	47.6	60.8	79.3	18.5	32.6	33.6	37.8	4.2
Chinese	46	44	42	76.1	86.4	83.3	–3.0	38	61.4	59.5	–1.9
Indian	71	72	74	62	66.7	73.0	6.3	43.6	56.9	51.4	–5.5
Bangladeshi	83	66	76	66.3	77.3	73.7	–3.6	44.9	59.1	51.3	–7.8
Pakistani	568	547	594	56.2	63.4	76.8	13.4	41.3	44.8	54.5	9.7
Arab	70	56	84	50	55.4	69.0	13.6	24.1	35.7	48.8	13.1
Irish	24	31	33	75	64.5	72.7	8.2	39.5	38.7	45.5	6.8

Note: based on number of candidates not number on roll

8.6.1 Permanent exclusions (PX) by ethnic origin 2009/10

Table 5 displays the permanent exclusions data by ethnic origin.

The exclusion of school pupils is a key issue. The exclusion rates for Black Caribbean and other mixed race groups have increased slightly. On the plus side there has been a slight decrease in the number of pupils from White/Black Caribbean being excluded. As the actual numbers are small it is difficult to draw clear conclusions; however, the Manchester Partnership needs to continue to focus on the need to reduce the number of exclusions in order to ensure that each pupil irrespective of their ethnic background gets the most from their education.

It has been well recognised that school governors play a major role both in the ethos of the school and, critically, in relation to exclusions. In order for a further decrease in the number of school pupils from BME backgrounds being excluded, there needs to be greater representation in the make-up of school governors.

As the role of the local authority moves from direct delivery to one of influence, the challenge will be for the Manchester Partnership to continue to work with schools, school governors and parents to help improve the educational outcomes for the most underachieving groups.

Table 5. Exclusions

Ethnic origin	Number of PX			Rate per 1,000		
	2007/08	2008/09	2009/10	2007/08	2008/09	2009/10
Indian	0	1	0	0	0.91	0
Other Pakistani	0	2	2	0	0.26	0.24
Other Asian	0	2	0	0	2.64	0
Other Black African	6	0	0	3.22	0	0
Black Caribbean	5	6	7	3.01	3.67	4.04
Any other Black background	2	5	2	1.92	4.49	1.51
Somali	3	2	2	1.70	1.08	0.92
White/Black African	2	1	0	3.42	1.65	0
Any other Mixed background	3	3	7	1.96	2.04	4.43
White/Asian	2	1	1	3.82	1.76	1.63
White/Black Caribbean	6	13	4	3.58	7.90	2.31
Info not obtained	2	2	2	1.24	1.13	5.54
Other ethnic group	0	1	0	0	1.61	0
Other Arab	2	0	0	1.33	0	0
British	89	54	51	2.66	1.70	1.63
Irish	2	2	1	5.26	5.52	2.92
Traveller – Irish heritage	1	0	1	7.81	0	10.10
Other White	0	3	1	0	3.88	1.42
Manchester total	125	98	87	1.94	1.53	1.34

8.7 Employment

Improving employment opportunities and raising the employment rates for Manchester’s BME residents remained a major priority for the Manchester employment thematic group in the past year.

The Work and Skills Partnership Board, whose role is to co-ordinate and influence existing employment and skills provision across the city and to commission new value-adding services, have delivered a number of initiatives in 2010/2011 to improve employment outcomes for BME communities:

- The Let’s Get Going project offers an enhanced information, advice and guidance service from libraries. In the period 2010/2011, the project engaged with 274 (37%) BME residents, of whom 32 progressed into training and 55 into employment support.
- The Neighbourhood Learning in Deprived Communities (NLDC) funds the voluntary community sector to engage with those groups that would not otherwise engage with mainstream provision, such as the low-skilled, workless and BME residents. Matched with Working Neighbourhood Fund (WNF) funding in 2010/2011, approximately 68% of NLDC provision has supported people from BME backgrounds. Of the 860 people engaged from BME backgrounds around 50% have progressed to mainstream support. It is thought its effectiveness may be due to its approach of delivering support in communities through community and voluntary organisations.
- Manchester Adult Education Service (MAES) saw 8,493 residents sign up to its courses in 2009/10, of which 3,643 (42.9%) were BME residents. In 2010/11 MAES delivered pre-English for Speakers of Other Languages (ESOL) and ESOL support, with 339 and 195 BME residents respectively progressing to further training.

- The Start Up Support for Disadvantaged People delivered by the Prince’s Trust helped 25 young people set up their business, of which 12 (48%) were BME residents.

In addition to the initiatives listed, regeneration teams from across the Council work with specialist BME providers, such as Inspired Sisters in Longsight, and Focusing First on People in Moss Side, to support BME communities in unemployment.

However, despite such efforts, the economic downturn has had a disproportionate impact on BME communities with the employment rates for BME young people being significantly lower than the Manchester average.

In January 2009, Jobseeker’s Allowance claimant data identified:

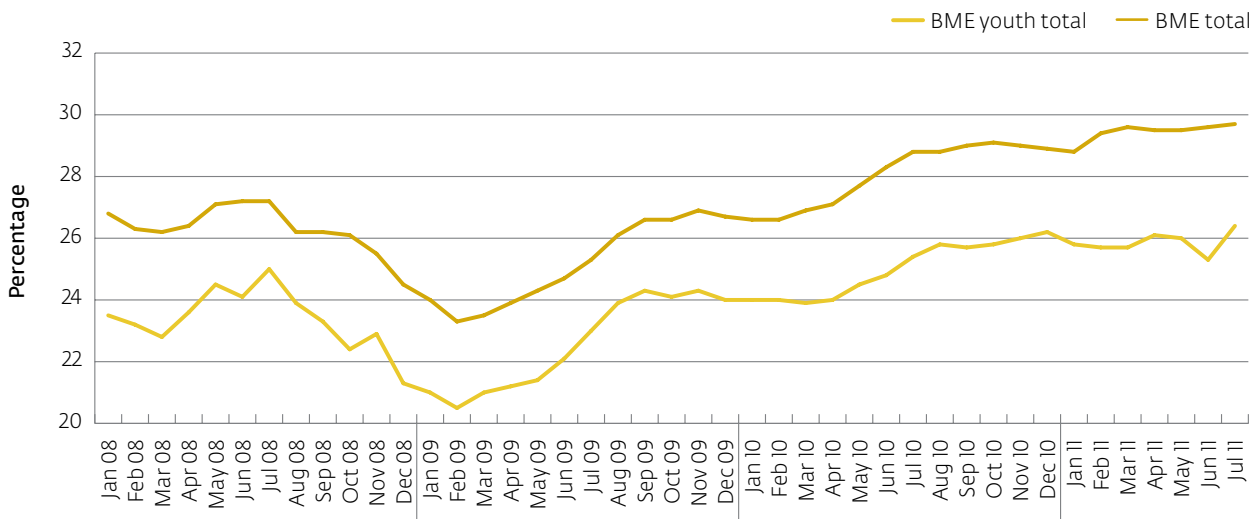
- 14,590 Manchester residents were unemployed, of which 24% (3,495) were from BME backgrounds.
- Youth unemployment (age 16–24) stood at 32% (4,635), of which 21% (975) were BME.
- BME youth unemployment is 28% of total BME unemployment.

