

# Public Document Pack



**TRAFFORD  
COUNCIL**

## **UPDATED AGENDA PAPERS FOR EXECUTIVE**

**Date: Monday, 25 September 2023**

**Time: 6.30 p.m.**

**Place: Committee Rooms 2 and 3, Trafford Town Hall, Talbot Road, Stretford  
M32 0TH**

<b>A G E N D A</b>	<b>PART I</b>	<b>Pages</b>
<b>1. ATTENDANCES</b>		
To note attendances, including officers, and any apologies for absence.		
<b>2. DECLARATIONS OF INTEREST</b>		
Members to give notice of any interest and the nature of that interest relating to any item on the agenda in accordance with the adopted Code of Conduct.		
<b>3. QUESTIONS FROM THE PUBLIC</b>		
A maximum of 15 minutes will be allocated to public questions submitted in writing to Democratic Services (democratic.services@trafford.gov.uk) by 4 p.m. on the working day prior to the meeting. Questions must be relevant to items appearing on the agenda and will be submitted in the order in which they were received.		
<b>4. MATTERS FROM COUNCIL OR OVERVIEW AND SCRUTINY COMMITTEES (IF ANY)</b>		
To consider any matters referred by the Council or by the Overview and Scrutiny Committees.		
<b>5. PLACES FOR EVERYONE</b>		<b>1 - 24</b>
To consider a report from the Executive Member for Economy and Regeneration.		

**6. POVERTY STRATEGY REFRESH** 25 - 44

To consider a report from the Executive Member for Housing and Advice.

**7. EQUALITY STRATEGY UPDATE** 45 - 70

To consider a report from the Executive Member for Leisure, Arts, Culture, and Heritage.

**8. URGENT BUSINESS (IF ANY)**

Any other item or items which by reason of:-

(a) Regulation 11 of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012, the Chairman of the meeting, with the agreement of the relevant Overview and Scrutiny Committee Chairman, is of the opinion should be considered at this meeting as a matter of urgency as it relates to a key decision; or

(b) special circumstances (to be specified) the Chairman of the meeting is of the opinion should be considered at this meeting as a matter of urgency.

**9. EXCLUSION RESOLUTION**

Motion (Which may be amended as Members think fit):

That the public be excluded from this meeting during consideration of the remaining items on the agenda, because of the likelihood of disclosure of "exempt information" which falls within one or more descriptive category or categories of the Local Government Act 1972, Schedule 12A, as amended by The Local Government (Access to Information) (Variation) Order 2006, and specified on the agenda item or report relating to each such item respectively.

**10. LAND IN ALTRINCHAM - PART II**

To consider a report from the Executive Member for Economy and Regeneration. Para. 3 71 - 78

**11. ALTRINCHAM TOWN CENTRE - PART II**

To consider a report from the Executive Member for Economy and Regeneration. Para. 3 79 - 86

**SARA TODD**  
Chief Executive

## Executive - Monday, 25 September 2023

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### Membership of the Committee

Councillors T. Ross (Chair), C. Hynes (Deputy Leader), S. Adshead, K.G. Carter, J. Harding, E. Patel, J. Slater, R. Thompson, A.J. Williams and J.A. Wright.

### Further Information

For help, advice and information about this meeting please contact:

Alexander Murray, Governance Officer

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Email: [alexander.murray@trafford.gov.uk](mailto:alexander.murray@trafford.gov.uk)

This agenda was issued on **Friday, 15<sup>th</sup> September 2023** by the Legal and Democratic Services Section, Trafford Council, Trafford Town Hall; Talbot Road, Stretford, Manchester, M32 0TH.

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## TRAFFORD COUNCIL

**Report to:** Executive  
**Date:** 25<sup>th</sup> September 2023  
**Report for:** Decision  
**Report of:** Executive Member for Economy and Regeneration

### Report Title

**Places for Everyone Joint Local Plan 2021: Proposed Modifications Consultation**

### Summary

**To update members on the progress of Places for Everyone Plan: A Joint Development Plan Document for 9 Greater Manchester Local Authorities (Places for Everyone Plan) and to seek approval for the proposed modifications to the plan and consultation.**

### Recommendation(s)

**It is recommended that the Executive:**

- (i) Note progress made in respect of the Places for Everyone Plan (PfE);
- (ii) Approve that the PfE modifications (Main, Additional and those relating to the policies map), and associated supporting background documents be subject to a period of representations for a period of 8 weeks commencing no earlier than 9<sup>th</sup> October 2023; and
- (iii) Note the next steps for the production of the PfE Plan (section 11).

Contact person for access to background papers and further information:

Caroline Wright (Strategic Planning and Growth Manager) 07890 032576

Sarah Todd (Principal Transport Policy Officer) 07834869727

### Appendices

Appendix 1 – [Schedule of Main Modifications](#)

Appendix 2 – [Schedule of Policies Map Changes](#)

Appendix 3 – [Composite Places for Everyone Plan](#) (showing all proposed modifications)

Appendix 4 – [Updated Sustainability Appraisal Report](#) (part of the Integrated Assessment – formed of several documents)

Appendix 5 – [Updated Habitat Regulations Assessment Report](#)

Appendix 6 - [Schedule of Additional Modifications](#)

Background Papers: None

Implications:

<p>Relationship to Policy Framework/Corporate Priorities</p>	<p>The Places for everyone Joint Local Plan (PfE) will provide the overall strategic planning context for Development Management and the Trafford Local Plan, which will contribute to all of the Council’s Corporate Priorities, in particular addressing our climate crisis.</p>
<p>Relationship to GM Policy or Strategy Framework</p>	<p>PfE is being produced in partnership with the GMCA and nine GM LA’s (excluding Stockport) and will be one the key strategic policy documents produced at the GM level.</p>
<p>Financial</p>	<p>The cost of preparing PfE is being shared by GMCA and the nine districts within the plan area. For Trafford, the estimated costs of the modifications consultation is expected to be covered from Reserves that have been specifically earmarked.</p>
<p>Legal Implications</p>	<p>A Development Plan Document (DPD) requires a high level of community involvement, consultation procedures and independent assessment.</p> <p>They are officially adopted after a binding report is produced by an independent planning inspector following an independent examination of the DPD and any representations made in respect of it. The key legislative and constitutional requirements for the preparation of a joint Development Plan Document are set out in the Planning and Compulsory Purchase Act 2004 (“2004 Act”) and the Town and Country Planning (Local Planning) (England) Regulations 2012 (“2012 Regulations”). These requirements have been complied with.</p> <p>The joint plan was submitted to the Secretary of State for independent examination (s20 of the</p>

	<p>2004 Act) along with the documents prescribed by Regulation 22 of the 2012 Regulations. Prior to its submission to the Secretary of State, the joint DPD was published and representations were invited, pursuant to Regulation 19 and Regulation 20 of the 2012 Regulations. The Joint DPD is currently at the independent examination stage, as prescribed by section 20 of the Act; the modifications consultation stage falls within that stage of the plan preparation process.</p> <p>The Council has had to ensure that the joint DPD was prepared in accordance with the 2004 Act and the 2012 Regulations. Otherwise, any subsequent attempt to adopt the plan would have been susceptible to legal challenge.</p> <p>Once the joint DPD has been adopted, development management decisions must be made in accordance with them unless material considerations indicate otherwise.</p>
Equality/Diversity Implications	<p>The Places for Everyone Publication Plan is a statutory plan which seeks to contribute to the achievement of sustainable development, delivering economic, social and environmental benefits together in a mutually reinforcing way. It is informed by an Integrated Appraisal which includes an Equalities assessment.</p>
Sustainability Implications	<p>The PfE is supported by a Sustainability Appraisal (SA), which assessed the plan against a number of economic, social and environmental indicators to ensure that future development will be sustainable.</p>
Carbon Reduction	<p>The Places for Everyone Publication Plan will provide the strategic planning policy framework to support the nine districts in meeting Greater Manchester's ambition to be carbon neutral by 2038. The Trafford allocations could also provide opportunities for decentralised, low carbon heat and energy networks. The PfE policies link to the Trafford Carbon Neutral Action Plan.</p>
Resource Implications e.g., Staffing / ICT / Assets	<p>The PfE is in part being produced by staff from within the Council's Growth, Communities &amp; Housing Service. The documents will be available to view electronically via the web. A small part of</p>

	the allocations are on land or property owned by the Council.
Risk Management Implications	The PfE is a key strategic planning document that will provide the context for the Trafford Local Plan. If it is not progressed it will impact on the scope and delivery of the Trafford Local Plan.
Health & Wellbeing Implications	The PfE will include a number of policies which will encourage more people to make healthier choices in life, including promoting cycling and walking. It will therefore contribute towards improving the health and wellbeing of Trafford's residents.
Health and Safety Implications	Not applicable

## 1 Introduction

- 1.1 Up until December 2020 a joint development plan document of the ten Greater Manchester local authorities was being prepared, Greater Manchester's Plan for Jobs, Homes & the Environment (known as the "GMSF"). The GMSF 2020 had reached the Regulation 19 (Publication) stage of the process, however, decisions taken by Stockport Council in December 2020 signalled the end of the joint plan of the 10. Following that decision, the remaining nine GM authorities (Bolton, Bury, Manchester, Oldham, Rochdale, Salford, Tameside, Trafford and Wigan) decided to progress a joint plan of the nine and this became known as "Places for Everyone" (PfE).
- 1.2 At its meeting on the 20<sup>th</sup> July 2021, members of the Places for Everyone Joint Committee recommended the PfE plan (and its supporting background documents) to the nine authorities for "Publication", pursuant to Regulation 19 of the Town and Country Planning (Local Planning) (England) Regulations 2012 for an 8 week period for representations.
- 1.3 The "Publication" stage is a formal consultation on the draft joint DPD pursuant to Reg. 19 of the Local Planning Regulations. It is a statutory stage that provides an opportunity for organisations and individuals to submit their views on the content of the plan.



- 1.4 The “Publication” stage consultation ran from August 9, 2021, for 8 weeks, ending on October 3, 2021. Over 15,000 representations were duly made, by over 3,800 individuals and organisations during that consultation stage.
- 1.5 All duly made representations, together with the Regulation 19 PfE plan, supporting background documents and a number of reports (including details of the consultation that took place, summaries of the main issues raised and the nine authorities’ responses to those issues) were submitted to the Secretary of State on February 14, 2022, pursuant to Reg. 22 of the Local Planning Regulations. This is called the “Submission” stage and marked the beginning of the independent examination into the plan.

## **2 Examination Stage**

- 2.1 The examination is the final stage in the plan making process. The legislative requirements for the examination are contained in the Planning and Compulsory Purchase Act 2004 (as amended) [PCPA] and the Town and Country Planning (Local Planning) (England) Regulations 2012 (as amended) [the Regulations]. Some guidance on procedure is also provided in the National Planning Practice Guidance (PPG) chapter on Plan-making. However, many of the detailed procedural aspects of the examination are not prescribed in legislation, allowing the Inspector a degree of flexibility in conducting the examination. This enables the Inspector to adapt the procedures to deal with situations as they arise, so as to achieve positive outcomes in a range of different circumstances.
- 2.2 Following submission of a plan, the Inspector(s) take control of the examination process from start to finish. The Inspectors’ role is to examine whether the submitted plan meets the tests of soundness defined in the National Planning Policy Framework (NPPF)<sup>1</sup> and meets all the relevant legislative requirements, including the duty to co-operate<sup>2</sup>. The PfE examination therefore concentrated on the issues that affect the plan’s soundness and legal compliance and did not delve into other matters.

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<sup>1</sup> The tests of soundness in paragraph 35 of the NPPF require that the plan is positively prepared, justified, effective and consistent with national policy.

<sup>2</sup> Paragraph 24 of the NPPF requires that local planning authorities cooperate with each other, and with other prescribed bodies, on strategic matters that cross administrative boundaries.

- 2.3 Three inspectors were appointed by the Planning Inspectorate (PINS) to hold an independent examination into PfE: William Fieldhouse, Louise Gibbons and Steven Lee. All three are very experienced planning inspectors and conducted the examination in a very thorough and professional way throughout.
- 2.4 The Examination officially began at the point of “Submission” (February 2022), however the hearing sessions did not start until the beginning of November 2022. In the early stages of the Examination, the Inspectors raised a number of Preliminary Questions (PQs) and Matters, Issues, and Questions (MIQs) that were prompted by their review of the plan. These probed issues of soundness and specific issues raised through consultation on the plan. The PfE authorities responded to the PQs and (together with other stakeholders) to the MIQs. In response to some of the MIQs, the PfE Team, proposed modifications to the PfE authorities to address issues raised.
- 2.5 The examination hearings sat for 12 weeks in total, including a final session at the beginning of July 2023. The sessions before Christmas considered the Spatial Strategy and thematic policies and the sessions in 2023 focused on the strategic allocations, Green Belt Additions and Monitoring. The additional session in July related to five specific proposed allocations (JPA1.1 Heywood/Pilsworth; JPA28 North of Irlam Station; JPA29 Port Salford Extension; JPA30 Ashton Moss; and JPA33 New Carrington) which include land that has been identified on the Natural England map of deep peaty soils.
- 2.6 The PfE authorities were represented by Christopher Katkowski KC throughout, with staff from the GMCA, all nine authorities and TfGM providing expert witnesses.
- 2.7 The Examination hearing sessions took place at the former Manchester Fire and Rescue Training and Development Centre in Manchester City centre. It ran very smoothly, with the Inspectors and participants alike commenting on how well organised it was. The livestreaming worked well and all the sessions remain available to view via the CA website.
- 2.8 In addition to the PQs and MIQs, the Inspectors issued ‘Action Points’ (APs) regularly throughout the duration of the sitting weeks. In these they asked the PfE authorities to prepare modifications to policies, which related to the detailed wording of the policies, and in respect of the allocations, involved clarification of how the allocation policies link to the thematic (sustainable, housing, greener

etc) policies in the plan. With the exception of two sites, one in Salford (JPA28 – North of Irlam Station) and one in Manchester, close to the Airport (JPA10 – Global Logistics), the Inspectors did not recommend the removal of any allocations although, in a small number of cases, they did recommend the amendment of allocation boundaries. For Trafford this included a minor modification to the Timperley Wedge Green Belt boundary to retain a Site of Biological Importance (SBI) within the Green Belt. The overall allocation boundary and development area for the allocation were unchanged. No boundary changes were required for the New Carrington allocation.

- 2.9 Within their APs, the inspectors made it clear that they considered the modifications to be necessary at that stage of the examination to inform their consideration of whether the Plan is sound and/or how it could be made sound and/or legally compliant by main modifications. They also made it clear when they published their action points that they may decide that other or different main modifications are required.
- 2.10 The PfE authorities submitted Responses to the Inspectors' APs with modifications proposed to the policies where these were considered necessary to make the plan sound. The responses to the individual PQs, MIQs and APs are available on the Examination website. As requested by the Inspectors, all the proposed main modifications were compiled into a main modifications schedule which was first published in July 2022 with subsequent editions being published in October and November 2022 and January, May, June and August 2023. Since November 2022 iterations of a composite plan have also been published on the Examination website, alongside the proposed main modifications' schedules, to aid the reader by identifying the proposed modifications in-situ within the plan.

### **3 Modifications to the Plan**

- 3.1 It is usual for the outcome of a local plan examination to be that the Inspectors(s) recommend main modifications [MMs] to the plan, where necessary to make the plan sound and legally compliant.
- 3.2 As a matter of law a "main modification" can only be made if it is necessary in order to make the Plan "sound". The tests which are applied to determine

whether a Plan is “sound” are those set out in the National Planning Policy Framework (NPPF). Therefore, legislation enables the Inspector to recommend a MM only if the plan would otherwise be unsound or legally non-compliant. The Inspector has no power to recommend other changes, even if they would improve the plan.

- 3.3 The Inspector agrees the text of the proposed MMs with the LPA, based in most cases on discussion at the hearing sessions. This was done through the process of Action Points outlined above and it was the responses to these, the various iterations of the proposed MMs’ schedules and composite plan which informed the Inspectors’ consideration of whether the PfE 2021 Plan was sound and/or how it could be made sound and/or legally compliant by MMs.
- 3.4 The Inspectors’ post hearing letter was published on the examination website on 11<sup>th</sup> August 2023. The Inspectors’ post hearings’ letter is based on a consideration of all the evidence and on the application of professional expertise and judgment. In that letter, the Inspectors state that they are now satisfied, at this stage of the examination, that all of the proposed main modifications are necessary to make the Plan sound and would be effective in that regard. This conclusion is, however, without prejudice to their final conclusions that they will reach following consideration of responses to the public consultation to be carried out on the main modifications and which are the subject of this report.
- 3.5 Additional modifications (sometimes also referred to as “minor modifications”) are changes which do not materially affect the policies in the Plan. They may be made to the PfE Plan, but do not fall within the scope of the examination. A separate schedule of additional modifications has been prepared which will sit alongside the Main Modifications’ schedule during the consultation period. It should be noted that these have been prepared at this point in time to make the modified plan more readable, but the Inspectors will not consider responses made in respect of these additional modifications, as they do not fall within the scope of the Examination.
- 3.6 Whilst the consultation is only about the proposed main modifications and the policy map changes associated with these main modifications, a schedule of additional modifications and a composite plan illustrating all the proposed modifications in situ have been prepared and are available alongside this

report. All documents will be made available at the time of the consultation, to assist the reader, but only representations on the main modifications are considered by the inspectors.

3.7 The following sections of this report set out what they mean in terms of the overall aims of the plan and also for Trafford Council specifically.

3.8 Whilst there are a large number of proposed modifications, including amending the plan period from 2020 to 2037 to 2022 to 2039, they do not change the overall Vision, Objectives and Spatial Strategy of the plan. The Inspectors consider that the proposed modification to the Plan period is necessary to make the plan sound to ensure that, in line with Government Policy, the PfE Strategic policies look ahead over a minimum 15 year period from adoption and thus provide sufficient policy framework for the individual local plans which will follow on from the PfE's adoption.

#### **4 Spatial Strategy**

4.1 The spatial strategy remains to deliver sustainable, inclusive growth with the following spatial elements;

- Significant growth in jobs and housing at the core – continuing development in the 'core growth area' encompassing the city centre and beyond to the Etihad in the east, through to the Quays, Trafford Park and Port Salford in the west. The majority of commercial employment growth is proposed in this area and around 50% of overall housing supply is found here and, in the wards, immediately surrounding it (inner areas).
- Boosting northern competitiveness – provision of significant new employment opportunities and supporting infrastructure and a commitment that collectively the northern districts meet their own local housing need
- Sustaining southern competitiveness – supporting key economic drivers, for example around Wythenshawe hospital and the Airport, realising the opportunities offered by national infrastructure investment, e.g. HS2, whilst recognising the important green infrastructure assets in the area.

#### **Jobs**

4.2 Economic prosperity remains central to the overall strategy. It is essential to raising incomes, improving health and quality of life, and providing the finances

to deliver better infrastructure, services and facilities. PfE continues to attract investment in our city and town centres alongside recognising the importance of investing in strengthening existing and creating new employment locations, so that all communities are able to contribute to, and benefit from, growth.

- 4.3 In order to achieve the economic growth, the plan sets a global target for the nine authorities of just over 2 million sq.m of new office floorspace and just over 3,500,000 sq.m of industrial and warehousing floorspace over the plan period. Consequently, Trafford's total office floorspace target has been updated to 223,661 sq.m and the total industrial and warehousing floorspace target has been updated to 543,919 sq.m. These target figures have been informed by the sites identified in the existing land supply, as well as the allocations at Timperley Wedge and New Carrington, and will inform the preparation of Trafford's Local Plan.

### **Homes**

- 4.4 Greater Manchester is facing a housing crisis. Although the Greater Manchester authorities have built more houses in recent years, wages have not been keeping pace with property price increases and affordability issues have intensified. To address the supply side, Government policy sets out a standard methodology for calculating local housing needs to provide local authorities with a clear and consistent understanding of the number of new homes needed in an area. This standard methodology remains Government policy and the Inspectors did not consider there were exceptional circumstances to deviate from using it, in the case of the PfE Plan. Therefore, the PfE still identifies that around 10,300 (10,305) homes are required per annum. However, as a result of the change to the Plan period, the number of homes to be delivered over the lifetime of the Plan has increased from just under 165,000 to just over 175,000 (175,185) new homes in total. Consequently, the Trafford housing target has increased from 17,954 homes to 19,077 homes over the revised plan period; which can be met from the existing supply of sites already identified. The Plan also continues to support Greater Manchester's commitment to deliver more affordable housing including homes for social or affordable rent. Local plans will set targets for the provision of affordable housing based on evidence relating to need and viability. PfE also sets specific affordable housing requirements for

the Trafford allocations at New Carrington and Timperley Wedge. A minimum 15% affordable housing contribution is required at New Carrington and a 45% affordable housing contribution is required at Timperley Wedge.

### **Environment**

4.5 The Plan is not solely concerned with accommodating development. It also includes a range of policies designed to protect and enhance our many and varied green spaces and features which are used in many different ways and afforded many different values by the people who live, work or visit the city-region.

4.6 The Plan supports the important role of our natural assets by:

- Taking a landscape scale approach to nature restoration;
- Seeking to protect and enhance our network of green and blue infrastructure;
- Seeking a significant overall enhancement of biodiversity and geodiversity; and
- Seeking to maintain a new and defensible Green Belt which will endure beyond the plan period.

4.7 Furthermore, the plan supports wider strategies around clean air, walking and cycling and underpins Greater Manchester's ambition to be a carbon neutral city-region by 2038. A key element of this remains that there is an expectation that all new development to be net zero carbon by 2028.

### **Brownfield land preference**

4.8 There remains a strong focus in the plan on directing new development towards sites within the existing urban area, which are often in sustainable locations, close to facilities and served by existing infrastructure. Maximising the use of land in the urban area enables us to minimise the release of greenfield and Green Belt land for development.

4.9 The land supply identified for development in the plan is largely within the urban area:

- Offices - 98%
- Industry and Warehousing- 51%
- Housing - 90%

4.10 There are significant viability issues in parts of the conurbation and there is a need to continue to press Government for support to remediate contaminated land, to provide funding for infrastructure and to support alternative models of housing delivery. The Brownfield Housing Fund is targeted at Combined Authorities and begins to help to address viability issues, but it is not enough to enable the full potential of our brownfield land supply to be realised.

### **Green Belt**

4.11 The PfE Plan includes a limited release of Green Belt for both housing and employment. The net loss of Green Belt proposed is 2,213 hectares. This compares to a net loss of 1,754 hectares in the PfE 2021 Plan. Although the net loss is higher than that in the PfE 2021 Plan, this is not as a result of more land being proposed for release by the introduction of further development allocations. Instead, it is due to the fact that the Inspectors concluded that exceptional circumstances existed to justify only 18 of the 49 proposed Green Belt Additions and therefore only those 18 Green Belt Additions could remain in the plan and thereby contribute to the area covered by Green Belt. One Green Belt addition was proposed in Trafford (GBA43: Midlands Farm, Moss Lane), which adjoins the New Carrington allocation in Warburton. This addition is approximately 2.5 ha and has been retained in the Plan. In concluding that exceptional circumstances had not been fully evidenced and justified for each of the other 31 proposed Green Belt Additions, including one which is almost 200 hectares in size, the overall net loss of Green Belt, taking account of the Green Belt releases and additions, compared against the previously adopted Green Belt boundary is greater than it would have been had the inspectors concluded that all 49 Green Belt Additions were fully evidenced and justified. The reduction in the Green Belt Additions as proposed by the Inspectors does not, however, impact on the delivery of the overall Vision, Spatial Strategy and Strategic Objectives of the Plan.

4.12 The Policies in the Plan would result in the overall extent of the nine authorities' Green Belt reducing by 4.1%. The previously adopted Green Belt covers almost 47% of the land covered by the nine authorities. The Policies in the PfE Plan would reduce this to just under 45% of the PfE authorities remaining as designated Green Belt.



4.13 In Trafford the previously adopted Green Belt covers 37.6% of the borough, the allocations at New Carrington and Timperley Wedge will reduce this to 35.1%.

## **5 Modifications to Trafford Allocations**

5.1 A number of modifications are proposed to the Trafford allocation policies for Timperley Wedge and New Carrington. The majority of these are to remove duplication with other thematic policies in PfE. The policy requirements have therefore not been deleted, but they are covered by other policies in the plan, for example transport interventions and requirements and green infrastructure. The overall development quantum for each allocation also remain unchanged and any amendments to the figures are as a consequence of the plan period change.

5.2 At New Carrington additional policy requirements have been added in relation to peat, following the specific hearing session on 5 July 2023. This relates to a need for hydrological and ground investigation studies to inform the masterplan, as well as suitable compensation strategies (where appropriate).

## **6 Relationship with the Trafford Local Plan and Development Plan**

6.1 The Places for Everyone Plan is the strategic spatial plan for the nine constituent boroughs and as such sets out a collective planning policy framework. All policies within the plan are "strategic policies". It is being prepared as a Joint Development Plan Document of the nine local planning authorities. Once the Places for Everyone Plan is adopted it will form part of Trafford Council's development plan. As such Trafford Council's local plan will need to be consistent with it and neighbourhood plans will need to be in general conformity with the strategic policies.

6.2 The evidence that underpins the Places for Everyone Plan will also inform Trafford Council's local plan but, as a strategic plan, it does not cover everything that Trafford Council's local plan would. Therefore, Trafford Council's Local Plan will set out more detailed policies including both strategic and non-strategic policies, as appropriate, reflecting local circumstances. Appendix A of the PfE Plan sets out the policies in the relevant adopted GM district local plans which will be replaced by the Places for Everyone Plan.

6.3 Trafford Council's local plan will be expected to look ahead a minimum period from its adoption, in line with national policy. In amending the plan period from 2020 to 2037 to 2022 to 2039 the PfE Plan should provide an appropriate strategic policy framework for Trafford Council's local plan which will be produced, following its adoption. However, in the event that Trafford Council's local plan looks beyond 2039, the minimum requirement figures set out in Policies JP-J3, JP-J4 and JP-H1 should be used to inform local plan target(s).

## **7 Sustainability, Environmental and Equality Assessments of PfE and its Evidence Base**

7.1 As part of the development of the PfE, an Integrated Assessment (IA) was undertaken incorporating the requirements of:

- Sustainability Appraisal (SA): mandatory under section 19 (5) of the Planning and Compulsory Purchase Act 2004.
- Strategic Environmental Assessment (SEA): mandatory under the Environmental Assessment of Plans and Programmes Regulations 2004 (which transpose the European Directive 2001/42/EC into English law).
- Equality Impact Assessment (EqIA): required to be undertaken for plans, policies and strategies by the Equality Act 2010.
- Health Impact Assessment (HIA): there is no statutory requirement to undertake HIA, however it has been included to add value and depth to the assessment process.

7.2 The IA contributed to the development of the PfE through an iterative assessment, which reviews the draft policies and the discrete site allocations against the IA framework.

7.3 A Habitats Regulations Assessment (HRA) refers to several distinct stages of Assessment which must be undertaken in accordance with the Conservation of Habitats and Species Regulations 2017 (as amended) to determine if a plan or project may affect the protected features of a habitats site before deciding whether to undertake, permit or authorise it.

7.4 All plans and projects (including planning applications) which are not directly connected with, or necessary for, the conservation management of a habitat site, require consideration of whether the plan or project is likely to have

significant effects on that site. If a proposed plan or project is considered likely to have a significant effect on a protected habitats site (either individually or in combination with other plans or projects) then an Appropriate Assessment of the implications for the site is required.

- 7.5 The PfE2021 was assessed as a Plan which was considered likely to have significant effect on one or more European protected site and was therefore informed (and accompanied) by an HRA with mitigation measures identified as appropriate.
- 7.6 The Inspectors have made it clear that the modifications they have decided should be made to the Plan should be subject to sustainability appraisal and Habitat Regulations Assessment as appropriate. Furthermore, the Inspectors have made it clear that the sustainability appraisal and Habitat Regulation Assessment reports will be subject to public consultation, alongside the modifications, before the end of the examination. Accordingly addendums have been produced for both the IA (incorporating the sustainability appraisal) and the HRA, assessing the impact of the modifications.
- 7.7 With respect to the sustainability appraisal, where individual policy scores have moved from positive to uncertain or neutral, the SA acknowledges that when the plan is read as a whole, the topic is covered in other relevant policies and therefore no residual impacts have been recommended.
- 7.8 The outcome of the HRA screening assessment is that there are no “Likely Significant Effects” on European sites, other than those identified in the Submission version HRA. Therefore, it has not been necessary to amend the PfE Appropriate Assessment as a result of the proposed main modifications.
- 7.9 The IA and HRA addendum reports are available alongside this report and will be published alongside the main modifications schedule.
- 7.10 A comprehensive evidence base was assembled to support the policies and proposals in the PfE Plan which was made available for consultation in 2021. This evidence was submitted alongside the PfE Plan in February 2022 and has remained available on the GMCA’s website since then and throughout the examination. As one of the tests of soundness is whether a plan is “justified – ...based on proportionate evidence”, the Inspectors considered this evidence as part of their Examination into whether, or not, the PfE Plan is “sound”.

7.11 As detailed above, this evidence base will also be used to inform Trafford Council's local plan.

## **8 National Planning Policy**

- 8.1 In December 2022 the Government consulted upon a number of potential changes to the National Planning Policy Framework (NPPF). The consultation ran from 22 December 2022 to 02 March 2023. The consultation sought views on a proposed approach to updating NPPF whilst at the same time seeking views on proposals to prepare National Development Management Policies, how policy could be developed to support levelling up, and how national planning policy is currently accessed by users.
- 8.2 The Inspectors made a statement that in light of the transitional arrangements (contained within the draft NPPF changes), they would carry on with the examination as programmed in the context of the tests of soundness set out in current NPPF, published in 2021.
- 8.3 The Government is still analysing the feedback, therefore the draft, as proposed to be changed, version of the NPPF cannot be used to determine whether a Plan is "sound"; accordingly it would be unlawful to propose any "main modification" to PfE and/or withdraw from PfE, on the basis of the draft proposed changes to the NPPF. This is especially the case given that PfE is at such an advanced stage of preparation.
- 8.4 As the Department for Levelling Up, Housing, and Communities is currently analysing the feedback to the consultation and no changes to the NPPF have yet been published, the examination progressed through its scheduled programme of sessions. The Inspectors duly issued their post hearings' letter with the schedule of proposed main modifications that they consider are necessary to make the plan sound and/or legally compliant and which should therefore be made available for a period of public consultation.
- 8.5 The schedule of main modifications, which is available alongside this report, represents those changes to the plan that the inspectors consider are necessary. They do not include any modifications on the basis of the draft proposed changes to the NPPF. To make further changes to the schedule, e.g., amending overall development targets, removing additional sites which

PfE proposes to take out of the Green Belt and/or amending the Green Belt Addition sites, on the basis of the consultation draft NPPF would not be lawful.

## **9 Consultation**

- 9.1 Five consultations have taken place in relation to the plan, the first four in relation to the GMSF and the fifth one being in relation to the PfE plan. The first, in November 2014 was on the scope of the plan and the initial evidence base, the second in November 2015, was on the vision, strategy and strategic growth options, and the third, on a Draft Plan in October 2016. The fourth consultation was on The Greater Manchester Plan for Homes, Jobs and the Environment: the Greater Manchester Spatial Framework Revised Draft 2019 (GMSF 2019) and took place in 2019. It received over 17,000 responses. The responses received informed the production of GMSF 2020. The withdrawal of Stockport Council in December 2020 prevented GMSF 2020 proceeding to Regulation 19 Publication stage and instead work was undertaken to prepare PfE 2021. Therefore, the responses to GMSF 2019 were used to inform the production of the PfE plan instead.

## **10 Mandatory Main Modifications Consultation Stage**

- 10.1 At this Main Modifications' consultation stage, whilst anyone can make a representation, the PINS Procedure Guide for Local Plan Examinations makes it clear (at section 6) that the consultation is only about the proposed main modifications and any policies map changes and no other aspect of the plan.
- 10.2 Whilst it is only necessary to consult on the Main Modifications, changes to the policies map, updated sustainability appraisal and habitat regulations assessment reports, it is proposed to provide all proposed modifications (main and additionally) so that the overall proposed changes to the plan are clear. The Inspectors will, however, only consider comments received to the Main Modifications; the nine PfE authorities will consider those comments relating to the additional modifications.
- 10.3 As with the Regulation 19 consultation, the consultation will be hosted by the GMCA, with the consultation being carried out in line with the requirements of the relevant authority's Statements of Community Involvement and the guidance contained in the above mentioned PINS guidance note. The guidance

note states that “the nature and duration of the consultation should reflect that of the consultation held at Regulation 19 stage, where appropriate. This means it should last at least six weeks.” However, as the Regulation 19 consultation ran for eight weeks, it is considered appropriate to reflect that in the duration of the modifications’ consultation. Therefore, it is proposed that the consultation would run for a period of eight weeks.