In January 2011:

- BME unemployment rate was 28.8% (5,065) out of a total count of 17,615.
- Youth unemployment was 28% (4,930), of which 26% (1,270) were BME.
- BME youth unemployment is 25% of total BME unemployment.

Although city-wide BME unemployment seems comparable to total unemployment, performance data from work and skills service provision confirms that BME residents face significant worklessness and skills issues.

Figure 14. Rate of BME unemployment, 2008–2011 (JSA claimants)



8.7.1 National policy change – employment

As a result of a wider Government programme in 2011/12, for the foreseeable future the Work and Skills Board will have significantly less funding to commission services. The Government has also introduced the Work Programme. The Work Programme is the Government's new approach to welfare to work, replacing all existing Department for Work and Pensions (DWP) programmes with a single framework that will cover all benefit claimants.

To meet the needs of BME communities, the Manchester Partnership will have to maximise employment opportunities for BME communities in the city so that they benefit from the Work Programme and other initiatives, such as apprenticeships, business start-up schemes, and the introduction of the New Enterprise Allowance.

This will involve influencing mainstream providers by supporting local BME organisations such as Wai Yin and the Somali Golden Centre of Opportunity to become involved in the supply chain of mainstream providers.

The Council and its partners will also need to provide economic and demographic data to inform targeting of provision for the areas where there is the greatest need and subsequently monitor the success of these different approaches.

8.7.2 Major changes in English for Speakers of Other Languages (ESOL) provision

ESOL is a major lifeline for many BME communities in the city, supporting communities (particularly newer BME communities) to integrate and ultimately supporting them to access employment opportunities.

In September 2011, significant changes were made to ESOL funding and eligibility. The 'uplift' for ESOL provision was removed and therefore providers now get less funding for the same amount of provision. In addition, full funding is now only provided for learners on active work benefits, ie. Jobseeker's Allowance. This means that learners on other 'inactive' benefits, such as Income Support and those working but on a low income, will be expected to pay 50% of their course costs and providers will only receive 50% of the previous funding for these learners.

In response to the changes, Manchester Adult Education Service (MAES) will continue to provide ESOL provision to support communities to integrate in the city. MAES will offer two distinct programmes – one intensive programme targeted at jobseekers, and one less intensive programme aimed at people not currently seeking employment. In addition, MAES will increase the number of courses offered from 68 to 70 courses with a slight rise in the number of learners accommodated because the majority of the courses will be less intensive.

The voluntary and community sector providers will continue to offer one-term courses to some 900 learners under European Investment Funding.

8.8 Health

Improving the health and wellbeing of all residents in Manchester has remained a key priority of the health thematic partnership. NHS Manchester (NHSM) continues to make progress in meeting the needs of BME communities by improving access to and the delivery of sensitive and responsive services.

To understand the health needs of BME communities, it is important to measure improvements in health outcomes. The Primary Care Trust (PCT) actively seeks information from patients about their experience, and engaging and involving communities continues to be a key driver to:

- Ensure information is available in a range of formats that will enable patients to have an understanding about the disease or condition for which they have had a diagnosis
- Provide opportunities for communities to share their experiences of using local health services
- Maintain and strengthen partnership working with BME voluntary and community organisations.

Health outcomes for BME communities that have a diagnosis of diabetes, coronary heart disease (CHD), mental health and tuberculosis are similar or above the England average. Health inequalities are captured in the PCT Commissioning Strategic Plan 2009–14.

8.8.1 Measuring performance and outcomes

NHS Manchester proactively engaged in the NHS Northwest Equality Performance programme, which requires commissioners and providers to undertake a self-assessment of their performance in the following areas:

- Human resources and workforce composition
- Data collection and usage
- Engaging with communities and developing the right services: targeted, useful, useable, and used
- Compliance with equality legislation
- Board governance and accountability.

The link below provides the results of all commissioning organisations across the north west, showing NHSM as one of the top four organisations. www.epit.northwest.nhs.uk/storage/files/EPIT_Consolidated_Scores_PCTs.pdf

8.8.2 Organisational change

The NHS is currently working through a period of significant organisational change. Through this transitional period NHS Manchester and partners in the city are working together to ensure that the priorities identified in relation to BME communities are taken forward with the new and emerging organisations.

8.9 Conclusion

As highlighted in the chapter, there are a number of issues for BME communities in the city; one of the most significant challenges facing BME communities is in relation to employment. The economic downturn continues to have a significant impact on BME communities, especially BME young people. This, together with the cuts to ESOL provision, will continue to have a significant impact on BME communities in the city.

Coincidentally, the past year has also seen the close of the Agenda 2010 partnership ten-year action plan. In some respects this is timely. While progress has been made across all four thematic areas and the partnership must be commended for its sustained work over a ten-year period, consistent with the feedback from the Agenda 2010 Conference and the changing and diverse communities of Manchester, a different approach is now needed. Moving forward, given the role of employment in creating wealthier, healthier and happier residents, the Manchester Partnership needs to continue prioritising the employment needs of BME communities so that tangible improvements and real equality of opportunity for Manchester's BME residents become a reality.

Many of the issues raised will help inform the equality objectives for Manchester and provide Manchester City Council and its partners with an understanding of some of the issues Manchester residents face.

9. Lesbian, gay and bisexual (LGB) sexuality

9.1 Introduction

The purpose of this chapter is to set out the key issues for LGB communities in the city to support the Manchester Partnership to determine its future priorities in relation to sexuality issues in the next year. This chapter will also outline the key areas for improvement and future priorities.

Public bodies, including health services, schools, local Councils and the police, now have to take account of the needs of LGB people when designing and delivering services. This chapter will set out the resulting information from recent research, engagement and dialogue with the various groups, organisations and individuals that make up the local LGB community, and based on this it will examine the major priorities for LGB residents and visitors for the future.

For Manchester, every year involves a busy calendar of LGB-themed events and interaction with key stakeholders and community groups, some of which will be outlined below. It is vital to continue this engagement and involvement, as this is one of the most effective ways in which the Council can ensure it is delivering not only the best services but also the most appropriate ones to its LGB residents.

This chapter will cover:

- Manchester's LGB context
- Sexuality monitoring
- Lesbians and bisexuals
- Young people
- Hate crime
- Health
- Events and engagement
- Conclusion.