- 10.4 As required by the Trafford Statement of Community Involvement (SCI) the consultation documents will be made available on the Council’s website and the individuals/organisations registered on the Local Plan database, including statutory bodies, will be notified of the consultation. The GMCA will be notifying all individuals/organisations who responded at the previous Regulation 19 stage. Information about the consultation will be shared on the Council’s social media channels and a press release will be issued to publicise the consultation. Although not a requirement of the SCI, hard copies of the consultation documents will be made available at Trafford Town Hall and Sale Waterside, as well as libraries located close to the Timperley Wedge and New Carrington allocations. Officers from the Strategic Planning team will also be available to respond to queries via email/telephone/letter throughout the consultation period.
- 10.5 At the Regulation 19 stage Trafford Council put up site notices at multiple locations across the proposed allocations, alerting the public to the consultation and where to access further information. The Council also displayed posters publicising the consultation in various libraries and community hubs. Whilst not a requirement of Trafford’s’ SCI, these methods will be employed once again to reflect the nature of the Regulation 19 consultation. However, to avoid confusion about the nature of the consultation, it will be made as clear as possible that this mandatory consultation is about the proposed main modifications, changes to the policies map, updated sustainability appraisal and habitat regulations assessment reports only. In this regard, it will also be made clear that comments about the principle and/or appropriateness of the plan, its policies or the proposed allocations, are not relevant at this stage and will therefore not be considered by the Inspectors.
- 10.6 All consultation documents are available at [Modifications – Greater Manchester Combined Authority \(greatermanchester-ca.gov.uk\)](https://www.greatermanchester-ca.gov.uk/modifications)

## **11 Post Main Modifications Consultation**

- 11.1 Following the conclusion of the consultation, the representations received will be forwarded to the Programme Officers along with a report listing all of the representations; a summary of the main issues raised; and a brief response, on behalf of the nine districts, to those main issues.
- 11.2 The Inspectors will consider all the representations made on the proposed Main Modifications (MMs) before finalising the examination report and the schedule of recommended MMs. Further hearing sessions will not usually be held, unless the Inspectors consider them essential to deal with substantial issues raised in the representations, or to ensure fairness.
- 11.3 When deciding whether or not to recommend that the local planning authorities should make the MMs, the Inspectors will normally consider them in the form in which they were published for consultation. However, in some limited circumstances, the responses to consultation may lead the Inspector to consider that a new MM, or an amendment to one that has already been consulted on, is also necessary to make the plan sound or legally compliant; or that a proposed MM is not in fact necessary for soundness and should not be recommended. The Inspectors may only recommend such changes to the MMs without further consultation if they are satisfied that no party would be prejudiced as a result. For example, the consultation already undertaken on the MMs might have adequately addressed the point, or the amendment might be a very minor one. Should further consultation be necessary a further report will be presented to the nine authorities for approval.
- 11.4 Alternatively, if the Inspectors consider that no further consultation is necessary following the modifications' consultation (which is the subject of this report), the ultimate decision to adopt must be taken by each of the Full Councils of the nine participating local authorities. This will be the subject of a further report at the appropriate time.

### **Other options**

There are no realistic alternative options available that would be in the best interests of Traffords' residents, businesses, communities, or environments. The PfE Plan ensures that development in the Plan area and Trafford can come forward in a

sustainable manner giving developers, investors, communities, and the Council certainty in decisions on planning matters. The Planning Inspectors have stated that they are satisfied, at this stage of the examination, that all of the proposed main modifications are necessary to make the Plan sound and would be effective in that regard. While this is without prejudice to their final conclusions, it is a significant milestone in progressing PfE.

Withdrawing from the PfE Plan would likely jeopardise the entire PfE Plan for all the LA's involved. It would further require Trafford to consider strategic issues such as housing numbers and Green Belt in the Trafford Local Plan and would result in significant delays in Trafford having an up-to-date development plan. It would also likely require Trafford to deliver a higher housing number, requiring the release of more Green Belt land in Trafford. This approach would also incur substantial additional costs which cannot be recovered from the time and resources expended to date on PfE.

**Reasons for Recommendations**

The PfE Plan enables a strategic approach to delivering growth and housing needs in the Plan area and in Trafford, and it sets the strategic framework for the Local Plan. The proposed modifications need to be approved by each of the nine LA's to ensure that the Plan can progress through the Examination process to Adoption.

**Key Decision** (as defined in the Constitution): Yes

**If Key Decision, has 28-day notice been given?** Yes

**Finance Officer Clearance** PC

**Legal Officer Clearance** IA

**[CORPORATE] DIRECTOR'S SIGNATURE**



To confirm that the Financial and Legal Implications have been considered and the Executive Member has cleared the report.



## **Plain English Summary of: Places for Everyone Joint Local Plan 2021: Proposed Main Modifications Consultation**

### **1 Introduction**

- 1.1 Places for Everyone (PfE) is a long-term plan of nine Greater Manchester districts (Bolton, Bury, Manchester, Oldham, Rochdale, Salford, Tameside, Trafford and Wigan) for jobs, new homes, and sustainable growth.
- 1.2 The plan was submitted to the Government in February 2022 together with all the representations received during the final stage of public consultation, which took place from 9 August to 3 October 2021.

### **2 Examination Stage**

- 2.1 The PfE has now reached the examination stage. Planning Inspectors appointed by the Government 'test' the document to see if it meets the requirements of the relevant legislation and to see if it is 'sound'. If the plan is successful at examination it will become part of the adopted Development Plan for Trafford.

### **3 Modifications to the Plan**

- 3.1 The Inspectors have recommended main modifications [MMs] to the plan, to make the plan sound and legally compliant. The Inspectors have no power to recommend other changes, even if they would improve the plan.
- 3.2 The Inspectors will reach a final conclusion on the soundness of the plan following consideration of responses to the public consultation on the main modifications.
- 3.3 Additional modifications have also been proposed, which are changes that do not materially affect the policies in the Plan. The Inspectors will not consider consultation responses on these.
- 3.4 Whilst there are a large number of proposed modifications, including amending the plan period from 2020 to 2037 to 2022 to 2039, they do not change the overall Vision, Objectives and Spatial Strategy of the plan.

### **4 Summary of the Proposed Main Modifications:**

#### General:

- The net loss of Green Belt proposed has been increased from 1,754 hectares to 2,213 hectares. This is due to the fact that the Inspectors concluded that exceptional circumstances existed to justify only 18 of the 49 proposed Green Belt Additions
- Trafford's total office floorspace target has been updated to 223,661 sq.m and the total industrial and warehousing floorspace target has been updated to 543,919 sq.m.

- Trafford's housing target has increased from 17,954 homes to 19,077 homes over the revised plan period; which can be met from the existing supply of sites already identified.

**Trafford Allocations:**

- A number of modifications are proposed to the Trafford allocation policies to remove duplication with other thematic policies in PfE.
- The overall development quantum for each allocation remain unchanged and any amendments to the figures are as a consequence of the plan period change.

**Timperley Wedge:**

- A minor modification to the Timperley Wedge Green Belt boundary to retain a Site of Biological Importance (SBI) within the Green Belt.

**New Carrington:**

- No boundary changes were required for the New Carrington allocation.
- At New Carrington additional policy requirements have been added in relation to peat, following the specific hearing session on 5 July 2023. This relates to a need for hydrological and ground investigation studies to inform the masterplan, as well as suitable compensation strategies (where appropriate).

**5 Relationship with the Trafford Local Plan and Development Plan**

- 5.1 Once the Places for Everyone Plan is adopted it will form part of Trafford Council's development plan. As such Trafford Council's local plan will need to be consistent with it and neighbourhood plans will need to be in general conformity with the strategic policies. Trafford Council's Local Plan will set out more detailed policies including both strategic and non-strategic policies, as appropriate, reflecting local circumstances.

**6 Sustainability, Environmental and Equality Assessments of PfE and its Evidence Base**

- 6.1 The Inspectors have made it clear that the modifications they have decided should be made to the Plan should be subject to sustainability appraisal and Habitat Regulations Assessment as appropriate. Furthermore, the Inspectors have made it clear that the sustainability appraisal and Habitat Regulation Assessment reports will be subject to public consultation, alongside the modifications, before the end of the examination. Accordingly addendums have been produced for both the IA (incorporating the sustainability appraisal) and the HRA, assessing the impact of the modifications.

**7 National Planning Policy**

- 7.1 In December 2022 the Government consulted upon a number of potential changes to the National Planning Policy Framework (NPPF). The Government is still analysing the feedback, therefore the draft, as proposed to be changed, version of the NPPF cannot

be used to determine whether a Plan is “sound”; accordingly it would be unlawful to propose any “main modification” to PfE and/or withdraw from PfE, on the basis of the draft proposed changes to the NPPF. This is especially the case given that PfE is at such an advanced stage of preparation.

## **8 Mandatory Main Modifications Consultation Stage**

- 8.1 At this main modifications’ consultation stage, the consultation is only about the proposed main modifications and any policies map changes and no other aspect of the plan. This is a statutory stage required by national legislation.
- 8.2 Whilst it is only necessary to consult on the Main Modifications, changes to the policies map, updated sustainability appraisal and habitat regulations assessment reports, it is proposed to provide all proposed modifications (main and additionally) via a ‘Composite’ version of the plan, so that the overall proposed changes are clear.
- 8.3 As with the Regulation 19 consultation, the consultation will be hosted by the GMCA, with the consultation being carried out in line with the requirements of the relevant authority’s Statements of Community Involvement and the guidance contained in the [PINS Procedure Guide for Local Plan Examinations](#). It is proposed that the consultation would run for a period of eight weeks.
- 8.4 As required by the Trafford Statement of Community Involvement (SCI) the consultation documents will be made available on the Council’s website and the individuals/organisations registered on the Local Plan database, including statutory bodies, will be notified of the consultation. The GMCA will be notifying all individuals/organisations who responded at the previous Regulation 19 stage. Information about the consultation will be shared on the Council’s social media channels and a press release will be issued to publicise the consultation. Although not a requirement of the SCI, hard copies of the consultation documents will be made available at Trafford Town Hall and Sale Waterside, as well as libraries located close to the Timperley Wedge and New Carrington allocations.
- 8.5 Whilst not a requirement of Trafford’s’ SCI, site notices and posters will be erected/ displayed at multiple locations across the proposed allocations and in various libraries and community hubs, to reflect the nature of the Regulation 19 consultation. However, to avoid confusion about the nature of the consultation, it will be made as clear as possible that this mandatory consultation is about the proposed main modifications, changes to the policies map, updated sustainability appraisal and habitat regulations assessment reports only.

## **9 Post Main Modifications Consultation**

- 9.1 The Inspectors will consider all the representations made on the proposed Main Modifications (MMs) before finalising the examination report and the schedule of

recommended MMs. Further hearing sessions will not usually be held, unless the Inspectors consider them essential to deal with substantial issues raised in the representations, or to ensure fairness.

- 9.2 In some limited circumstances, the responses to consultation may lead the Inspector to consider that a new MM, or an amendment to one that has already been consulted on, is also necessary to make the plan sound or legally compliant; or that a proposed MM is not in fact necessary for soundness. The Inspectors may only recommend such changes to the MMs without further consultation if they are satisfied that no party would be prejudiced as a result. Should further consultation be necessary a further report will be presented to the nine authorities for approval.
- 9.3 Alternatively, if the Inspectors consider that no further consultation is necessary following the modifications' consultation, the ultimate decision to adopt must be taken by each of the Full Councils of the nine participating local authorities.

### **Other options**

There are no realistic alternative options available that would be in the best interests of Trafford. The Planning Inspectors have stated that they are satisfied, at this stage of the examination, that all of the proposed main modifications are necessary to make the Plan sound.

Withdrawing from the PfE Plan would likely jeopardise the entire PfE Plan for all the LA's involved. It would further require Trafford to consider strategic issues such as housing numbers and Green Belt in the Trafford Local Plan and would result in significant delays in Trafford having an up-to-date development plan. It would also likely require Trafford to deliver a higher housing number, requiring the release of more Green Belt land in Trafford. This approach would also incur substantial additional costs which cannot be recovered from the time and resources expended to date on PfE.

### **Reasons for Recommendations**

The PfE Plan enables a strategic approach to delivering growth and housing needs in the Plan area and in Trafford, and it sets the strategic framework for the Local Plan. The proposed modifications need to be approved by each of the nine LA's to ensure that the Plan can progress through the Examination process to Adoption.

**All consultation documents are available at**

**[Modifications – Greater Manchester Combined Authority \(greatermanchester-ca.gov.uk\)](https://www.greatermanchester-ca.gov.uk)**

## TRAFFORD COUNCIL

**Report to:** Executive  
**Date:** 25 September 2023  
**Report for:** Approval  
**Report of:** Executive Member for Housing and Advice

### Report Title

Trafford Council Poverty Strategy 2023-25

### Summary

To provide a summary of the work completed through the Poverty Truth Commission and how this has been embedded into the Poverty Strategy 2023-25.

### Recommendation(s)

It is recommended that Executive

1. Note the Poverty Strategy refresh which embeds the Poverty Truth Commission recommendations.
2. Note that a further update will be provided on the Trafford Poverty Strategy 2023-25.

Contact person for access to background papers and further information:

Name: Dianne Geary/ May Coffey

Contact: [Dianne.Geary@trafford.gov.uk](mailto:Dianne.Geary@trafford.gov.uk) / [May.Coffey@trafford.gov.uk](mailto:May.Coffey@trafford.gov.uk)

## Implications

Relationship to Policy Framework/Corporate Priorities	The Poverty Strategy supports the delivery of the Corporate Plan and Strategic Priorities.
Relationship to GM Policy or Strategy Framework	The Poverty Strategy is aligned to the GM policy and strategy.
Financial	There are no direct financial implications arising from this report.
Legal Implications:	There are no direct legal implications arising from this report.
Equality/Diversity Implications	The aim of the Strategy is to meet our equalities duty.
Sustainability Implications	There is nothing in the report that would undermine our sustainability plans.
Carbon Reduction	The Poverty Strategy aims to improve life opportunities which can assist in supporting carbon reduction.
Resource Implications e.g. Staffing / ICT / Assets	No direct impact.
Risk Management Implications	No direct impact.
Health & Wellbeing Implications	Health and wellbeing will be improved through the implementation of this Strategy through improved access to services and opportunities.
Health and Safety Implications	No direct impact

## 1. BACKGROUND

- 1.1 The Poverty Strategy 2022-25 was approved by Executive last year, 2022, with an understanding that a revised version would be developed in 2023 upon completion of Trafford's Poverty Truth Commission.
- 1.2 The Strategic Partnerships and Policy Team have been working in partnership on the development of a Trafford Poverty Strategy 2023-25, building on the Trafford Poverty Truth Commission's Recommendations. The refresh builds on the 2022-25 strategy that currently exists and a previous one-year strategy. All of these strategies have been co-produced with public services, VCFSE (voluntary, community, faith, and social enterprise) organisations across the borough and council teams.
- 1.3 The Trafford Poverty Strategy 2023-25 sets out our bold vision for Trafford and our guiding principles for alleviating the effects of poverty for individuals and families. It seeks to complement and support the delivery of other strategies with colleagues from across the organisation and from partner organisations being consulted and involved in its development. The Executive Member for Housing & Advice has contributed and inputted to the 2023-25 Strategy.

- 1.4 The strategy recognises and complements the existing strategies and programmes of work across Trafford and Greater Manchester, including Greater Manchester Poverty Action, and is key to the delivery of Trafford's Corporate Plan and the priority 'Supporting People out of Poverty.'
- 1.5 The Poverty Strategy five themes were identified in workshops in 2022 involving members of Trafford's Poverty Action Group. This group brings together public, VCFSE and private partners across Trafford all working together to alleviate and end poverty.
- 1.6 It was agreed that the work and research undertaken to develop the 2022-25 version would not be removed, but instead the actions from the Poverty Truth Commission, updated data and insights and a stronger focus on lived experience would be embedded into the previous work to form the refreshed 2023-25 Strategy.
- 1.7 The delivery and evaluation of the Trafford Poverty Strategy 2023-25 will be overseen by the Trafford Poverty Action Group.

## **2. TRAFFORD POVERTY STRATEGY 2023-25**

- 2.1 The development of the 2023-25 Poverty Strategy for Trafford took place following the publication of Trafford Poverty Truth Commission's end of commission report, published in March 2023.
- 2.2 Whilst recognising the work which had been done to develop the 2022-25 Strategy last year, it was clear that the voice of residents with lived experience of poverty was vital to include in the refreshed strategy and recommendations.
- 2.3 The Council, alongside L&Q (formerly Trafford Housing Trust), commissioned Stretford Public Hall to facilitate and run the Poverty Truth Commission from Spring 2022 to Spring 2023. The Commission was formed of Community Commissioners from Trafford with lived experience of poverty and Civic Commissioners who held leadership roles in public, private and VCFSE organisations across the borough.
- 2.4 Throughout the yearlong project the Commissioners worked together to form relationships, explore the causes of poverty and its effects, and to develop their ideas for how we can come together as a community in Trafford to tackle poverty. These ideas culminated in their [end of commission report](#).
- 2.5 This 2023-25 Poverty Strategy has therefore incorporated the recommendations and findings of the Poverty Truth Commission within the existing thematic areas and explores further detail on the importance of listening to residents who have real lived experience of poverty.
- 2.6 The Poverty Action Group has worked and collaborated with the Poverty Truth Commission, including Civic and Community Commissioners, as well as other partners and VCFSE to ensure that the recommendations are developed and embedded. Many engagement sessions have taken place

during the summer of 2023 to ensure partners and the voice of lived experience of poverty has contributed to the strategy and to ensure commitment to deliver the necessary action plan longer term.

### **3. NEXT STEPS**

3.1 Trafford Poverty Action Group will:

3.1.1 Meet at the end of September to consolidate the existing work and current activity aligned to the Poverty Truth Commission Recommendations so that an updated collaborative Action Plan is agreed and sits alongside this Strategy.

3.1.2 Refresh the Terms of Reference of the Group, to form Taskforce Groups, each focussing on delivery of thematic areas of actions over the next two years.

In collaborating with partners to develop this plan it ensures that alleviating and ending poverty in Trafford continues to be everyone's business.

3.2 Trafford Policy team will continue engagement with teams, VCFSE and partners across the council to ensure continual alignment in work and action plan.

### **4. OTHER OPTIONS**

4.1 The only other alternative is to do nothing and not adopt a long-term Poverty Strategy. However, it is important that the Council's aims and objectives to tackle poverty across the borough are delivered to support the Council's delivery of the corporate plan and strategic priorities.

### **5. CONSULTATION**

5.1 The Trafford Poverty Strategy 2022-2023 was co-produced with partners and consulted a range of organisations across VCFSE, housing, health, advisory services and wider.

5.2 The 2023-2025 strategy has evolved from the initial strategy and consultation and now incorporates the Poverty Truth Commission recommendations which were led by over 25 Community and Civic Commissioners from key strategic organisations. It has also been developed and fed into by partners across Trafford Poverty Action Group to shape and inform the future priorities.

5.3 At this stage, no further consultation is required in respect of the Trafford Poverty Strategy 2023-25.



## 6. EXECUTIVE ARE ASKED TO

1. Note the Poverty Strategy refresh which embeds the Poverty Truth Commission recommendations.
2. Note that a further update will be provided on the Trafford Poverty Strategy 2023-25.

## 7. REASONS FOR RECOMMENDATION

- 7.1 It is recommended that the Executive approve the Trafford Poverty Strategy 2023-25 for publication to establish the Council's strategic priority to address poverty across the borough.

**Key Decision:** Yes

**If Key Decision, has 28-day notice been given?** Yes

**Finance Officer Clearance:** GB

**Legal Officer Clearance:** DS

**DEPUTY CHIEF EXECUTIVE & CORPORATE DIRECTOR'S SIGNATURE:** Sara Saleh

To confirm that the Financial and Legal Implications have been considered and the Executive Member has cleared the report.



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# TRAFFORD

POVERTY STRATEGY 2023-25

Preventing and reducing poverty  
in Trafford



# PUTTING LIVED EXPERIENCE AT THE CENTRE OF OUR PLANS

When setting out our vision to reduce poverty in Trafford, our 2023-2025 Poverty Strategy builds on our previous version, embedding the work of the Trafford Poverty Truth Commission (PTC).

This version of the strategy is a combination of both the Trafford Poverty Strategy 2022-2025 and the Trafford Poverty Truth Commission 2023 End of Commission Report and therefore has not only been developed in partnership, with involvement from Trafford's voluntary, community, faith, and social enterprise (VCFSE) sector, public services, health services, and housing associations, but most importantly builds upon the voices and recommendations from residents in Trafford with lived experience of poverty.

Our 2023-2025 strategy continues to set out the commitments we have made in partnership to tackle poverty in our communities. We know that living in poverty can prevent people from reaching their potential and can impact on their health and wellbeing. The rising costs of living could result in more households experiencing poverty in Trafford and this will disproportionately impact certain groups such as those on a low income, older people, people with disabilities and single parents. Whilst the rising cost of living cannot be directly influenced by Trafford's organisations, we can work together locally to support residents who are experiencing poverty and focus our efforts on prevention.

As the Poverty Truth Commission was taking place, we saw inflation in the UK rising to a 30-year high and recognised now how vital a joined-up partnership strategy on poverty was needed. Poverty is a problem of insufficient resources to meet every day needs and to participate fully in society. This is primarily about a lack of income; therefore, our strategy highlights the need for people to have the money they require to support themselves and their families and the dignity and choice that comes with this, that we should all be entitled to. This strategy recognises that 'food poverty' or 'fuel poverty' cannot exist independently; an individual or family struggling will be experiencing all the challenges that come with having insufficient resources to afford everyday needs.

In our revised Poverty Strategy, we will continue to work towards the five key themes co-developed in partnership in 2022. These five interlinking themes continue to be important areas of focus to ensure we are moving towards a reduction in poverty and ultimately being able to alleviate poverty in the borough. For 2023-25 the five key themes will now have a stronger focus on how the voice of lived experience will be embedded in the actions that sit within these thematic areas.

The biggest shift in this revised strategy is the inclusion of our 'breakthrough priorities'. These priorities are those recommended in the final report of our Poverty Truth Commission. Framing them as 'breakthrough priorities' establishes the need for us to shift our focus to these recommendations in response to what we have been told by individuals that know the most about poverty in our borough - those with lived experience. These priorities will be given precedence over the next 12 months, whilst continuing to progress our thematic areas and ensuring business as usual in these areas.

## CONTENTS

<b>Putting lived experience at the centre of our plans</b>	<b>1</b>
<b>Working in partnership</b>	<b>3</b>
<b>What does poverty look like in Trafford?</b>	<b>4</b>
<b>Lived experience of poverty</b>	<b>6</b>
<b>What have we done and what are we going to do?</b>	<b>7</b>
<b>Creating an inclusive economy</b>	<b>8</b>
<b>Improving access to information and advice</b>	<b>9</b>
<b>Maximising household income</b>	<b>10</b>
<b>Supporting children and young people</b>	<b>11</b>
<b>Facilitating community resilience</b>	<b>12</b>
<b>Final Words</b>	<b>13</b>

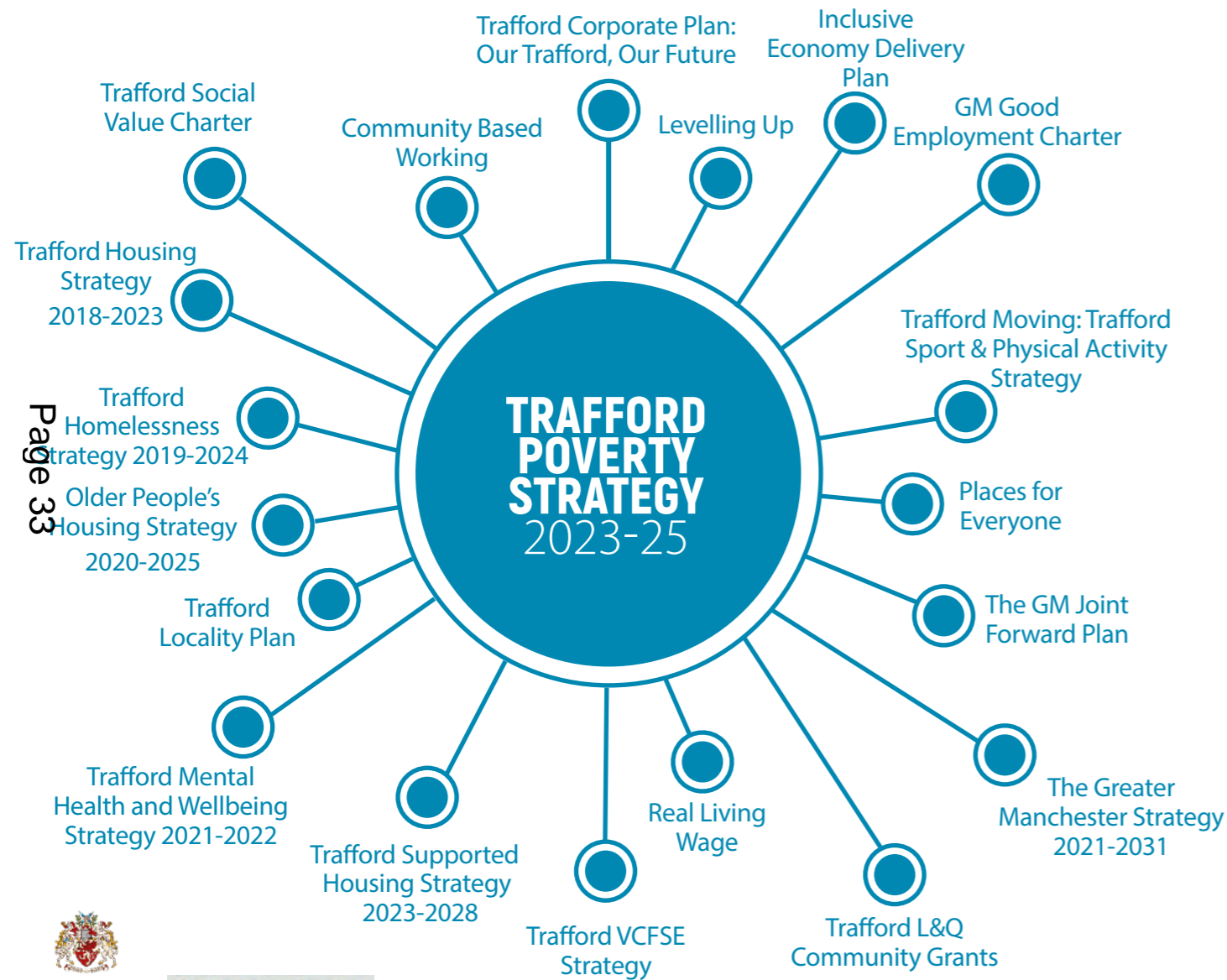


*"Quite often you feel powerless, but this time I've felt part of something, and like I've got a voice."*

Trafford Poverty Truth Commission

# WORKING IN PARTNERSHIP

With the publication of our 2023-25 Strategy, we recognised the importance that “this strategy has been developed in partnership with over 20 organisations from the public and VCFSE sectors.



Page 33



Each organisation involved is passionate about working in partnership in Trafford to support residents living in poverty and ultimately end poverty in the borough. Although each organisation has their own vision and programmes for reducing poverty, it is recognised by partners that working together we can have a greater impact. The importance of listening to lived experience has been felt by all partners in their full support of our Trafford Poverty Truth Commission, and this strategy aims to put their recommendations at the fore of the work we do.” Councillor James Wright, Executive Member Housing and Advice.

Trafford Poverty Action Group, made up of cross-sector partners, continues to meet to understand how we can all practically play a part in responding to the actions. Each organisation continues to play a role in taking ownership of actions to support the delivery of this strategy and will continue to do so. To ensure success in achieving our aims we need all our partners to work together and make reducing and ending poverty everyone’s business.

Building on our partnership approach to tackling poverty in Trafford, our Trafford Poverty Truth Commission, launched in May 2022, moved away from traditional partnership engagement towards a focus on co-design and co-production.

The Poverty Truth Commission was formed of Commissioners who are residents of Trafford and have lived experience of poverty, and of leaders from the public, private and voluntary sectors in the borough. Throughout their yearlong project they have worked collectively to form relationships, explore the causes of poverty and its effects, and to develop their ideas for how we can come together as a community to tackle poverty, through sharing their experience of navigating systems.

Implementing the PTC recommendations across partners and systems will be a future focus for the wider Trafford Partnership – our local strategic partnership – highlighting the importance of what needs to happen together to have an impact.

# WHAT DOES POVERTY LOOK LIKE IN TRAFFORD?

## OUR DEFINITION OF POVERTY

Poverty is when someone doesn't have access to the material resources they require to both meet basic needs and to participate fully in society.

## OUR VISION FOR REDUCING POVERTY IN TRAFFORD

*"Trafford should be a borough where no one is marginalised or discriminated against due to financial or material circumstances, where everyone has the opportunity to improve their life chances, and where everyone can access the benefits and opportunities that come with living in a vibrant and successful borough."*

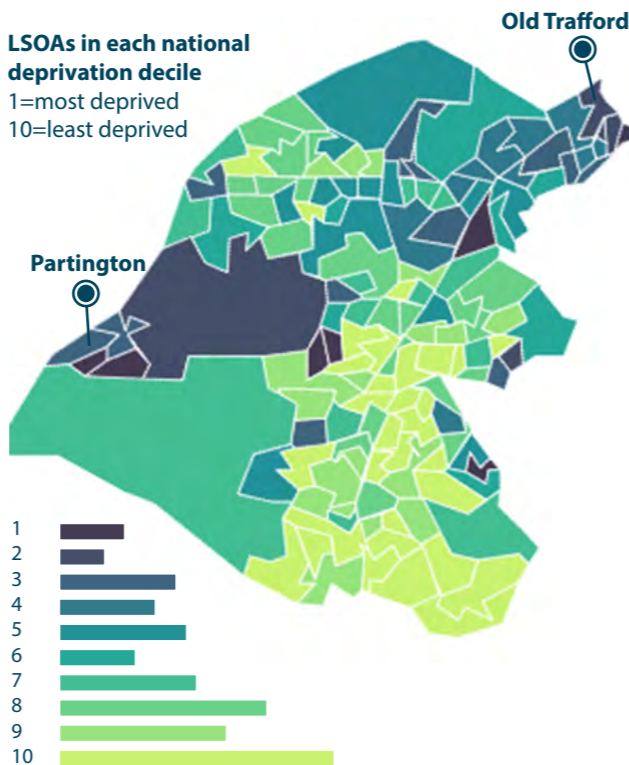
Because Trafford's poverty statistics look better than other areas of Greater Manchester, there is often a misconception that poverty is not experienced by residents in our borough. On average, just over 1 in 10 children (12.34%) in Trafford are living in poverty compared to an average of 1 in 3 children in other boroughs in Greater Manchester. The reality is that this average figure for Trafford masks the poverty experienced by residents in some of our communities; in our Clifford Ward, 1 in 3 children are living in poverty (33.7%) more comparative to other GM borough rates.

It should also be noted that these figures are based on poverty experienced by households before housing costs; therefore, the level of poverty could increase with the current rise in living costs.

This strategy recognises that the causes of poverty are wide-ranging and many existing strategies and programmes of work are underway in Trafford to help reduce inequality and improve lives. This strategy does not intend to duplicate any of the work that is already underway but, seeks to complement and support delivery.

## Poverty in Trafford

Within Trafford, five small areas (called Lower Super Output Areas) rank in the 10% most deprived areas in the Income Deprivation Affecting Children, in the whole of England. 7 LSOA rank in the 10% most deprived areas in the Multiple deprivation domain. This is shown on the map below which highlights the scale of deprivation across the borough.



# WHAT DOES POVERTY LOOK LIKE IN TRAFFORD?

## CREATING AN INCLUSIVE ECONOMY

- In 2022, 89.1% of Trafford residents were paid at or above the real living wage by their employer. The real living wage is £10.90 per hour in Greater Manchester.
- In June 2023 11.3% of Trafford residents claimed Universal Credit; this includes people who are working on a low income and require additional financial support and those whose health or caring responsibility prevent them from working. This has increased from 6.1% in January 2020.
- In Partington and Old Trafford, 28.7% and 24.8% respectively claim Universal Credit in June 2023. This is up from 26.3% and 23.2% in the previous year.
- The Council has recently uplifted 320 employees on the lowest pay bands across the council and eligible schools to be paid the Living Wage and has been accredited as a Real Living Wage employer. The accreditation from the Living Wage Foundation recognises those organisations which voluntarily choose to pay their staff more than the government's minimum wage.
- Trafford has 67 Accredited organisations employing over 10,000 employees.

## IMPROVING ACCESS TO INFORMATION AND ADVICE

- In early 2022, it was estimated that 393 residents living in two wards within Stretford and Old Trafford were entitled to claim Pension Credit but were not doing so; this would account to almost £1 million.
- Ending smoking for all would lift around 450,000 households out of poverty. Ending smoking in our communities would not just benefit the health and wellbeing of individuals but also their financial circumstances.

# WHAT DOES POVERTY LOOK LIKE IN TRAFFORD?

## MAXIMISING HOUSEHOLD INCOME

- A household is considered fuel poor if the household's house energy efficiency rating is Band D or below and their disposable income (after housing and fuel costs) is below the poverty line. Definition from Fuel poverty factsheet, England, 2020 (publishing.service.gov.uk)
- In 2021, 11.8% of Trafford households were fuel poor. In Clifford ward 20.7% of households were living in fuel poverty.

## SUPPORTING CHILDREN AND YOUNG PEOPLE

- In August 2022, 1.89% of young people aged 16 and 17 years in Trafford were NEET (not in employment, education, or training).
- 11.4% of children in Trafford live in low-income families. This percentage rises in Old Trafford where 30.4% of children are living in low income families.
- 63% of eligible families in Trafford are claiming Healthy Start as of April 2023.

## LIVED EXPERIENCE OF POVERTY

Trafford Poverty Truth Commission (PTC) has been the coming together of a group of 34 people who care about poverty in Trafford, many of which are personally impacted by it and want to make things better. As Commissioners, both Community and Civic, the members agreed to come together as equals to work for change.

The group was made up of 14 Community Commissioners from across Trafford of different ages, backgrounds and with different life experience, who all share in having lived experience of poverty. For the Community Commissioners poverty does not define them, but it is something they

all share, and they have used their shared experiences and voices to try to change things for everyone experiencing poverty in Trafford.

Alongside the Community Commissioners, Trafford's Poverty Truth Commission also included 20 Civic Commissioners from a variety of public, private and third sector organisations. Their jobs mean that the decisions they make, and the way they work, has an impact on people who experience poverty in Trafford.

They took part in the Poverty Truth Commission to ensure that the impact is felt in the future within the organisations they work for in Trafford and beyond.

The timeline below shows the process the group followed in their work:

To conclude the year long Poverty Truth Commission project, all Commissioners together developed the

End of Commission Report which brought together all their work into four key recommendations for partners across Trafford. The recommendations are:

1. Improve how Trafford residents access services.
2. Continue to use the voice of people with lived experience in the development of policy and services in Trafford.
3. Make public transport truly accessible for everyone.
4. Tackle mental health and isolation.

These recommendations will be our collective focus over the next 12 months, framed as 'breakthrough priorities', and we will continue to work to understand how we can best achieve the asks of residents in Trafford with lived experience of poverty.



# OUR BREAKTHROUGH PRIORITIES

To ensure the work of the Poverty Truth Commission influences the continued work across Trafford to prevent and reduce poverty, the four recommendations will become the poverty strategy breakthrough priorities that we will be focussing on for the next 12 months.