9.2 Manchester's LGB context

Manchester has a long history of community activism and engagement in the LGB field. When the Council began work on LGB issues over a quarter of a century ago, an important focus was fighting unjust laws. The Council supported campaigns to equalise the age of consent, and to make it illegal for people to be sacked because they were lesbian or gay; it also promoted the struggle to stop the discriminatory Clause 28 becoming law. The Council gave its first grant to the local LGB telephone helpline in 1978 and ten years later funded a purpose-built LGBT centre. By the turn of the century, Manchester had a thriving LGB voluntary sector with over fifty support and social groups active in the city. The Council has supported many of these groups over the years with grant aid, including the George House Trust, the Lesbian and Gay Foundation, Albert Kennedy Trust, Lesbian Community Project (LCP), Gaydio, LGBT Youth NW etc. Manchester's LGB residents also play an active role as individual voices in the city's community associations and residents' associations.

The Council recognises that different needs require different approaches and is proud of its support for specialist LGB services while also ensuring that mainstream services meet the needs of LGB residents. Manchester has an enviable reputation for excellent provision for and promotion of its LGB community and one of the highlights is the city's celebrated 'Gay Village'. This social and economic hub attracts many new LGB residents, visitors and tourists as well as bringing jobs and revenue to the city. Thus the Gay Village contributes significantly to the overall economic impact of the city and has been key to the successful branding and external perceptions of Manchester as a fair, tolerant and diverse urban centre.

Evidence suggests that people move to urban areas which are known to be 'gay friendly', as they can live and work more freely and openly and enjoy better service provision. LGB communities, businesses and services contribute towards regeneration and vibrancy within cities. Diverse communities contribute to entrepreneurialism and innovation and adapt to change more easily. Many initiatives have used the infrastructure of the Gay Village and the associated Village Business Association in order to

engage with the LGBT community around issues such as hate crime awareness, sexual health awareness, HIV prevention and services, and drug and alcohol awareness.

9.3 Sexuality monitoring

Owing to the absence of a sexuality question in the national 2011 Census, LGB population figures (national or local) are not accessible. However, there have been reports and studies that have used data to estimate the LGBT population across the country. Current statistics estimate the UK's LGBT population as 5–7%. Due to Manchester being one of the nodal points of UK LGB communities, the higher figure of 7% is used for the North West; the figure is lower in rural areas. However, there has been evidence to show that some same-sex couples move to more rural areas when they are older.

Greater Manchester's population by mid-2007 was estimated by the Office of National Statistics (ONS) to be 2,562,000. Presuming a population percentage growth of +0.03% per annum for Greater Manchester, the population of this subregion by mid-2011 can be estimated to be 2,565,000. Assuming that the LGB population is 7% (the higher end of the Government's estimate), the number of LGB people living in the subregion is likely to be approximately 179,555 (North West Regional Development Agency (NWRDA) Improving the Region's Knowledge Base in LGB population in the North West, 2009).

It is important to monitor sexuality data; as the recent equality legislation makes clear, discrimination against lesbian, gay and bisexual people can be direct, indirect or via association. All types of discrimination impact adversely on individuals and their families and the consequences can be very severe. 'While homophobia describes language, words or actions that are taken to show hatred, intolerance or fear of homosexuality, heterosexism is the assumption that everyone is heterosexual, and so discrimination may be unintentional. However, when entrenched in societal institutions, traditions and customs, heterosexism marginalises and fails to recognise at the outset that not everyone is heterosexual and can have a direct impact on whether the needs of a lesbian, gay or bisexual person are met when they access services. (NWRDA Improving the Region's Knowledge Base in LGB population in the North West, 2009).

While continuing to monitor the sexuality of its own staff via regular staff surveys, the most recent of which took place in mid-2011, the Council has begun to collate information on some of its service users' sexuality (and the linked views of those people on the services offered). This is in order to monitor possible gaps in services and is also very valuable, as the Equalities and Human Rights Commission suggests, in normalising this data and making the needs of LGB people visible and ensuring their needs are met. This information raises questions about how to deliver appropriate services while also protecting privacy and will be a major milestone objective for the Council in the future. This work will benefit from a recent project in which the LGF and NHS worked collaboratively in the development of a major new report (Sexual Orientation Monitoring, NHS North West, 2011), which researched, examined and highlighted key issues when monitoring sexuality in the workplace and among clients.

In introducing such monitoring, services should:

- Understand the parameters (Why is monitoring being carried out? What is being monitored? Who is being asked? What needs to be ascertained?)
- Ensure confidentiality and data security measures
- Communicate effectively with staff and service users
- Identify and meet training needs
- Decide on appropriate wording
- Identify who is responsible for the data collection and the frequency
- Decide upon an collection and collation method
- Cross-analyse data with data on other protected characteristics
- Compare with any wider population data and local statistics and research on LGB needs
- Set targets for data quality and track progress using specific milestones.

More accurate information on local LGB population data is obviously needed so this can be compared with the uptake of Council services (and related views thereon). The collation of this baseline data is something the Council has recently started to develop and it will inform future work in relation to its equality objectives for publication in April 2012.

9.4 Lesbians and bisexual women

Lesbians and bisexual women are considered to be the victims of dual oppression, that is, they are discriminated against because of their gender and also because of their sexuality. Multi-oppression is complex and difficult to address. Lesbians are among the most discriminated against sections of our society. This discrimination results in a lower quality of life than heterosexual women and men, and as a result lesbians have higher rates of alcohol use, smoking and mental health issues caused by the strain of living with discrimination.

Dual oppression also has an adverse impact in the workplace. Lesbians are less likely to progress to senior jobs and consequently have less income than heterosexual women and men. Not being able to be out and feel comfortable in the workplace causes individuals stress, is exhausting and can be damaging to the individual and to colleagues in the team. Stonewall have produced research that evidences these barriers and the effects they have.

Lesbian and bisexual women were interviewed in-depth about their experiences in the workplace and Stonewall developed recommendations for improvement, including:

1. Provide opportunities for professional development
2. Increase visibility and support role models
3. Network across sectors
4. Develop opportunities for mentoring
5. Monitor staff and events

A summary of the findings states, 'the results suggest that often gay women think their gender is more of a barrier to success at work than their sexual orientation. Therefore, if they can hide the fact that they are gay, some feel it better to do just that. As one participant said, "putting your hand up twice can be difficult." Above all, lesbian and bisexual women say that visibility of openly gay women is key to their future confidence and success. When only one in ten of directors of FTSE 100 companies is female, and only 20 per cent of Parliamentarians are women, finding senior lesbian and bisexual role models remains painfully difficult.' Ben Summerskill, Chief Executive, Stonewall. Source: 'The Double Glazed Glass Ceiling, Lesbians in the Workplace'. Stonewall 2009.

Our staff and residents have told us that a key issue for bisexual people is invisibility. The very absence of the word from policy documents and event titles creates oppression towards bisexual people. Being visible, being included and being acknowledged is what people have told us they want. Bisexual people often experience discrimination from both the gay and heterosexual community. At the Council's most recent LGBT Discussion Day people told us they wanted bisexuality to be referenced explicitly in

literature and wanted services to engage more with the bisexual community. This will be a key action in the future, as will utilising the criteria of the annual Stonewall Workplace Equality Index to highlight and improve the roles of lesbians within the Council.