***This 'breakthrough' approach is how we work together to make a change or improvement which we have not been able to achieve before.***

The focus will include immediate action to help mitigate against the impact of poverty and developing a longer-term plan of action focused on prevention and reduction to ensure we are responding to the asks and needs of people living in poverty in our borough. Alongside these breakthrough priorities, a concrete action plan, developed in Summer 2023, ensures that we identify key owners of the actions and create a clear timeline for the work.

To view the full report please [click here](https://stretfordpublichall.org.uk/wp-content/uploads/2023/03/PTC-Final-Report-March-23.pdf)



<https://stretfordpublichall.org.uk/wp-content/uploads/2023/03/PTC-Final-Report-March-23.pdf>



**POVERTY  
TRUTH**    **TRAFFORD**

# 1. IMPROVE HOW RESIDENTS LIVING IN POVERTY ACCESS SERVICES.

## A ONE STOP SHOP

We will work with partners to develop a 'One Stop Shop' in communities across Trafford, that complements the support currently being provided by the Community Hubs. This could be based around a range of in-person services, phone lines and online support and information. Whilst working towards creating a system that focuses on people rather than services.

This includes specific actions to help people to navigate 'the system'. As well as raise awareness of benefit entitlements and support available and direct residents to community resources such as hubs, youth centres and sports clubs. This will raise awareness of mental health support and highlight education opportunities and give advice on budgeting and personal finance.

**No Wrong Door** There should be 'no wrong door': those providing frontline services in Trafford need to have the knowledge and ability to refer people to the service(s) they need. This includes developing an online resource that brings together benefit information and an online tool to help people use technology effectively.

**Better information that is easy to access** such as newsletters, leaflets, noticeboards, clear language alongside information champions and training for frontline workers and policy teams.



## 2. MAKE THE VOICE OF 'LIVED EXPERIENCE' PART OF TRAFFORD'S WAY OF WORKING

There needs to be a focus on meaningful engagement where residents are part of the decision-making process.

The panel can help advise the Community Hubs and other service providers beyond the council.

A 'panel' of people with lived experience of poverty is to be set up and will be consulted in setting up new services and policy. The Poverty Action Group will be the principal point of engagement; however the aim is for the panel to engage across issues and organisations, not just when poverty is the main theme or issue.

We want to actively encourage people with lived experience of poverty to apply for the roles of Community Champions and where possible reward people for their time and expertise, preferably by paying them money or with vouchers.

## 3. IMPROVE PUBLIC TRANSPORT SO THAT PEOPLE LIVING IN POVERTY ARE ABLE TO MAKE FULL USE OF IT.

This will include joint working between the council and TfGM to understand the full journey 'from doorstep to destination and the barriers faced by people living in poverty to using and accessing the full range of public transport.

We will look at removing barriers to access such as allowing all bus passes to be used all day, not just off-peak.

As well as make it easier to plan your whole journey if you need to use more than one bus/train/tram line and planning services so they link up better.

## 4. TACKLE MENTAL HEALTH AND ISOLATION

Put the impact of poverty on mental health at the forefront of the design of new services such as the 'One Stop Shop'. This means that people are not expected to repeat their story over and over again.

This will require prioritising investment in community groups and youth clubs to reduce social isolation, reaching out for example, through a 'buddy' scheme in communities where there are people who are responsible for befriending those who are isolated and helping them to be more involved in the community. This could be led by the Community Hubs with input from the council and others including health services.

There will need to be work across Trafford to increase awareness and reduce stigma around mental health, including in schools and other community spaces.

Recognise the link between physical and mental health, by improving access to opportunities for fitness and nutrition for people experiencing poverty and isolation.

Set out in one place (online and in physical leaflets) the pathways in Trafford on how to get mental health support from early intervention to crisis.

### Ripples of influence

The 20 Civic Commissioners have each made a pledge about what they and their organisation will do in the coming years following the PTC. This will be reported back and help encourage action across partners in the borough.

"To begin with, it was harrowing to hear the stories, but then it was about how we respond to that with tangible things we can do to effect positive change." Andrea George – PTC Civic Commissioner

Not only do we see these four recommendations as new standalone priorities for the next 12 months and beyond, but we recognise that they all connect and link into the key themes developed in partnership in our Poverty Strategy. In particular, recommendation 2 to 'continue to use the voice of people with lived experience in the development of policy and services in Trafford' is a priority we see necessary to intertwine into the previous five key themes. The intensive deep dive, participation and deliberation from the PTC has identified what needs to change and happen and means we can shift our focus to how to do this together.

# 1. CREATING AN INCLUSIVE ECONOMY

We aspire to create an inclusive economy in Trafford where economic growth in our borough creates opportunities for all residents and businesses are guided and supported to create conditions where their workforces can develop and thrive. These opportunities could be in the form of good employment and training opportunities, better employment conditions and more businesses investing in targeted social value to benefit the specific needs of our communities. The Poverty Truth Commission recommendation focussed on improving access to services highlights how through the mechanism of a 'One Stop Shop' residents would be enabled to access advice on budgeting and finances in spaces that are inclusive and feel safe to them. The PTC also highlighted the need for consideration of support for families (e.g., affordable childcare) which in turn could enable residents living in poverty to access work opportunities. We recognise that for many residents, being able to access work opportunities is difficult and by offering more support, and removing barriers, we can hopefully make our economy a more inclusive one.

Page 38

## WHAT ARE WE DOING ALREADY?

The Trafford Employment, Enterprise, and Skills Group (TEES) is made up of partners working together to improve opportunities in Trafford for residents to improve their skills and access employment. One of the programmes delivered by this group is the Trafford Pledge which matches residents looking for work with employment and training opportunities. Support is targeted to our communities within Trafford who are experiencing the greatest inequalities.

The Council has a dedicated Inclusive Economy Delivery Plan which was agreed by the Council in February 2023 which has been developed to help both residents and businesses to continue to recover from the Covid Pandemic but also seeks to address the Cost-of-Living Crisis and as such, contains many actions related to addressing poverty in the borough.

## WHAT MORE DO WE PLAN TO DO?

To build on the work we are doing already, we aspire to:

- Actively encourage businesses to improve employment conditions.
- Increase the number of Trafford businesses paying the Real Living Wage through communicating the benefits for both businesses and their employees and work towards becoming a Real Living Wage Borough including health and social care sector.
- Support businesses to offer flexible working to allow increased job opportunities for residents with caring responsibilities.
- Support businesses to offer greater health and wellbeing support and information to employees.
- Deliver against the activities contained within the Social Value Action Plan in support of the agreed Trafford Social Value Charter. As part of this commitment, the Council and partners will seek to match social value opportunities with voluntary and community organisations to encourage local spend and ensure benefits remain as local as possible to our Trafford Communities.
- Continue to support Trafford residents into employment and training.
- Create clear pathways from education and training through to employment so people can recognise the journey they are taking and how to progress. We will focus on specific sectors such as social work, construction, and the green economy.
- Provide employment advice and support for residents who are furthest from the job market, such as those over the age of 50 years.
- We will work with education providers to provide accessible courses to residents in their communities, so they are able to enhance their skills.
- We will develop a digital learning hub to increase the amount of people who are digitally upskilled in Trafford.
- Work with Transport for Greater Manchester to investigate the possibility of allowing all bus passes to be used all day, not just off peak. This would enable residents to use bus passes at peak times to get to work opportunities that they may not currently be able to access.

## 2. IMPROVING ACCESS TO INFORMATION AND ADVICE

We aim to ensure that residents who are seeking information and advice can access this easily and that people are directed to the most appropriate support. This is especially important for residents facing difficult circumstances whereby this information and advice is needed as quickly as possible. Similarly, to supporting an inclusive economy in Trafford, the development of a 'One Stop Shop', a single point of access for services, was recognised by the Poverty Truth Commission as being a key driver in ensuring residents living in poverty can best access the information and advice they need.

*"If we see the One Stop Shop (happen)... that'll make a big difference. And if someone doesn't have to tell their story fifty thousand times, we've achieved something."* Claire – PTC Community Commissioner.

### WHAT ARE WE DOING ALREADY?

Trafford's Information and Advice Working Group had been meeting with partners from the public sector and VCFSE sector who provide information and advice to residents. These partners work together to improve accessibility to information and advice. The group have mapped the information and advice offer across Trafford to better understand where residents can go for support and how well known, used and accessible this support is.

Trafford's six Community Hubs, established during Covid-19 have been funded to continue to provide face to face information, advice, and support for residents within their communities. To increase digital access, residents can seek support from a Digital Champion, access Trafford's laptop lending scheme or attend free courses.

Health services proactively social prescribe residents to advice and support needed to address the wider determinants of health.

Trafford partners have worked together, designing, and launching the Money Advice Referral Tool with the Poverty Truth Commissioners, hosting workshops with the Community Commissioners to test how this will help access relevant information and advice across organisations. This includes having a digital and print version of the tool, which has been launched with GM Poverty Action.

We've worked with partners to donate tablets to Community Hubs, including the Hideaway Hub and Hope Community Café who can use the devices for free to check emails, search for jobs or browse the web.

We have worked with partners to develop Trafford Healthy Lifestyle, a free of charge opportunity for citizens of Trafford who want access to a personal health coach and online support to improve health and wellbeing.

We have targeted the Household Support Fund at Trafford Assist, our local welfare assistance scheme to help residents in short-term acute financial difficulties.

We've held an initial workshop with Community Hubs and VCFSE partners to start scoping what a Trafford One Stop Shop offer could look like.

### WHAT MORE DO WE PLAN TO DO?

We acknowledge that it can be challenging for Trafford residents to identify the right information and advice due to there being so many different 'routes of entry' for support. To address this, we aspire to enable residents to easily understand where they can access the most appropriate support.

We commit to reviewing and improving digital access to all information and advice by 2025. Trafford Council will review digital accessibility for residents requiring information and advice on what services to access for support. We will ensure this information and advice supports those experiencing poverty and difficulties such as housing, money management, welfare rights, children and adult services, health, and wellbeing. We acknowledge the importance of maintaining face to face support and we aspire to continue and improve the information and advice available via the telephone and face to face, with a particular focus on providing this support in community

venues. We will coordinate more training opportunities for frontline staff and volunteers to ensure they have the knowledge and skills to support people to access the information and advice needed.

We will also be appointing an employment officer alongside this work to sit in Trafford's Community Hubs to support residents with job applications.

We plan to use the recommendations from the PTC on improving how Trafford Residents access Services which includes a focus on

- Developing a One Stop Shop offer.
- Help people to navigate 'the system'.
- Raise awareness of benefit entitlements and support available.
- Signpost residents to community hubs, youth centres and sports clubs. This will include continued work with Trafford Leisure to ensure grassroots sports are accessible for all residents in Trafford.
- Highlight education opportunities, with advice on budgeting and personal finance.
- 'No Wrong Door Policy' helping train up and equip staff working in frontline services in Trafford to effectively refer residents.
- 'Information Champions' across Trafford to signposting others to the support that exists.

# 3. MAXIMISING HOUSEHOLD INCOME

We will support residents experiencing poverty to increase their household income and to be able to stretch this income with the use of available schemes. Rising costs of food and fuel are impacting households' ability to pay for basic needs. To address this, we will work in partnership to support residents to access the income and support they are entitled to. The Poverty Truth Commission highlighted the stigma attached to poverty and the importance of residents understanding that there is no shame in asking for help and accessing support to maximise the income of your household. The need to continue to raise awareness of benefit entitlements and support available was recommended, as the Poverty Truth Commission recognised that many people do not claim the support that they are entitled to, keeping them in poverty.

*"You do feel shame that you're going to the food bank, to admit that you're struggling. It takes a lot."* Julie – PTC Community Commissioner.

## WHAT ARE WE DOING ALREADY?

Our commitments to ensure residents experiencing poverty can access the advice and information they need easily and quickly will support individuals and families to maximise their household income. The Money Advice Referral Tool supports people to access the right services to ensure they are in receipt of the income they are entitled to, financial support in crisis situations and opportunities to stretch income. Organisations working across Trafford offer support and administer a range of schemes to support individuals and families needing financial support; this includes emergency financial support for fuel and food costs, school uniform and supplies, advice on energy efficiency to reduce the cost of heating homes and tailored support to resolve or reduce debt. We will continue to provide advice and specialist support for residents to access the benefits they are entitled to claim.

We have increased the budgeting support sessions across Trafford to include a wider range of venues. This ensures a broader range of individuals have access to this invaluable support.

Our Welfare Rights Team continue to offer training around what the WR team offers and how referrals into the team can be made to other professionals. They have updated the referral form as they were finding the quality of referrals to be poor and therefore increasingly time consuming to go back to the referrer for the information required to proceed. This obviously was resulting in a delay in exploring the client's case and potential applications. The process has improved since launching the new referral form.

develop Trafford Healthy Lifestyle, a free of charge opportunity for citizens of Trafford who want access to a personal health coach and online support to improve health and wellbeing.

## WHAT MORE DO WE PLAN TO DO?

As the cost of living rises, we aspire to equip frontline staff, communities and residents with the information and advice they need to be able to pay for basic needs. We will create a partnership to ensure support for people experiencing difficulties paying for gas and electricity is coordinated. A number of organisations in Trafford offer advice to people on reducing the cost of fuel and insulating homes; we will bring these organisations together so collectively they can ensure residents are receiving the best advice and support. The partnership will share knowledge on the best ways to liaise with energy companies on behalf of customers in order to reduce the impact of rising fuel costs on residents.

- We will continue to promote schemes which enable households to stretch their income and pay for basic needs in times of crisis.
- We will continue to work to increase the uptake of the Healthy Start Scheme in Trafford to improve access to food and reduce health inequalities.
- Support and promote community offer of food provision and look to understand how we can sustainably respond to the increasing cost of food.
- We will promote temporary financial 'cash-first' support schemes such as the Household Crisis Fund available through Trafford's Community Hubs to ensure those entitled can access this support.

- We will work with foodbanks and organisations providing discounted food schemes to ensure advice and information to the residents using these services is accessible.
- We will continue to promote the benefits of using Credit Unions.
- We will encourage Pension Credit uptake and share campaigns locally with our residents.
- We will develop workshops focussed on budgeting support as an early intervention approach to reduce the risk of residents getting into debt. We feel this would be especially beneficial for students attending UA92.
- We will work to continue to improve the connection between Trafford's Welfare Rights Team and commissioned Information and Advice services to ensure clients are referred to the correct team at the earliest opportunity.
- Through our Carbon Neutral Plan we will deliver ECO4 which will offer eligible residents who own/rent a property that is heated with electricity and receive income-related benefits a government grant.
- We will work with Transport for Greater Manchester to understand how residents can readily access information to plan their whole journey to ensure it is cost effective if you need to use more than one mode e.g., bus/train/tram line.

# 4. SUPPORTING CHILDREN AND YOUNG PEOPLE

Children living in poverty are likely to experience multiple health and social inequalities. We will work in partnership to enable children and young people to benefit from education in the best possible way, as well as support families who face many challenges because of living in poverty. To provide children with the best start in life and to close the educational attainment gap between children from disadvantaged backgrounds and their peers, Trafford aims to support more families through early interventions and support from services such as the Healthy Child Programme, parenting support and mental and emotional health services. Although the Poverty Truth Commission didn't include the voices of children and young people, many of the Community Commissioners shared how living in poverty affected their families and children. Through offering support to families such as one stop shop advice, signposting to healthy start vouchers and free school meals that may go unclaimed, and offering affordable childcare options, for example, children and young people will benefit.

Page 41

## WHAT ARE WE DOING ALREADY?

- Trafford has used the Household Support Fund to support the most vulnerable households in the most need with food, energy, and utility bills as well as for other wider essential costs. With most of the fund disbursed to families with children eligible for free school meals to support with food during the school holiday periods.
- Schools in Trafford have been benefitting from GMPA's Money Matters programme to help families to gain thousands in household income. The programme is supporting families through schools, reaching them via newsletters, classroom update apps and events such as parents' evenings. Plus helping with budgeting, applying for grants to buy essential items such as cookers and beds, and clearing utility debts.
- Children's services in Trafford are no longer rated 'inadequate' by Ofsted following a recent inspection with an overall improvement in the quality of social care which has benefited from strong partnership working, significant investment in children's services and a culture focused on children.
- The Council has launched Trafford's Participation and Engagement strategy to give all children and young people the opportunity to take part in decisions which affect their lives and to shape how services are decided upon, planned and delivered. This ensures their voices and experiences can influence the Council decisions and services that affect them.
- Care Experienced Young People has been added as a protected characteristic in our Equality Impact Assessments to ensure decisions that impact them are fully considered.

- The Holiday Activities and Food programme provides activity and enrichment sessions and enables Trafford's young people who are eligible for free school meals to take part activities during the Easter, summer and Christmas school holidays. Over the last 12 months over 4000 young people have taken part in sessions which include sports, arts and crafts as well as enjoying healthy nutritious foods.

## WHAT MORE DO WE PLAN TO DO?

- We will continue to work in partnership to support more young people aged 16-18 to secure employment, education and training which will have a positive impact on their prospects, health and wellbeing.
- We will continue to work to increase the take up of funded childcare and early education places for 2-year-olds, especially in the North of the borough, to increase school readiness.
- Partners in Trafford need to use our strategic funding like the UK Shared Prosperity Fund to support young people not in education, employment, or training (NEET).
- We will consider what can be done to help families with the cost of childcare and early years provision.
- Trafford is using a Family Hubs test and learn in Old Trafford to give parents advice on how to take care of their child, making sure they are safe and healthy and providing services such as breastfeeding support. It will put the voice of parents at the heart of design through parents' panels and continued, meaningful engagement.
- We will work with partners to improve access to Healthy Start Vouchers to help eligible parents with young children to access vouchers that can buy fruit, vegetables, vitamins and infant formula.
- Deliver the Ofsted Improvement Plan to continue to improve outcomes for children and young people in Trafford.
- We will work with partners to develop and implement Neighbourhood Plans through integrated working across health and social care and incorporate the view of the service users and residents through a Community Leadership group with a focus on healthy and affordable diets for children and parents.
- For Holiday Activities and Food this year we will do more to target communities that need help the most as we know that schools in the north and west of the borough are seeing the highest number for free school meal eligibility. We will look to work with partners to deliver excellent provision in those areas and provide activities and food that address that need. We will also be working with Trafford Libraries over the summer to deliver the Summer Reading Challenge.
- We will continue to develop ways to support our families through the hardship fund for uniforms and welfare advice and guidance.
- We will continue to work to ensure we increase the uptake of Free School Meals in Trafford.

# 5. FACILITATING COMMUNITY RESILIENCE

Community resilience is the ability for residents and communities to use the resources available to support each other. To enable communities to be able to support each other, the right services and resources need to be available. The role of the public and VCFSE sector is to facilitate this by providing the resources for residents and communities to improve their health and wellbeing. The Poverty Truth Commission highlighted the need for resilience in their recommendation to tackle mental health and isolation. They recognised that the links between poor mental health and poverty were really apparent. The stories and experience they shared highlighted that the stress and anxiety caused by poverty often exacerbates existing mental health problems or create new ones. To enable resilience for residents living in poverty, access to mental health support is vital.

## WHAT ARE WE DOING ALREADY?

Page 42

Over £2million per year is distributed in Trafford as grants to voluntary, community, faith, and social enterprise organisations to deliver advice, support, and activities in communities. Trafford's six Community Hubs, established during Covid-19 have been funded to continue to provide face to face information, advice, and support for residents within their communities. Trafford VCFSE sector has always played a vital role in our communities and the value of the sector was further demonstrated during Covid-19 and then the continuing cost of living crisis.

The Trafford VCFSE Strategy has been developed to outline how we will work in partnership to further strengthen the VCFSE sector.

- We are redesigning mental health services as part of Living Well - designed to help people recover and stay well as part of their community.
- Commissioning a VCFSE partner to support Trafford's existing work to structurally embed the voices of our citizens and carry out community and citizen engagement for Living Well.
- We are developing our local social prescribing offer which takes a holistic approach to people's health and wellbeing to connect them to appropriate community groups and services.

## WHAT MORE DO WE PLAN TO DO?

- Continue to support the work delivered by Trafford's six Community Hubs in supporting residents and communities.
- Work to enable frontline staff and volunteers to access greater training opportunities so they are equipped with knowledge and information and feel empowered to support and advise residents and communities.
- We commit to delivering the actions outlined in the Trafford VCFSE Strategy in partnership to strengthen our VCFSE sector in Trafford, enabling the sector to better support our communities and people experiencing poverty.
- Work across Trafford to increase awareness and reduce stigma around mental health, including in schools and other community spaces.
- We aspire to work closely with organisations supporting people with disabilities and their carers who are more likely to be living in poverty.
- The GM Integrated Care Partnerships Joint Forward Plan will look to enhance the role of NHS GM in tackling poverty as a driver of poor health.
- Prioritise investment in community groups and youth clubs to reduce social isolation. This should focus efforts on those who don't proactively seek out these groups or may not be aware of them.
- Develop a Suicide Prevention Action Plan in line with the refreshed Suicide Prevention Strategy 2022-25.
- Refresh Trafford's Mental Health and Wellbeing Strategy to incorporate a more all age approach, with a key focus on mental health inequalities and the wider determinants of health.
- Recognise the link between physical and mental health, by improving access to opportunities for fitness and nutrition for people experiencing poverty and isolation in Trafford.
- Develop an innovative, system-wide approach to addressing mental health inequalities at the root causes in Trafford. This includes actions such as providing more opportunities for communities to come together at a low cost.
- Develop community-based approaches to mental wellbeing, violence reduction and safer streets for women and girls to remove barriers and enable active lives.
- Set out in one place (online and in physical leaflets) the pathways in Trafford on how to get mental health support from early intervention to crisis.
- We will continue to work and connect with partners in the development of Trafford's All Age Mental Health strategy to ensure the voice of those with lived experience of poverty is reflected.
- We will work with partners towards 'A fairer private rented sector' in line with the governments 2022 white paper that sets out a long-term vision for a private rented sector (PRS) that is fit for the 21st century and delivers a better deal for tenants.
- We will work with partners to deliver on Trafford's Supported Housing Strategy 2023-2028 which identifies key priorities in relation to supported housing in the borough. The aim of the Strategy is to deliver an integrated approach to the housing requirements of those with support needs and includes a focus on enabling people with support needs to live as independently as possible within the borough.
- As partners we can also act to design our decisions around preventing and reducing poverty. We will work towards voluntarily adopting the socio-economic duty to help inform and understand the impact of our decisions on people with lived experience.

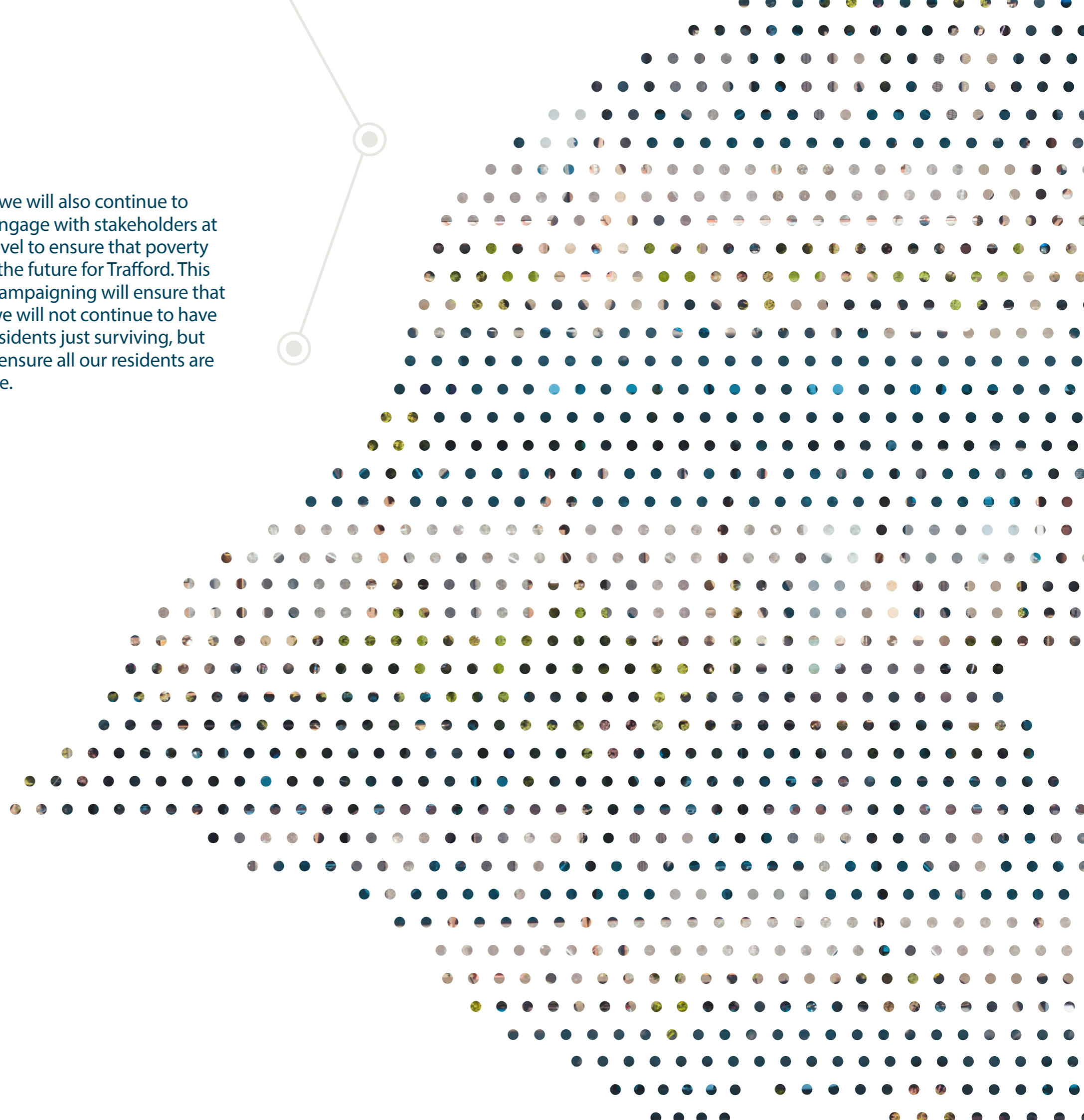
# FINAL WORDS

We can only tackle poverty by working together “The fight against poverty cannot be won if we all ignore it or just watch” Community Commissioner, Trafford Poverty Truth Commission

Tackling poverty in Trafford is everyone’s business: public services, the voluntary, community, faith and social enterprise sector, businesses, and communities. This is why the Trafford Poverty Strategy 2023-25 is not owned by one organisation but by all stakeholders who have a key role to play in reducing poverty. With the cost-of-living impacting residents, now more than ever, we need to collaborate to tackle, prevent and support people out of poverty

Over the next two years, the Trafford Poverty Action Group will monitor and measure the impact of the strategy. All organisations represented on the group will commit to actions which support the outcomes in this strategy and an action plan will be developed to hold ourselves accountable. There is also a key role for anchor institutions and strategic partners in Trafford to lead the way and be part of the action we will take.

As partners we will also continue to lobby and engage with stakeholders at a national level to ensure that poverty isn’t part of the future for Trafford. This continued campaigning will ensure that in Trafford we will not continue to have some our residents just surviving, but instead will ensure all our residents are able to thrive.





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## TRAFFORD COUNCIL

**Report to:** Executive  
**Date:** 25 September 2023  
**Report for:** Information  
**Report of:** Deputy Leader & Executive Member for Leisure, Arts, Culture and Heritage

### Report Title

**Progress Report for the Corporate Equality Strategy 2021 to 2025**

### Summary

**The Equality Strategy was launched in January 2021 with four key objectives. This report provides the fourth progress update on achievements since the Strategy was launched.**

### Recommendation(s)

**It is recommended that Executive:**

- 1. Note the contents of the report; and**
- 2. Approves the proposal that a further progress report containing updates on the success measures within the Corporate Equality Strategy is presented in January 2024.**

Contact person for access to background papers and further information:

Name: Dianne Geary/ Adele Coyne

*Implications:*

Relationship to Policy Framework/Corporate Priorities	There is a Strategy and Action Plan to deliver the Council's Equality duty and its corporate priorities, reducing health inequalities, supporting people out of poverty and addressing the climate crisis. Increased equality will support the delivery of all these priorities
Relationship to GM Policy or Strategy Framework	The Strategy and Action Plan is in line with GM and national equality strategies and frameworks
Financial	There are no direct financial implications arising from this report
Legal Implications:	Outlined in the body of the report
Equality/Diversity Implications	The aim of the Strategy and Action Plan is to meet our equalities duty
Sustainability Implications	There is nothing in the report that would undermine our sustainability plans
Carbon Reduction	The Equality Strategy aims to improve life opportunities which can assist in supporting carbon reduction
Resource Implications e.g. Staffing / ICT / Assets	No direct impact
Risk Management Implications	This reduces the risk of the Council being exposed to discrimination claims caused by failure to demonstrate compliance with equalities legislation
Health & Wellbeing Implications	Health and wellbeing will be improved through the implementation of this Strategy and Action Plan through improved access to services and opportunities. In addition, by monitoring of outcomes among protected groups, we will be able to target interventions effectively.
Health and Safety Implications	No direct impact

## 1.0 Background

- 1.1 The Equality Strategy demonstrates the commitment to improve equality of opportunity for our residents, colleagues and partners which is a legal obligation under the Equality Act 2010 for public bodies such as the Council and NHS GM (Trafford).
- 1.2 Since publication of the Equality Strategy, reporting on corporate progress with the Strategy is bi-annual to the Executive of the Council. With regards to reporting on the Trafford NHS locality equality objectives, the Greater Manchester Integrated Care Equality Strategy is now in place and includes the ICB (Integrated Care Board) equality objectives. The functions of the ICB are currently subject to consultation and restructure with the reporting mechanisms still to be agreed. NHS Greater Manchester Integrated Care are planning for a liaison lead for each locality in the final team, who will lead on monitoring progress and reporting on the Trafford NHS locality equality objectives and measures within the joint Corporate Equality Strategy to the GM Equality Function.

- 1.3 Actions and progression towards the objectives will also be reported in the Equality and Inclusion Steering Group Meetings.
- 1.4 This report provides a progress update on Council achievements since the last report presented to Executive Committee in January 2023.

## **2.0 Governance and Progress Review**

- 2.1 The Corporate Equality Steering and Working Groups established in July 2021 continue to meet bi-monthly. The Executive Portfolio Holder changed following the elections in May 2023, so the new Portfolio Holder is invited to the Equality Steering Group on a quarterly basis. The Corporate Equality Steering Group has links to the Health and Wellbeing Board and Trafford NHS ICB Locality.
- 2.2 The Equality Working Group has successfully increased the number of Equality Champions to 7 so that each directorate is now represented. These Champions compliment the Staff Group leads and their role is to communicate key messages across their respective directorates about the equality work programme and encourage involvement, delivery etc. where applicable.
- 2.3 'Ethnically Diverse Communities' to be used in Council Documents.
  - 2.3.1 On 13<sup>th</sup> March 2023, the Executive Committee approved the proposal that the term 'ethnically diverse communities' be used in future in the Council's documents and publications instead of BAME – Black, Asian and Minority Ethnic. There was a clear preferred term 'ethnically diverse communities' for all the groups that completed the survey.
  - 2.3.2 The recommendation in the report also stated that this new term should be used with caution. That is because it may still often be necessary to specifically refer to people from for example, Black African-Caribbean, South Asian and Middle Eastern backgrounds, as well in some Council documents, depending on the context.
- 2.4 Zero Tolerance Statement
  - 2.4.1 Members of the Equality Working Group have produced a Zero Tolerance Statement with input and comment from colleagues across the Council. The purpose is to inform all customers, clients and visitors that the Council has a Zero Tolerance approach with regards to dealing with incidents of abusive behaviour towards staff and will take action if necessary.
  - 2.4.2 The Statement has been approved by the Deputy Chief Executive and will be displayed on all the front desks of Council buildings. Please see Appendix 1 for the Zero Tolerance Statement
- 2.5 Anti-Racism Policy and Managing 3<sup>rd</sup> Party Abuse Policy
  - 2.5.1 Work on a corporate Anti-Racism Policy for dealing with incidents of racial abuse is currently being finalised. This is to ensure that a robust policy is in place for dealing with incidents towards staff from other staff or

clients/customers. Alongside this a new policy entitled 'Managing 3<sup>rd</sup> Party Violence and Abuse of Staff' has also been drafted.

2.5.2 Both draft policies are being shared with unions, the Staff Groups and other teams for comment. When the consultations are complete, the final drafts will be sent to the Corporate Leadership for approval before holding a launch event which we aim to hold later this year.

## 2.6 Staff Groups

2.6.1 The Staff Groups continue to meet regularly to connect, for peer support and have made significant contributions to the following:

- The EDI (Equality, Diversity and Inclusion) Training and Campaign Calendar.
- The Working Well Passport designed to help staff discuss with managers any support and/or reasonable adjustments that need putting in place for them due to, for example, their caring responsibilities, if they are disabled or have any impairments.
- A survey about the Staff Parking Scheme to inform a new policy and procedure for improving parking for disabled staff in Council car parks.

Please see details below.

2.6.2 The Council offers a car parking scheme where colleagues can pay for a parking space via a month salary deduction which is cheaper than using local providers. Further to some issues being raised regarding the scheme by the Staff Disability Group, a survey was undertaken which was co-designed by the Chairs of the Network. A report which detailed the key themes from the survey along with some recommendations was considered by both our Equality Working and Steering Groups. There was support for the first set of recommendations and it was agreed that the second set could be re-considered if there were continued issues. The move to hybrid working will be a supportive measure for many where they work in relevant roles. The changes put in place were:

- Any staff who join the scheme who have a need for accessible parking at Trafford Town Hall should be given a place at the Council car park rather than one of the other providers. If there is no capacity at the TTH car park, the most recent person who took a space at TTH will have to be reallocated to another car park.
- Staff who have or develop a disability can join outside of the normal two application windows.
- Staff with a disability are allowed to park near the public entrance to drop off/pick up equipment provided their car is then moved into the car park.

2.6.3 We have yet to finalise arrangements for badges to be made available to staff in the scheme who live with a disability, so they can display it when parking in a disabled bay. This is particularly for staff who don't have a Blue Badge and is a way of signalling to other car park users that they have a need for an accessible space or to park close to the building.