9.4.1 Access to health for lesbians and bisexual women

Discrimination and prejudice affect the way in which people access health services. Research has proven that access to health services for lesbians is severely impaired due to discriminatory practice. A piece of research carried out by Stonewall, Prescription For Change, 2008, suggests that specific health needs for lesbian and bisexual women are almost invisible despite them having particular issues that need to be addressed: 'Lesbians are more likely to have smoked and to drink heavily than women in general. At various ages they are less likely to have had a smear test and more likely to have had breast cancer. Levels of self-harm and suicide are significantly higher than in the wider population.' Many lesbians and bisexual women do not feel comfortable telling their GP about their sexuality. Those that have, often experience negative comments or do not feel at ease discussing their health or taking partners to the surgery with them. Key findings of the Stonewall research showed the following regarding the health needs of lesbian and bisexual women:

9.4.2 Smoking, alcohol and drugs

- Two-thirds of lesbian and bisexual women have smoked compared to half of women in general.
- Nine in ten lesbian and bisexual women drink and 40% drink three times a week compared to a quarter of women in general.
- Lesbian and bisexual women are five times more likely to have taken drugs.

9.4.3 Cancer

- 15% of lesbians over the age of 25 have never had a cervical smear test compared to 7% in general.
- One in five who has not had a test has been told they are not at risk so do not need a smear test. Women who are diagnosed with cervical cancer are not monitored by the NHS on the grounds of sexual orientation; therefore it is impossible to conclude that lesbians are not at risk.
- One in 50 lesbian and bisexual women has been refused a test.
- One in 12 lesbian and bisexual women aged between 50 and 79 has been diagnosed with breast cancer, compared to one in 20 women in general.

Dr Julie Fish of De Montfort University has carried out the most widely acknowledged research on lesbians, bisexual women and cancer. She has worked with Stonewall on the research Prescription for Change, and the Lesbian and Gay Foundation in Manchester became involved in the project.

Dr Fish has found that the human papillomavirus (HPV), the virus present in most cervical cancer cases, was thought to be only transmitted through heterosexual sex. Dr Fish found that the virus can just as easily be transmitted between two women who exchange body fluids. Her work also highlights the need for changes to the Health Service so that in future the health of lesbian women is considered in the same way as women in heterosexual relationships.

9.4.4 Mental health

- Half of lesbian and bisexual women under the age of 20 have self-harmed compared to one in 15 teenagers generally.
- 16% of lesbian and bisexual women under the age of 20 have attempted to take their own life. Childline estimates that 0.12% of people under 18 have attempted suicide.

It is important to remember that many of the issues affecting quality of life and wellbeing are the result of discrimination and exclusion. This, coupled with a lack of understanding and appropriate service for lesbian health needs, results in poorer health.

It is clear that the health needs of lesbians will need to be further monitored and addressed utilising the latest scrutiny procedures of local health provision and upcoming research and resultant data.

In February 2012 a stakeholder event will take place in the Town Hall, where the issues in relation to lesbians and bisexuals will be highlighted.

9.5 Young people

Young LGBT people play a valuable and active role in the success of the city. Unfortunately, young people tell us they experience homophobia, violence and hate crime in their homes, on the streets and at school. SSH' (School, Street, Home) is a report that investigated violence in the lives of young LGBT people. The research was initiated by Lesbian and Gay Youth Manchester and supported by other agencies, including LGBT YouthNW, LIKT and Out and About. The report finds that young LGBT people experience unacceptable levels of violence, which causes depression, anxiety and a lack of self-esteem. These factors adversely impact on the life opportunities offered to young people and put them at a significant disadvantage to heterosexual young people. The effects of bullying are significant: '74% of people who were bullied said they felt negative effects as a result. 40% of these said that the bullying affected them in

a number of ways. Nearly half had low self-esteem as a consequence, with over a third developing a fear of going out. Over a quarter suffered insomnia and over 15% denied their sexuality as a result of the bullying.' SSH report, Lesbian and Gay Youth Manchester. In addition, Lancashire NUT's Prevalence of Homophobia Survey found that 57% of teachers had heard or observed homophobic abuse in their school on a daily/weekly basis.

Recent research by Stonewall confirms the importance of work in schools to protect LGB pupils. Stonewall found that 90% of secondary school teachers say pupils in their schools are bullied, harassed or called names for being or perceived to be lesbian, gay or bisexual. 44% of primary school teachers say that children in their schools experience similar harassment. When asked how often staff intervene in such incidents the research found that 60% of teachers believe that staff always intervene in such incidents while only 7% of LGB pupils believe there is always intervention by staff. This shows an alarming gap in perceptions and shows that LGB pupils often do not feel safe in schools. This research also found that two in three secondary school staff who hear homophobic language do not always respond.

Providing a safe and happy learning environment is integral to achieving the wider objectives of school improvements: raising attainment; improving school attendance; promoting equality and diversity; and ensuring the welfare of all members of the school community. The Healthy Lives, Healthy People report into education expressed a desire to 'empower and expect headteachers to take a strong stand against bullying, especially racist, homophobic and other prejudice-based bullying'. Behaviour and safety, including bullying, is now one of the four key areas of Ofsted inspection as teachers, pupils and charities report that prejudice-based bullying is on the increase. Two-thirds of LGB pupils are bullied while 98% of young gay pupils hear the word 'gay' used as a form of abuse in school. Homophobic bullying is often directed at heterosexual pupils as well.

9.5.1 Exceeding Expectations

Exceeding Expectations is a multi-agency award-winning initiative that aims to support schools in tackling homophobic bullying. It is a partnership initiative involving Manchester City Council, Manchester Healthy Schools, Hope Theatre Company, Manchester Community Health and the Lesbian and Gay Foundation. Exceeding Expectations has successfully reached over 3,000 young people and feedback has been overwhelmingly positive, with the project being highly commended in the North West Public Health Awards 2008. During the first contract period, Exceeding Expectations distributed 40,000 newsletters to all 175 Manchester schools, put on 75 theatre performances for more than 3,500 pupils, and distributed 30,000 postcards to staff in

wage slips. Between 2009 and 2012 the project will deliver a comprehensive programme of work in schools. This will include posters, guidance packs, newsletters, theatre productions, events to celebrate LGBT History Month, information for teachers, a website and a showcase event for key staff in Education and Children's Services timed to coincide with IDAHO at Parrs Wood school in May 2011, which was attended by many teachers and local practitioners, as well as the entire sixth form of the school. A short film of this event was produced, which can be found at: www.youtube.com/watch?v=YXtiftZR78w

When initial funding for this project comes to an end in 2012, it is crucial that this work or something similar continues in Manchester's schools. It is important that resources and external funding are sufficient so that they cover more pupils in Manchester, Greater Manchester and beyond.