## 2.6.4 Working Carers Group

There have been some changes around our Carer's Support Group for staff – with our Corporate Director Adults and Wellbeing retiring, the newly appointed Corporate Director has taken over as the Sponsor for the Group. We also have a new chair for the group who is currently a carer herself. We are continuing to reach out to staff who have caring responsibilities to offer networking opportunities, advice about support available and the chance for staff to talk to someone who can understand their experiences. We promoted Carers Week in early June which had a theme of recognising and supporting carers in the community, with the hope that staff with such responsibilities will start to identify as a carer. An application for Carer Confident accreditation at Level 2 was submitted on 8<sup>th</sup> August.

## 2.7 Equality Monitoring of Protected Characteristics of Customers and Clients

2.7.1 The Equality Act 2010 states that public authorities have a specific legal duty to publish information about how people are affected by policies and practices. The Equality Act 2010 identifies protected characteristics that are against the law to discriminate against someone. The characteristics are age, disability, gender reassignment, marriage/civil partnership, race, religion or belief, sex, sexual orientation.

2.7.2 Equality and diversity monitoring can help identify current and future needs, possible inequalities including problems accessing or using services and information, as well as checking that a cross-section of people have been reached and given their views. To gain a more accurate picture of the make-up of our residents in receipt of our services, an Equality Monitoring Subgroup of the Corporate Equality Working Group has been formed. This will be a forum for sharing information about equality data collection on the customers and clients we work with, deciding what type of data is reasonable and proportionate to collect for depending on service type and need, how to collect etc, identify any gaps and which areas of data collection can be improved.

2.7.3 Staff representatives on the Equality Monitoring Subgroup are from such as: Access Trafford, the Integrated Customer Engagement Team, Welfare Rights, Revenues and Benefits and HOST (Housing Options Trafford and Benefits. Bringing colleagues from the different service areas will also assist in the sharing of good practice. The review of equality monitoring data will focus on customers and clients in receipt of our services as well as the equality profile of complainants to check for any trends, indicators for service improvement etc.

## 2.8 Links to the GMCA Equalities Work Programme

2.8.1 The Principal Community Cohesion and Equalities Officer brings regular updates from the GM Equality Officers and GM Equality Alliance to these Equality Groups. This enables links to be made between the GM Equality Strategy and that of the Equality Action Plan.

2.8.2 The Principal Community Cohesion and Equalities Officer attended the Greater Manchester Race Equality Strategy Co-Design Workshops in January and May this year. Members of the GM Race Equality Panel, the VCSE Leadership Group (Race Equality sub-group) were present, and other stakeholders,

including GMP, Greater Manchester NHS. Discussion to inform the Strategy focused on Education, Employment, Health and Wellbeing and Criminal Justice.

2.8.3 The Workshop Report for the Race Equality Strategy in Greater Manchester was shared in June 2023 with participants who attended the workshops. The is based on data gathered at the workshop discussions and contains nine recommendations for organisations which can be found in Appendix 2.

2.8.4 At the GM Equality Meeting on 3<sup>rd</sup> May 2023, all Councils and other GM public services made contributions on how the GM system is responding to the Big Disability Survey. This formed a report entitled the 'GM Response to Big Disability Cost of Living Survey.' The report went to the GM Tackling Inequalities Board on 15<sup>th</sup> May, and then on to Chief Executives and Leaders at GMCA in June. Key recommendations within the Response included the need for the following:

- improvements in communication, physical accessibility and infrastructure in physical and mental health services for disabled people
- accessible housing
- affordability and accessibility of transport services.

The GM Response also highlights how capacity and resources are vital to effective engagement with local disabled organisations in the various districts and that those areas with stronger engagement are making greater progress.

### **3.0 Meeting our Legal Obligations in the Equality Act 2010.**

3.1 The Council and the CCG are legally required to publish key Equality Objectives and have agreed the following which are included in the Strategy:

- Equality Objective 1: Inclusive and Informed Leadership
- Equality Objective 2: Improving our Workforce Data Collection and improving the representativeness of our workforce
- Equality Objective 3: Reducing Health Inequalities
- Equality Objective 4: Reducing Hate Crime.

### **3.2 Equality Objective1: Our Inclusive and Informed Leadership Objective**

3.2.1 There is an Equality Essentials/Equality and Diversity Module for all new staff to complete at induction. To date, 1,099 staff members have completed this course. (Please see Appendix 3 for details). The HR Organisational Development Team are also undertaking the following activities to support the Council's Health and Wellbeing and EDI staff development and support programme.

#### **a) Corporate Calendar of ED&I Awareness Campaigns**

An annual calendar of campaigns and events has been developed together with the Equalities Officer, Staff Group representatives, EPIC Pioneers and Public Health colleagues. The aim is to prioritise campaigns that reflect the make-up of our workforce and local community with key campaigns including Black History Month, International Day of Persons with Disabilities and LBTQ+ Pride.

#### b) Deaf Awareness Course

Working with our Equalities Officer the Organisational Development Team arranged a half day Deaf Awareness Course in January which was attended by 12 colleagues, many of whom are directly supporting deaf residents/customers as part of their roles.

#### c) Menopause Support

The Team held a lunch and learn session in February covering the symptoms of the menopause, attended by 25 colleagues. We also sought feedback from attendees regarding our corporate offer in this area. As a result, we are currently working on a review of our information and resources on the intranet and putting together a regular timetable of awareness sessions for all managers and staff.

#### d) MeLearning

As part of a collaborative contract with other Greater Manchester local authorities, we have recently been out to tender for our e-learning platform provider, and MeLearning have been re-awarded the contract. Although there will be no change to our provider, MeLearning do have a new-look e-learning system which we will be transferring to over the course of the next year. One of the benefits of the new system is that more of the courses meet the latest accessibility standards, and MeLearning will be continuing to work through any remaining courses to ensure that they meet these standards.

#### e) Adults & Childrens Social Care Training

Regular training sessions are scheduled for social care colleagues that have a focus on diversity and inclusion when working with service users. So far this year, the following courses have taken place:

- Autism awareness (1 session) - 12 attendees
- Introduction to autism (3 sessions) - 42 attendees
- Assessing the social care needs of adults with autism (3 sessions) - 37 attendees

We have also agreed to fund one colleague through a qualification: PG Cert Learning Diploma (Dyslexia).

#### f) Transgender Awareness for Elected Members

In March we ran a Transgender Awareness training session for Elected Members, with 24 Councillors attending.

### **3.3 Equality Objective 2: Improving our Workforce Data Collection and improving the representativeness of our workforce**

- 3.3.1 Like all local authorities we still have gaps in the protected characteristic data that we hold in our HR and Payroll system ITrent and we continue to strive to improve the amount of data that colleagues choose to share. To ensure that the

categories and terminology used reflect the different ways that colleagues might define themselves these days (given that accepted language changes over time), we reviewed this with input from our staff networks, EPIC Pioneers, and union colleagues. Changes to the employee self-service ‘sensitive information area’ on ITrent were made. We then held a campaign firstly with general communications going out about the changes and inviting staff to go into the system to check their information was still correct and up to date and to consider sharing it if they hadn’t done so before. We then had further messaging from one of our union colleagues in partnership with our Equalities lead and our Corporate Director of Strategy and Resources.

3.3.2. Further to the campaign there have been slight improvements to the amount of personal information colleagues share with us. However, there hasn’t been a significant shift and still a lot of room for improvement. Like us, other local authorities find it challenging to establish a full picture of the demographic of their workforce.

Protected Characteristic	% of roles without information April 2022	% of roles without information April 2023
Ethnic Origin	25.32	23.59
Religion	28.31	26.03
Sexual Orientation	32.15	29.84
Considered Disabled	33.52	30.22

3.3.3 The next step to improve in this area is to share anonymous information with directorates around which services have the greatest gaps in information so that they can focus on promoting the benefits of sharing personal information in team meetings. We have analysed the demographics of Trafford residents from the 2021 Census, and we will be comparing this with the information that we know about Trafford employees.

3.3.4 The Equality Strategy contains a success measure which aims to increase in successful applicants from protected groups. Work is underway to produce a report to enable us to collect equalities data through the recruitment process. This is a collaborative piece of work and due to the personal information, that will be included in the report, work needs to be done to ensure that each member across GM only has access to their own data, which is currently being worked upon.

3.3.5 We are also undertaking an analysis of the census data to benchmark against our own employee data (alongside promoting and advertising the importance to colleagues of updating this on I-trent) to give us a more up to date picture of whether, from a workforce perspective we are demographically representative of our communities. Analysis of data will enable us to further identify gaps and define an action plan which cuts across the employee lifecycle to ensure we are doing all that we can to attract, develop and retain a diverse pool of candidates and employees.

3.3.6 Work has been undertaken to improve the diversity in interview panels during the Council’s recruitment processes. A Microsoft Team was set up in June 2022 and all managers who have completed our Values Based Recruitment training were invited to join and continue to be invited following each session that is



delivered. The Team enables them to contact other managers outside of their own service when establishing a recruitment panel, with the aim of increasing the diversity of interview panels. To date, there have been five requests on the Team from recruiting managers looking for other panel members, all of whom received responses meaning the panels were made up of managers from a more diverse range of services and careers. We will continue to add more managers to the Team on completion of the training and encourage all within the Team to use of this opportunity.

### **3.4 Equality Objective 3: Reducing Health Inequalities**

3.4.1 The Council's Public Health Team's work to reduce health inequalities in Trafford includes activities below.

#### **3.4.2 Smoking Cessation:**

- Re-modelled our pharmacy offer and increased the number of pharmacies who deliver a routine smoking cessation service. We also included 'e-vouchers' which enable partner organisations such as social prescribers and housing associations to refer patients to pharmacy for NRT (Nicotine Replacement Therapy).
- Established a Tobacco Alliance which is a local partnership that will work on effective local activity to reduce smoking rates. The Tobacco Alliance met in June and will report to the Health and Wellbeing Board. A needs assessment and gap analysis has been completed and we are going to hold an away day to look at priority groups and planning actions.
- A Population Health fellow has been appointed to conduct a 1-year placement looking into the motivation for young people to vape. This will be used to develop an intervention for young people.
- Commissioned Early Break, our young people substance misuse provider, to offer support to young people who smoke.
- Initiated conversations with Great Places, a housing provider, to deliver brief advice and referrals on to pharmacies. This project is being aligned to a study with Oxford university, funded at a GM level.
- Carried out sessions to secondary school teachers on providing more information on the risk and impacts of vapes in young people.

#### **3.4.3 Physical activity:**

- Working closely with Trafford Leisure and Primary Care to implement the Physical Activity Referral Scheme, providing low-cost access to leisure centres and community activities (e.g., walking and cycling programmes).
- Commissioned accessible cycling activity via Wheels for All: this continues in Stretford and will expand to Sale West, Partington and Old Trafford.
- Secured funding from the UK Shared Prosperity Fund to deliver a cycle hub at Stretford Leisure Centre, and outdoor gym equipment and activities in

Cross Lane Park in Partington and in a park location in North Trafford, still to be confirmed.

- Leading a health stake-holders group to ensure that the redevelopment of Partington Leisure Centre (via Levelling Up Funding) ensures that the physical building, associated activities and programming address health inequalities.
- Piloted a school street, a special Pedestrian and Cycle Zone, at Seymour Park Primary School in Old Trafford with the medium-term aim being to implement a regular School Street at this school.

#### 3.4.4 Obesity:

- Supported delivery of the North Trafford diabetes listening event with the VCFSE (Voluntary, Community, Faith and Social Enterprise) sector and health partners, to understand what people want and need in order to prevent and manage diabetes more effectively.

#### 3.4.5 Mental health:

- Working with the Centre for Mental Health to take a system-wide approach to reduce mental health inequalities. Recommendations from this work feed into the Health and Wellbeing Board. A key recommendation was around good quality employment and fair pay for residents. A programme of work is underway during 2023-24 to sign up to as a Council to the Greater Manchester Good Employment Charter including the Living Wage Accreditation, and the Trafford Social Value Charter, and to encourage sign up by other local organisations and businesses.
- Continuing work in partnership to develop a Trafford All-Age Mental Health and Wellbeing Strategy in 2023, in which reducing mental health inequalities will be a key focus.

3.4.6. Extensive work is also being carried out by our Sport and Physical Activity Team in the Place Directorate to help facilitate increased resident engagement in activities as outlined below.

- **Leisure Investment Programme** – currently in the final stages on consultation and design for the refurbishment of Stretford and Partington Leisure Centres. The Levelling Up Fund programme in Partington also includes the wider site of Cross Lane Park as well as the Leisure centre and design are underway for the refurbishment of the football changing rooms and the potential new BMX track, outdoor gym and trim trail.
- **Physical Activity Strategy** – Trafford Moving, the Physical Activity Strategy for Trafford, is now being implemented and updates will be through the soon to be released Trafford Moving Newsletter. This will show how local partners and organisations are supporting the ambition of the strategy. There are plans for the Trafford Moving Conference 2024 of Wednesday 6<sup>th</sup> March (date and venue to be confirmed).

- **Walking Wheeling and Cycling (WWC) Strategy** – Trafford’s Walking Wheeling and Cycling Forum is being formed with members who will help to steer the strategy across the borough.
- Funding has been secured Transport for Greater Manchester for a series of Bike Libraries at Stretford Leisure Centre, Woodsend Library and Sale West. This will enable residents to borrow and return bikes from these sites.

### 3.5 **Equality Objective 4: Reducing Hate Crime**

- 3.5.1 Trafford’s Community Safety Team have provided additional training to libraries and other professionals in hate crime reporting, focusing on hate crime incidents vs. crimes and drawing from the case law relating to the recording of such things, particularly Miller v. College of Policing.
- 3.5.2 The Community Safety Team supported National Hate Crime Awareness week with stands and awareness campaigns and engaged with schools and colleges, providing literature and advice to students and staff at both Trafford College campus locations. The Team also updated the Council’s web page on hate crime recently to make it clearer and easier to navigate.
- 3.5.3 The Community Safety Team have funded school workshops on hate crime and have funded a second organisation who deliver a story-based program in primary schools that draws on the lived experience of a child experiencing racism and bigotry. The Team has also provided comprehensive trans awareness training to professionals in Trafford.
- 3.5.4 The Prevent & Channel Co-ordinator is now in post and working with partners around this complex and challenging issue. A comprehensive risk assessment has been completed in relation to prevent.
- 3.5.5 The Home Office recently evaluated the Council’s performance in respect of the prevent duty, and a ‘Good’ standard of key documents and good governance in place were noted as particular strengths. The scoring matrix is included below, with 5 being the highest possible score. The two areas for improvement, that being engagement activity and communications are expected to improve significantly now that the Co-ordinator post has been filled.

	Benchmark	Score
1	Risk Assessment	4
2	Multi Agency Partnership Board	4
3	Prevent Partnership Plan	4
4	Referral Pathway	5
5	Channel Panel	3
6	Prevent problem-solving process	4

7	Training	3
8	Venue Hire and IT Policies	3
9	Engagement activity	2
10	Communications	2

#### 4.0 Early Help and Childrens Social Care

4.1 Childrens Services have been working to meet their success measures within the Corporate Equality Strategy as shown by the achievements and progress outlined below.

4.2 Childrens Service have a workforce development strategy called investing in their staff and part of this is to recruit and retain practitioners who represent the communities that we work for. Childrens Services also released managers to attend a Women of Colour in Leadership Programme (delivered in Manchester City Council) and plan to roll a programme specifically for Trafford practitioners and leaders in Childrens Services.

4.3 The Rainbow Award was awarded to Trafford Childrens Services in March 2023. The focus is on 6 key areas which are:

- Skilled Staff
- Positive Outreach
- Effective Policies
- Inclusive Welcome
- Proactive Support
- Youth Voice

4.4 Regarding fostering and adoption outcomes for different groups in care, Childrens Services monitor whether children are matched with culturally appropriate families, and it is a key strand in the fostering recruitment campaign.

4.5 Work is being done to improve data collection of the equality profile of children in social care to enable improved tailored provision of care to meet children's' needs especially regarding identity, ethnicity, religion etc. Monthly Quality and Performance meetings are held to look at the makeup of our children who we are working with in Childrens Social Care across Children in Need, Child Protection and Cared 4 Children. The Service is mindful of ensuring that specific groups are not disproportionately represented and use this information to assure ourselves of that but to also be mindful of any training needs for our workforce around this issue.

4.6 With regards to ethnicity in particular, representation of White young people in the social care system is around the levels we would expect to see when compared to the school census. Young people of mixed ethnicities are over-represented at each level of intervention. Young people of Asian ethnicities are under-represented at each level of intervention. Black young people are under-

represented in Early Help, over-represented in Referrals, Assessments, Children in Need, Cared For and Care Leavers. Also of note is the fact that the Chinese population has doubled in 2 years. Chinese young people now make up 4.4% of the school population. This is the same proportion as young people of Black ethnicities.