9.6 Homophobic hate crime

Previous reports noted that three out of four victims of homophobic hate crimes do not report them to the police. Only then can a potential prosecution be initiated. Between January and March 2011 Greater Manchester CPS handled 18 cases of homophobic hate crime (with a conviction rate of 88%). This was compared to 35 in the same period in 2010. From April to June 2011 the conviction rate dropped to 78%,

though there were more cases than in the first quarter. However, the number of cases for 2010 was 136, as compared to 86 in 2009 (see Figure 1). Once again the number of reported incidents for Manchester is greater than in any other local authority area in the region. This is likely due to both the increased awareness and availability of reporting mechanisms in and around the city, and the high volume of initial incidents due to the presence of the Gay Village and the number of individuals it attracts from all over the north west.

The Council continues to support the LGF telephone helpline, whose volunteer operators are trained to pass reports of incidents on to local police if appropriate. Manchester's Crime and Disorder Reduction Partnership (CDRP) works with one overriding objective: to make Manchester a safer place. The Council also has representation on the newly formed Local Scrutiny Involvement Panel (LSIP) of the Crown Prosecution Service, which brings together two functions that were previously separate: individual case scrutiny (local hate crimes) and stakeholder engagement.

It is vital that the Council continues to not only engage regularly with key stakeholders (particularly the CPS and GMP), but also that it monitors the frequency and successful prosecution or otherwise of local hate crimes to ensure that Manchester remains a safe and tolerant place to live and work.

Table 6. Greater Manchester Crown Prosecution Service homophobic hate crime conviction rate comparison: 2007–2011

2011	Successful	Unsuccessful	Total	Conviction rate
January to March	16	2	18	88.89%
April to June	25	7	32	78.13%
July to September				
October to December				
Sum:	41	9	50	82.00%
2010	Successful	Unsuccessful	Total	Conviction rate
January to March	24	11	35	68.57%
April to June	31	8	39	79.49%
July to September	26	8	34	76.47%
October to December	25	3	28	89.29%
Sum:	106	30	136	77.94%
2009	Successful	Unsuccessful	Total	Conviction rate
January to March	11	3	14	78.57%
April to June	13	7	20	65.00%
July to September	30	7	37	81.08%
October to December	13	2	15	86.67%
Sum:	67	19	86	77.91%

9.7 Health

9.7.1 HIV

The number of people newly diagnosed and living with HIV continues to cause concern, though in the short term, statistics have improved. During 2010 there were 192 new HIV diagnoses in the north west (via sex between men), compared to 266 in 2009 and 290 in 2008 (Health Protection Agency). The number of deaths was also down to 49, from 64 in 2009 and 70 in 2008.

Manchester City Council continues to increase awareness on prevention and testing methods in the city, making the issue of HIV a key theme of its annual LGBT Consultation Day in 2010 and playing an active role in the local multi-agency World AIDS Day Planning Group. At the 2010 LGBT Consultation Day, the Council's Directorate for Adults led a session to consult on updating the Council's policy on HIV in relation to service users and employees. Local third sector HIV groups offered to participate in this process and the policy was later successfully revised. The Council provides very visible support for the annual HIV vigil event, which is the climax to the Manchester Pride festival, and also to the vigil to mark World AIDS Day on 1 December. It will be vital to continue to work with and support local agencies such as George House Trust and the Lesbian and Gay Foundation to ensure that the number of new diagnoses continues to reduce. It will also be vital that safer sex practices are robustly promoted, and that the stigma and discrimination accompanying this disease are also tackled via a multi-agency approach. This will be particularly important in the light of recent changes in the relationship between the Council (former Joint Health Unit) and the local health authority.

9.8 Events and engagement

The Council is a keen participant in the activities surrounding the annual International Day Against Homophobia (IDAH) and flies the rainbow flag on the Town Hall every May as part of Manchester's Lesbian and Gay Foundation's Flying the Flag campaign, which encourages local authorities and public sector bodies to display a rainbow flag to demonstrate their year-round solidarity with LGBT issues. The Council also takes part in and supports the huge annual Manchester Pride celebration every August bank holiday. The festival has developed over two decades to become a ten-day event incorporating community and cultural activities as well as the Big Weekend events. Manchester Pride has become a flagship event for the city and has won several tourism awards. The Council works in partnership with Manchester Pride and supports its ambitions of improving year on year and remaining current, relevant and participatory. During the Big Weekend itself, various community groups are able to organise their own spaces, for example at the Lifestyle Expo spaces. Over 50,000 people regularly attend the Big Weekend, and Pride also generates approximately £20million in commercial spend.

9.8.1 Diversity Champions programme

In September 2011, as part of the Diversity Champions programme, Manchester City Council, Stonewall and the Co-operative hosted a major event for key stakeholders at Manchester Town Hall: How to Engage Gay People in Your Work.

The Council and Stonewall recognise that in this challenging economic climate, public services and commercial businesses need to think strategically on how they can best allocate and prioritise resources to provide goods and services. Organisations often don't understand the needs of their lesbian, gay and bisexual customers and service users. Engaging directly with lesbian, gay and bisexual people is a cost-effective way of developing efficient and effective services that people want and use. There will be opportunities for discussion and debate as well as keynote speakers:

- Sam Dick, Senior Public Affairs Officer, Stonewall, presented the key considerations organisations should take into account when engaging LGB people.
- Stuart McKenna, Diversity Manager at The Co-operative, discussed building a business case for engagement with LGB customers and gave examples of successful engagement.
- Neil MacInnes, Head of Libraries, Information and Archives, Community and Cultural Services at Manchester City Council, discussed several successful consultation activities that have led to an improvement in services for LGB people.

9.8.2 The regular LGBT networking event

This event is an opportunity for the Council and its partners in the voluntary and business sectors to discuss progress, highlight current issues and identify new ways of working. Many stakeholders regularly attend these events and represent the views of the LGBT community. Past themes have included housing, Youth Services, health and crime, workshops on transgender issues, and bisexuality. Outcomes of the event are fed back to all participants, including Council departments, and feedback from participants has shown that the event is both valued and useful.

The event planned for 2012 will take place during LGBT History Month and will feature an acknowledgement and celebration of past Council achievements (both individual and collective) and include an exhibition of LGB archive materials. It will also provide the opportunity for local groups to discuss current local LGB objectives and their concerns at the mid-point before the next Communities of Interest Report. In addition, the event will acknowledge the achievements of former local gay resident and codebreaking/computing pioneer Alan Turing as part of a network of national events during what will be Turing's centenary year.

9.9 Conclusions

Despite the recent advances in equalities legislation, one of the barriers to achieving equality for LGB people is the limited knowledge of their needs. The Equalities and Human Rights Commission (EHRC) report, *Beyond Tolerance*, called for a radical rethink on the collection of data on sexuality: 'There is a vital difference between privacy and invisibility. People have not been asked about sexual orientation until recently... LGB lifestyles have remained largely invisible... Owing to longstanding nervousness in dealing with LGB issues there has been little or no concerted effort to collect data on the size, location or specific needs of the LGB population' Previous reports have noted the need for decision-makers and commissioners to increase the evidence base on LGB data to ensure that services can be designed to meet LGB residents' needs.

In addition to its LGB engagement programme, the Council will need to increase its evidence base still further by developing new and robust ways of gathering specific LGB (and other equality) data (both baseline and at Council service interfaces) so that its services are in line with what local LGB people need. This data-gathering will assist in identifying additional priorities for those outlined in this chapter: health needs, hate crime and the relative invisibility of lesbians and bisexuals. Any ongoing priorities, as well as successful strategies for the effective engagement of LGB residents, service users and community groups, will be addressed at the planned public stakeholder events and the resulting outcomes will be detailed and examined in the next Communities of Interest Report.

Many of the issues raised will help inform the equality objectives for Manchester and provide Manchester City Council and its partners with an understanding of some of the issues Manchester residents face.

10. Religion and/or belief

10.1 Introduction

The purpose of this chapter is to set out work taking place with faith communities in the city and key areas of work to support the Manchester Partnership to determine its future priorities for faith communities in the next year.

In the past year, work through the Faith Network 4 Manchester, the Greater Manchester Faith Leaders Hate Crime Forum, and the Christian and Muslim and Jewish and Muslim Forums has continued to play a key role in supporting faith communities across Manchester and improving access to services. More recently, the Manchester Council of Mosques has established its steering group and over the next 12 months will begin to develop relationships across the key partnerships in the city and develop its programme of work.

This chapter will highlight some of the work taking place in the city against the key themes included in last year's report, focusing on:

- Manchester's faith communities
- Increasing awareness of the different faith communities in the city and celebrating the contribution they make to their neighbourhoods and to wider society
- Promoting good inter-faith relations
- Conclusion.

10.2 Manchester's faith communities

Manchester is one of the world's most multicultural and diverse cities. Faith groups are key contacts within communities, as well as providers of activities and services that benefit not only the wider communities but also vulnerable people who are looking for support and guidance during difficult periods in their lives. For some people their religion or belief will be central to their identity, what they think, what they do and what they say. For others religion or belief will be important, but will share space with other influences such as family, career, social class, culture or gender. Some people may profess to have no religion or belief, but may be influenced by the values they have grown up with or developed, while others may take part regularly in formal worship but not place as much emphasis on wider social issues in their day-to-day lives.

The 2001 Census figures reported in last year's report remain unchanged. A total of 71.74 per cent of the population of England reported having some religious affiliation. **Table 7** below provides a breakdown of the key religious groups in Manchester, Greater Manchester, the north west and England from the 2001 Census.

The largest religious group across all areas is Christian. Manchester has a higher Muslim population than at a regional or national level. Manchester also has a larger number of people who say they are not religious in comparison to regional and national figures.

Table 7. Religious affiliation by area

Religion	Manchester	Greater Manchester	North west	England
Christian	62.42%	74.15%	78.01%	71.74%
No religion	15.97%	11.33%	10.48%	14.59%
Religion not stated	9.72%	7.37%	7.23%	7.69%
Muslim	9.12%	5.04%	3.04%	3.10%
Jewish	0.78%	0.88%	0.42%	0.52%
Hindu	0.73%	0.70%	0.40%	1.11%
Buddhist	0.55%	0.21%	0.18%	0.28%
Sikh	0.43%	0.15%	0.10%	0.67%
Any other religion	0.28%	0.17%	0.16%	0.29%

Source: 2001 Census, ONS

Table 8 opposite provides information about the percentage of Manchester's population of religious and non-religious groups at a ward level. Manchester has a diverse religious population across the city. Although, the largest religious group across the majority of wards is Christian, the second largest group is Muslim, and wards such as Cheetham, Longsight, Whalley Range and Rusholme identify large Muslim communities.

Detailed information about the city's population from the 2011 Census will not be available until the end of 2012. This will provide a more up-to-date picture of religious groups across England, the north west, Greater Manchester and Manchester (including ward-level data).

Table 8. Percentage of population of religious and non-religious groups in each ward

New wards	All groups (number)	Christian %	Buddhist %	Hindu %	Jewish %	Muslim %	Sikh %	Any other religion %	No religion %	Religion not stated %
A and C*	10,801	69.1	0.5	0.4	0.1	1.7	0.2	0	15.2	12.5
Ardwick	11,360	54.1	1.7	0.9	0.2	13.8	0.6	0.4	16.2	12.1
Baguley	11,423	74.9	0.3	0.3	0.2	1.0	0.1	0.1	12.3	10.7
Bradford	10,112	71.5	0.7	0.3	0.1	1.9	0.1	0.2	13.7	11.5
Brooklands	14,030	75.3	0.2	0.3	0.3	1.2	0.1	0.3	13.2	9.0
Burnage	13,709	66.3	0.2	1.0	0.2	9.9	0.4	0.2	12.5	9.2
Charlestown	12,348	80.6	0.1	0.3	0.1	1.2	0	0	9.9	7.9
Cheetham	12,843	41.6	1.3	0.7	0.7	36.3	0.9	0.1	8.2	10.2
Chorlton	10,255	53.9	0.7	0.6	0.6	4.1	0.5	0.4	30.0	9.3
Chorlton Park	16,067	55.8	0.6	0.6	0.6	8.3	0.7	0.3	23.8	9.4
City Centre	4,425	45.0	4.4	3.0	1.5	4.1	1.4	0.7	32.3	7.6
Crumpsall	11,523	55.8	0.3	0.4	6.8	15.6	0.6	0.3	10.7	9.4
Didsbury East	13,173	63.0	0.4	1.6	1.2	7.1	0.4	0.4	18.7	7.2
Didsbury West	9,660	55.1	0.6	1.4	3.9	3.8	0.2	0.5	26.1	8.3
Fallowfield	12,635	53.5	0.4	1.6	1.6	12.3	0.9	0.3	18.9	10.4
Gorton North	12,568	71.5	0.3	0.2	0.1	3.1	0	0.1	14.4	10.2
Gorton South	13,292	66.8	0.3	0.2	0.1	6.8	0.2	0.2	14.0	11.4
Harpurhey	13,193	75.7	0.4	0.2	0.1	1.9	0.1	0.2	12.7	8.7
Higher Blackley	13,211	75.2	0.3	0.2	2.3	2.2	0.4	0.2	9.4	9.7
Hulme	10,472	50.6	1.1	1.2	0.8	7.9	0.4	0.9	25.3	11.8
Levenshulme	12,874	54.7	0.5	1.5	0.6	15.7	0.5	0.5	17.8	8.3
Longsight	14,283	37.5	0.6	1.0	0.3	35.6	1.1	0.3	13.3	10.3
MP and NH#	14,955	74.8	0.7	0.3	0.1	0.9	0.1	0.3	10.9	11.9
Moss Side	10,982	53.3	0.5	0.5	0.3	16.4	0.8	0.4	14.2	13.7
Moston	13,750	80.7	0.2	0.6	0.1	1.4	0	0.2	9.8	7.1
Northenden	13,757	73.4	0	0.1	0.5	1.9	0.3	0.1	13.0	10.7
Old Moat	12,245	57.3	0.5	0.8	1.0	7.6	0.4	0.4	23.7	8.3
Rusholme	12,753	43.8	1.0	1.7	0.6	24.8	1.1	0.4	18.3	8.2
Sharston	14,638	74.8	0	0	0.3	1.1	0	0.1	13.5	10.1
Whalley Range	12,087	39.6	0.8	1.4	0.4	26.9	1.8	0.6	19.2	9.3
Withington	11,062	54.3	0.5	1.8	1.0	9.0	0.4	0.4	26.0	6.6
Woodhouse Park	12,417	76.5	0.2	0.2	0.2	0.9	0.1	0.1	12.5	9.3
MANCHESTER	392,903	62.4	0.6	0.7	0.8	9.1	0.4	0.3	16.0	9.7

*A and C – Ancoats and Clayton #MP and NH – Miles Platting and Newton Heath

Source: 2001 Census – CAS Theme Table T10, ONS

10.3 Faith in action

For many, faith is not passive, but active. The values of care for the vulnerable and responsibility towards others are lived out through practical acts of social concern. When there are drug, crime, violence or pollution problems in a neighbourhood, faith communities are often the first on the scene, making a difference and remaining steadfast and committed where others might despair. Their contribution should be valued and recognised.

In Manchester, the approach to working with faith communities has been to build and support inter-faith leadership and encourage inter-faith dialogue that builds understanding and celebrates commonly held values. We also recognise that we need to do more to provide opportunities for our faith communities to get together – the Muslim and Jewish and Christian and Muslim Forums, the Greater Manchester Inter-Faith Leaders Group and the new Manchester Council of Mosques are all examples of this. This connection and dialogue also helps the Council and public service providers to better understand the needs and concerns of faith communities; it also helps those working at a neighbourhood level (through neighbourhood delivery arrangements, regeneration and ward co-ordination frameworks) to better connect and engage with faith communities, contributing to improving the quality of life for all residents.

10.4 Promoting good inter-faith relations

Manchester people know that part of what makes Manchester great is that it is a cosmopolitan city where diversity is celebrated and where people from different ethnic, religious and cultural backgrounds can live and work together. The city's faith communities play a key role in promoting good inter-faith relations across the city and building the awareness that there is always more to unite us as Mancunians than there is to divide us.

We know that meaningful interaction between people from different backgrounds can help address negative attitudes, in terms of feelings towards specific members of the group they come into contact with, as well as groups. Manchester has a strong history of people getting together to talk about one another's religions and beliefs in order to build understanding and respect. This has included dialogues between faith leaders and scholars, ministerial visits focused on inter-faith issues, and inter-faith forums. Such events, forums and dialogue have also been invaluable in promoting intergenerational interaction. Intergenerational activity is a key element in helping people from different ages and backgrounds to feel they are part of the same community, to appreciate their similarities, and to respect their differences. Such engagement can also break down barriers and challenge negative stereotypes.

Schools Linking Network

Young people are key contributors to building good relationships between people from different ethnic, cultural and religious backgrounds. The Schools Linking Network is a nationally recognised charity that supports schools and other organisations across England to explore identity, diversity, equality and community, through linking with other people and communities in thoughtfully planned and equitable ways. The Schools Linking Network in Manchester has linked approximately twenty primary and secondary schools across the city to:

- Develop and deepen children's and young people's knowledge and understanding of identity, diversity and community
- Develop skills of enquiry, critical thinking and communication
- Develop trust, empathy, awareness and respect
- Provide opportunities for children and young people to meet, build new relations, work together and contribute to the wider community.

Some of the outcomes delivered to date through the Schools Linking Network have seen children and young people participating in the activities to gain a greater sense of common ground with the same hopes and fears as children and young people from different backgrounds. Also, where differences were identified, the children and young people were keen to explore and learn more about these. Identity and heritage were also key areas of interest to the young people and children participating in the network.

Anson Cabin Project

Following a consultation with residents, which identified a perceived lack of activities for children and young people, the Anson Cabin Project in Longsight was established. It is anticipated that this project will be used as a template to replicate in other parts of the city. The activities delivered through the project would not only need to increase pride in the community and a sense of ownership, but also build understanding and positive relationships between local residents from a range of different backgrounds. The Anson Cabin Project developed a specific theme around celebrating cultural diversity, which aimed to provide opportunities for local residents to get together to share and celebrate cultural, religious and ethnic differences. This included visits to diverse local venues such as the Manchester Jewish Museum, Sikh Temple, Manchester Cathedral, the new eco-Mosque in Levenshulme, and the Chinese Arts Centre. These visits and the resulting discussions and learning identified a change in the young participants' attitudes towards others, and also challenged stereotypes.

Greater Manchester Faith Leaders Forum

The Greater Manchester Faith Leaders Forum comprises representatives from the different faiths in Greater Manchester, including representatives from the Christian, Hindu, Jain, Jewish, Muslim, Sikh and Zoroastrian faiths. Greater Manchester Faith Leaders meet regularly to discuss in confidence matters of mutual concern, to share information, and, where appropriate, to act. During the recent disturbances in Manchester and Salford, it was notable how many faith-community representatives were involved in repairing the damage – both physically and spiritually. The Faith Community Leaders were well prepared for this and kept in touch with what was happening on the ground.

In the past 12 months, they have also received detailed briefings from the Greater Manchester Police Chief Constable and from the Head of Civil Contingencies at Manchester City Council about potential risks to the resilience of communities and key crime and disorder issues. The Faith Community Leaders have also reviewed the impact of the cuts in public expenditure on public service provision, including the impact upon the many voluntary and community projects that people of faith run and support, and have ensured that their findings are raised at the highest level of the decision-making process. They are happy to advise and promote Manchester as a beacon of diversity and harmony – introducing the Manchester International Festival to the Faith Network 4 Manchester, which facilitated the innovative Sacred Sites concerts in July (broadcast on BBC Radio 3). The Faith Community Leaders also advise the Manchester City Centre Remembrance Sunday event, where all the city's leading faith communities are seen to be represented together at the Cenotaph. Faith Community Leaders take their communities' role in holding civil society together seriously – and find this trust is repaid by the number of different groups that seek advice and comment from them.

Inter-Faith Dialogue Forums

The Jewish and Muslim and Christian and Muslim Forums have been meeting on a monthly basis around Manchester, providing people with an opportunity to talk about contemporary issues in a faith context. These Monthly Faith Dialogues have attracted a varied audience and have included healthy debates on issues affecting the lives of people from across the world. The dialogue sessions have included the theme of 'journey' and involved talks on Hajj (holy pilgrimage for Muslims), a trip to Israel/Palestine, and a personal political journey by local Jewish MP (and then Minister) – Ivan Lewis. The Monthly Faith Dialogues have allowed people from different backgrounds to get together to discuss sensitive and challenging issues in dialogue that is both informative and respectful.

A major strength and outcome of these inter-faith dialogues has been the inter-faith partnership working that has resulted, including knowledge transfer. This in itself demonstrates how different faiths are keen to co-operate and respect each other.

10.5 Increasing awareness of the different faith communities and promoting the contribution they make

Faith communities are a vital resource and assist some of the most vulnerable social groups living in the city, including older people and children. At the same time, faith communities play an important role in building inter-faith dialogue and promoting community cohesion.

The contribution to our city's quality of life and economy from faith communities is not only confined to Christian denominations. Manchester's faith communities are growing and reflect key world faiths, including Baha'i, Buddhism, Hinduism, Islam, Jainism, Judaism and Sikhism. The faith sector is undoubtedly diverse, so it is essential for public services to effectively engage and work in partnership with such a substantial sector of society.

Places of worship are often the most noticeable buildings in an area. Looking at religious buildings can help people to understand an area's distinctive local history and cultural diversity. The welcoming nature and hospitality provided by such places of worship play an important part in how we promote a shared understanding of the rich and varied cultural and religious heritage, building friendship, respect and tolerance between the different faith communities. Across Manchester a number of places of worship, such as mosques, churches and synagogues, have opened up their doors and invited members of the public to come in and have a look.

Faith Network 4 Manchester

The Faith Network 4 Manchester (FN4M) is Manchester's inter-faith and multi-faith network and has been part of the Community Network 4 Manchester. Its aims are to:

- Be the forum for members of all faith communities across Manchester to meet and communicate together to consider the issues raised in local decision-making and strategic planning
- Enable the voice of faith communities to influence all stages of local decision-making and strategic planning
- Ensure the ethical and environmental dimensions are always considered at all levels of local decision-making and strategic planning

- Deliver educational tools and opportunities appropriate to each generation to challenge prejudice and promote active, engaged and informed citizenship
- Ensure that faith groups are supported in the delivery of community and social activity.

FN4M has been working with partners across the city and different sectors since 2004 to promote the voice of faith communities in decisions affecting the quality of life of all who live in Manchester.

Over the past 12 months, the FN4M has been progressing its plans towards establishing a fully staffed and resourced Multi-Faith Community Centre that provides:

- An internet café/drop-in
- Meeting facilities, including small conferences
- Resources for schools, community and faith groups
- Offices for all staff for the planning and delivery of projects
- A hub for information-sharing and inter-faith engagement for Manchester
- Space where stories may be told and shared
- A centre of excellence for effective inter-faith engagement and good practice.

The FN4M has also been delivering a Manchester City Council-funded project in schools and youth centres called In Your Faith (IYF). The IYF projects have delivered sessions to young people in a school setting and at youth centres. These sessions were intended to raise awareness about different faiths and facilitate discussions that challenge myths and stereotypes many young people believe as fact. The project included trained presenters visiting schools and youth projects to outline the basics of the major faiths in the UK and showing that people of different faiths can work together. A card game was developed and used to help young people explore different faiths side by side, along with a quiz and PowerPoint presentation about what they had learnt. The project proved an exciting journey for all involved and deepened team relationships as much as it opened up avenues of understanding among participating young people.

IYF sessions have been delivered to date in the following schools and youth projects:

- Abraham Moss High School
- Burnage Media Arts College
- Manchester College, Sheena Simon Campus
- Manchester Islamic High School for Girls
- Newall Green High School
- St James Church Lads and Church Girls Brigade, Gorton
- St Paul's Catholic High School
- Wright Robinson Specialist College.

Evaluation forms completed by participants showed an overall positive experience. IYF sessions were not platforms for presenters to proselytise or compete, but to promote a better understanding of the faiths and, while highlighting differences, they emphasised common factors such as the Golden Rule. Some young people expressed an interest in deepening their own faith practice. For example, one student asked to be put in touch with his local church to explore baptism, while another wished to know where he could learn more about Islam. In one of the youth groups, two young people said they had enjoyed the presentations on the Abrahamic faiths and would now like to know more about Hinduism as they had Hindu friends and wanted to know more about their faith practice. In consultation with their adult leaders, a decision was reached to invite the Hindu friends to address the group personally, with support from the FN4M.

One teacher said she felt a distinct reduction in tension among students after they shared a session in which the two faiths they followed were presented side by side in a deeply respectful manner.

Performance against impact:

- 85% of those attending the sessions reported an increase in knowledge or awareness, while more than 99% reported some increase.
- 95% of those attending the sessions reported a positive attitude to other faiths. Before the sessions were delivered this was reported to be 55.8%.

10.6 Conclusion

What is clear from this report is that faith communities continue to play an important part in the everyday lives of Manchester residents. Through inter-faith engagement, faith communities are helping to build cohesive communities that are tolerant and proud of their neighbourhoods, ultimately improving the quality of life for Manchester residents.

Faith communities provide a wealth of support and opportunities for local services to tap into. Given the challenging times ahead, working in partnerships with such groups will need to become part of the city's work to deliver improved equality outcomes for all our communities.

Faith communities are already playing an important role in strengthening community resilience and cohesion against the potential risks of those who may try to cause tension and conflict.

The current economic downturn is having a significant impact on all our communities. We know from research that it is during times of economic hardship that communities are at their most vulnerable. As highlighted in this chapter, faith communities' inter-faith work is invaluable in bringing communities together and uniting them through dialogue to create understanding. In moving forward, given the challenging times, faith communities will need to continue working in partnership with communities and one another to promote cohesion, and in doing so support Manchester's reputation as a tolerant, cohesive city.

Many of the issues raised will help inform the quality objectives for Manchester and provide Manchester City Council and its partners with an understanding of some of the issues Manchester residents face.

Footnotes

Footnotes: Disability chapter

1. Source: Office for Disability Issues
2. Source: Manchester City Council
3. Source: Office for Disability Issues
4. Source: Office for Disability Issues
5. Source: Office for Disability Issues
6. Source: Office for Disability Issues
7. Source: Office for Disability Issues
8. Source: www.cps.gov.uk
9. Source: Office for Disability Issues
10. Source: Hate Crime and Disabled People – A Survey of Practice Activity and Approaches in the North West of England – Roulstone and Thomas, 2009
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13. Source: www.bbc.co.uk
14. Source: www.mdctrailblazers.org

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Date: December 2011
Contact: Manchester Partnership
Manchester M60 2LA

Email: manchesterpartnership@manchester.gov.uk
Web: www.manchesterpartnership.org.uk

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