## **5.0 Care Experienced People Recognised as a Protected Characteristic**

5.1 On Wednesday 15<sup>th</sup> March 2023, the Council passed a motion that care experience will be treated as if it were a Protected Characteristic so that future services and policies are assessed through Equality Impact Assessments to determine the impact of changes on people with care experience, alongside those who formally share a Protected Characteristic

When making any decisions in relation to its policies or formulating Corporate Plans the Council recognises that Care Experienced people are a vulnerable group who face discrimination and agreed the following:

- That the Council has a duty to put the needs of vulnerable people at the heart of decision-making through co-production and collaboration.
- That in the delivery of the Public Sector Equality Duty the Council includes care experience in the publication and review of Equality Objectives and the annual publication of information relating to people who share a Protected Characteristic in services and employment.
- This Council will provide support to Corporate Parents to act as mentors.
- The Council will champion this with our partners and work with other bodies to treat care experience as a Protected Characteristic until such time as it may be introduced by legislation.
- To call upon other public bodies to adopt corporate parenting for children in care and care leavers until such time as it may be introduced by legislation.
- For the Council to proactively seek out and listen to the voices of care experienced people when developing new policies based on their views.

5.2 The Council's current offer for care experienced people includes the following:

- Guaranteed interview scheme.
- Peer to Peer Mentoring via Gorse Hill Studios
- Flexible paid work experience in Virtual School
- Apprenticeship in Virtual School
- Care pathways in Virtual School
- Paid work for supporting with Trips.
- Job in Trafford Strategic Safeguarding Board.

## **6.0 Trafford Council's Older People's Strategy**

- 6.1 In 2022, a Healthy Ageing report covering key topics affecting older people (dementia, falls prevention, nutrition and hydration and unpaid carers) and quality of life was written by Public Health. This work involved consultation with older people in contact with local Voluntary Community Faith and Social Enterprise (VCFSE) organisations, to ensure their views were represented, and will inform future strategy work in this area.
- 6.2 It was recognised that the pandemic disruption had prevented access to normal social activity and community groups and networks, with resulting detrimental effects on health and wellbeing, so this report sought to capture feedback, and identify any additional actions and recommendations.
- 6.3 Trafford continues to contribute to both the GM Ageing Hub work and strategy, and as an Age-Friendly area, also works with the Centre for Ageing Better on a range of topics. The Age Well Board continues to meet quarterly to share good practice, discuss emerging issues and updates from partners.

## **7.0 Trafford Community Engagement**

7.1 The development of a **Trafford VCFSE Strategy** was approved in July 2022 and was co-produced by Trafford Council, Trafford Housing Trust, Thrive Trafford and the Trafford Community Collective. This work enables the voice of different protected characteristic groups such as older people via, for example, Age Concern to be heard. A detailed Action Plan to deliver the Strategy has been codeveloped. This includes the following objectives:

- To ensure the VCFSE sector is an equal partner in the co-production of local services.
- To leverage national and regional funding for delivering programmes to address inequalities.

The Action Plan has been finalised and a 12month update report is currently being drafted with wider partners from the sector.

7.2 Alongside the development of the Trafford VCFSE Strategy, Trafford's VCFSE infrastructure support service contract has been awarded and is being delivered. Additional funding for Community Hubs has also been agreed and provided to extend their offer to help residents.

### **7.3. Armed Forces Update**

7.3.1 As previously reported, the Armed Forces Act 2021, became law in November 2022. The Act places a Duty of Due regard on local authorities to prevent service personnel and veterans being disadvantaged when accessing public services. This new duty will apply to specified persons or bodies, including councils, when exercising certain Housing, Education or Healthcare functions (excluding social care).

7.3.2 Funded by the Armed Forces Covenant Fund and in partnership with GMCA the Armed Forces Lead Officer has been working to produce a number of e-learning modules which aim to educate colleagues regarding the Armed Forces

Act and the Armed Forces Community. The training provides an oversight of the Act and the people it applies to. Further information regarding the legislation and training is available from the lead officer.

- 7.3.3 Trafford was one of the first local authorities in Greater Manchester to be awarded a Gold standard for their work with the Armed Forces Community and the Armed Forces Covenant. The award is due to be renewed in 2024, the lead officer is working with the Ministry of Defence Regional Employer Engagement team to ensure evidence is captured prior to submission.
- 7.3.4 Trafford Armed Forces Covenant was reviewed, amended, and re-signed on 18<sup>th</sup> June 2023 by the Leader, the Vice-Chair of Accounts and Audit Committee, the Chief Executive, and the Armed Forces Champion. The amendments to the Covenant were made to include recognition of the Armed Forces Act.

Further information is available from the Armed Forces Lead at [Armed.forces@trafford.gov.uk](mailto:Armed.forces@trafford.gov.uk)

## **8.0 Supporting People out of Poverty**

- 8.1 When setting out our vision to reduce poverty in Trafford, our 2023-2025 Poverty Strategy builds on our previous version, co-produced in 2022. The revision of this strategy to this current version has been done to ensure the insight and expertise of Trafford's Poverty Truth Commission, running from Spring 2022 to Spring 2023, is embedded into our continued work to reduce poverty.
- 8.2 Our 2023-2025 strategy continues to set out the commitments we have made in partnership to tackle poverty in our communities. The updated Strategy is due for approval at the September Executive Committee meeting.
- 8.3 We know that living in poverty can prevent people from reaching their potential and can impact on health and wellbeing. The rising costs of living could result in more households experiencing poverty in Trafford and this will disproportionately impact certain groups such as those on a low income, older people, disabled people and single parents.

## **9.0 Safer Streets**

- 9.1 The Right To Streets Project (funded by the Home Office Safer Streets fund) was officially launched on 4<sup>th</sup> October 2022. The project is led by GreaterSport, with Trafford Council, local organisations, and other partners, and has a core focus on how concerns of safety affect women's engagement and participation in physical activity, active travel, and other local events in their community. Since then, GreaterSport have worked with Trafford Council to build connections in the area and select partners for different parts of the project.
- 9.2 The project has launched its podcast, The GM Moving Right to the Streets Podcast, reflecting on the project and sharing voices on related topics. The project is now planning the creative public art works across Old Trafford and will be creating a Legislative Theatre project: a participatory democracy process

which will help shape policy in Trafford and across GM, based on the learnings from the project.

- 9.3 As part of the Project, Freedom Personal Safety have delivered bystander intervention and allyship training with partners. This training is all about empowering people to know what to do when witnessing gender-based violence or street harassment, giving them the knowledge and confidence to make informed decisions and recognise that everyone has a role to play in reducing Violence Against Women and Girls (VAWG).

## **10.0 Women's Voices**

- 10.1 The publishing of the national [women's health strategy](#) has given Trafford an opportunity to enable women who live in Trafford to shape how we implement the strategy locally, and to be heard by those in positions of power. The approach being taken in Trafford is that of a social movement model, which will culminate in co-produced and defined priorities for system change, led by the alliance of Trafford women which we are currently building.
- 10.2 As a start of the Trafford process, an [event](#) was held on 6th December 2022 with invited Trafford women and a professional audience from across our Trafford health and social care organisations. Engagement work was undertaken in advance of the event to collect women's stories and to help build confidence to enable women to tell their story at a big event. A total of seventy people attended. Feedback from the event was overwhelmingly positive, with many participants commenting on how powerful the personal stories told by two Trafford women were. These stories have been thematically analysed to provide a rich source of evidence, with women's voices remaining at the heart.
- 10.3 We are now looking to extend the pledges made at the December event to a much wider pool of people / groups including community leaders and local women's health service providers – this will form the foundation of a Trafford Women's Alliance, which will be the principal engagement channel for this work going forward.

## **11.0 Trafford Deaf Partnership**

- 11.1 In March 2023, Trafford Deaf Partnership (TDP) took part in a consultation about the Design Code for Design of Streets. This was led by the Planning Development Manager Major Projects together with the Heritage and Urban Design Managers who described a set of guidelines for developers currently being worked on, which is known as a Design Code.
- 11.2 The Design Code will cover areas including space standards, accessibility, private and shared amenities, layout and appearance, architectural detailing and materials, landscaping and boundary treatments, car parking, sustainability, and bin and bike storage. They hope to have the Design Code approved by the summer of 2023, and to come in effect by October 2023. The Design Code will be accessible to both developers and the public through a digital platform, through which residents will be able to report developments which do not comply with the code.



- 11.3 The Deaf Partnership member advised about the use of intercom systems in flats, emergency call buttons in lifts, and car park barriers, all of which can present difficulties for deaf residents. The Managers said this would be picked up and addressed. Also, that that deaf people need spaces to be well lit but were assured that that this was already part of the guidelines.
- 11.4 On 19<sup>th</sup> July, the Leader attended a Trafford Deaf Partnership meeting where the members were able to share their achievements over the years when advising service providers how best to put facilities in place for deaf residents to ensure full access to services. The TDP members also shared with the leaders their lived experiences of being deaf and how this impacts on them in daily life.
- 11.5 The Equality and Rights Manager for the British Deaf Association (BDA) gave a presentation about the BSL (British Sign Language) Charter which is designed to empower local deaf communities and improve dialogue between service providers and Deaf people.
- 11.6 The TDP members advised how improvements such as Sign Video (where a BSL Interpreter can sign on a phone) being used by the Council services would be very helpful for Deaf residents because it would enable them to independently communicate with frontline staff when, for example, querying a Council Tax Letter or contacting Access Trafford. Other suggestions were made such as the Council signing up to the BSL Charter, more BSL arrangements being put in place for deaf residents to communicate with their Councillors and MPs etc.
- 11.7 The meeting was a great success and ended with a photo opportunity. (Please see Appendix 4). Actions from the meeting are now being followed up with senior management and the Principal Community Cohesion and Equalities Officer.

## **12.0 Voice of BME Trafford (VBMET)**

- 12.1 VBMET continue to serve the ethnically diverse communities of Trafford working to address the inequalities experienced by many African, African-Caribbean and South Asian people, whilst at the same time improving their life opportunities. VBMET have done this with continued support from the Council and partners such as the Trafford NHS ICB Locality, Trafford College and doctors from GP surgeries in North Trafford. The following activities were delivered by Voice of BME-Trafford (VBMET) in 2023.
- 12.2 Integrated Care Trafford commissioned the **Project Heart Health Matters** from April 2022 to March 2023 to help create awareness on healthy lifestyle choices needed to reduce the risk of diabetes and cardiovascular diseases in the South-Asian and African-Caribbean communities. The prevalence of Diabetes type -2 in these groups is extremely high due to factors such as diet, genetics, lack of exercise and sedentary lifestyle. VBMET supported people to engage in cardiac and pulmonary rehabilitation programmes for better recovery by offering culturally appropriate support via this project.
- 12.3 VBMET delivered 2 cohorts of a **Community Diabetes Prevention Programme** from September 2022 to March 2023 which benefited 26 local individuals helping them to reduce their weight and BMI (body mass index).

Through this work, VBMET were also able to refer people to the National Diabetes Prevention Programme following 1 to 1 conversation with individuals from their GP practices.

- 12.4 Public Health have commissioned VBMET to continue delivery of the **Saving lives, Better Living- Lifestyle Project** under the early intervention and prevention agenda. VBMET is supporting the medical practices in North Trafford to increase the uptake of the NHS screenings. From January to June 2023, 646 screenings were booked (559 cervical smear and 87 NHS Health checks) under this intervention.
- 12.5 To promote lifestyle changes, VBMET continue to offer **Healthy Heart and Hips Exercise** sessions (chair-based, low impact exercises) for the local communities from Limelight every Thursday which is very popular and currently attended by 30+ people.
- 12.6 VBMET are working in collaboration with the MileShy Club to offer **free walking group support** for the beginners every week and light stretch exercises outside Limelight. This is currently attended by 10+ people.
- 12.7 Finally, VBMET held 3 '**New Year New You**' wellbeing sessions in February and March this year on healthy eating, physical activity and maintaining good mental health. These were delivered by a local Doctor and were very well received in the community.

### **13.0 Windrush - 75<sup>th</sup> Anniversary Celebration**

- 13.1 The 75<sup>th</sup> Anniversary of the HMT Empire Windrush arriving in the UK was on 22<sup>nd</sup> June this year. On Wednesday 21<sup>st</sup> June, a blue plaque was unveiled to honour a calypso legend called Lord Kitchener, (real name, Aldwyn Roberts). Lord Kitchener arrived on the Windrush and lived in Old Trafford at 48 Brooks Road from 1957 to 1962 where the plaque unveiling arranged by Trafford Council's Local Studies service, took place.

- 13.2 Speakers at the ceremony included the poet, Anthony Joseph, fictional biographer of Lord Kitchener and the 2022 winner of the TS Eliot poetry prize and the Trafford Mayor. Also present at the ceremony were the first Black mayor of Trafford, Honorary Alderman Whit Stennett, the Leader and Deputy Leader of Trafford Council, the Deputy Chief Executive, the Principal Community Cohesion and Equalities Officer and many Trafford community group members.

Please see Appendix 5 for further details.

### **14.0 Recommendations**

- 14.1 It is recommended that the Executive:
  - (i) Note the contents of the report; and

- (ii) Approves the proposal that a further progress report containing updates on the success measures within the Corporate Equality Strategy is presented in January 2024.

**Key Decision:** No

**Finance Officer Clearance** GB

**Legal Officer Clearance** DS

**DEPUTY CHIEF EXECUTIVE & CORPORATE DIRECTOR'S SIGNATURE:** Sara Saleh

To confirm that the Financial and Legal Implications have been considered and the Executive Member has cleared the report.





# NO EXCUSE FOR ABUSE

**Our staff and customers have the right to be treated with dignity and respect at all times.**

Trafford Council takes a 'Zero Tolerance' approach towards any form of abuse against our staff and customers.

Any abuse, discrimination or harassment will not be tolerated and will lead to action from Trafford Council.

## **Race Equality Strategy for Greater Manchester**

### **Workshop report – June 2023**

**Author:** Nigel de Noronha, Centre on the Dynamics of Ethnicity University of Manchester

### **Recommendations**

The following recommendations have been identified through the analysis of contributions to the workshop. (May 24<sup>th</sup> 2023).

1. Develop an agreed definition of racism that all organisations commit to addressing.
2. Identify an executive lead on race equality in each organisation who should create safe spaces for the development of reflective practices on race.
3. Provide a co-ordination role at Greater Manchester level to facilitate sharing of challenges, opportunities and achievements across the area .
4. Establish and evaluate engagement mechanisms for racially minoritised staff, service users and residents in all organisations
5. Document and publish how race is taken into account in all service and policy development and decision making
6. Provide funding for sustainable access to infrastructure for community-led organisations to support engagement and improvement activities
7. Develop mechanisms to learn from previous experiences of effective action to address race equality.
8. Develop an agreed set of performance measures across Greater Manchester that reflect the things that matter to racialised minorities and establish ways of collecting information on this across all organisations.
9. Engage other organisations in improving the recruitment, retention, progression and work experiences of racialised minorities in Greater Manchester.

## Appendix (3)

### HR Training Update for Equality Strategy Progress Report to Executive

Item No. in Strategy	Success Measures
3.1	<p><b>Equality Objective 1: Inclusive &amp; Informed Leadership - Equality is Everybody's Business</b></p> <ul style="list-style-type: none"> <li>Uptake of training on mandatory EDI course, 'Equality is Everybody's Business for all staff'</li> </ul>

Trafford Council's '**Equality is Everybody's Business for all staff**'.

The Table below is comprised of staff who have completed either the Equality Essentials course or Equality & Diversity as part of their induction.

	Adults Social Care	Children and Families	Finance and Systems	Governance and Community Strategy	Place	Strategy & Resources	Grand Total
<i>Completed</i>	301	320	100	46	136	196	<b>1099</b>
<i>In process</i>	18	8	5	1	3	5	<b>40</b>
<i>Not Started</i>	223	324	102	46	75	196	<b>967</b>
<b>Completion Rate</b>	<b>56%</b>	<b>49%</b>	<b>48%</b>	<b>49%</b>	<b>64%</b>	<b>49%</b>	<b>52%</b>
Grand Total	542	652	207	93	214	397	<b>2106</b>

**Appendix (4)**

The Leader meeting Trafford Deaf Partnership members on 19<sup>th</sup> July 2023.



The Leader and the Co-Chair of Trafford Deaf Partnership, Billy Lambert.





## Appendix (5)

### Music legend honoured in Trafford for Windrush Day

A calypso legend who arrived in the UK on the Windrush has been honoured in Trafford.

A blue plaque has been unveiled on the 75<sup>th</sup> anniversary of HMT Empire Windrush arriving in the UK, outside the house where Lord Kitchener lived in Stretford. Lord Kitchener – real name Aldwyn Roberts – was captured on news reels singing ‘London is the place for me’ when passengers disembarked on 22 June 1948.

The unveiling, arranged by Trafford Council’s Local Studies department, took place outside 48 Brooks Road, Stretford where Lord Kitchener lived from 1957-62 with his first wife, Elsie.

Speaking at the ceremony was poet Anthony Joseph, fictional biographer of Lord Kitchener and the 2022 winner of the TS Eliot poetry prize. Also speaking was poet Doretta Maynard, Dr Ken Mchtyre who spoke about Lord Kitchener’s life in England and Trafford Mayor Dolores O’Sullivan.

Present at the ceremony was the first Black Mayor of Trafford Whit Stennett, Cllr Tom Ross, Leader of Trafford Council, and many Trafford community group members. A musical performance on the steel pan was provided by Ronnie ‘General’ Walfall.

The Local Studies team also arranged for a talk to take place at the Limelight centre by Mr Joseph on Lord Kitchener. Displays, including newsreel of Lord Kitchener singing his calypso on arrival to the UK, were taken to the Limelight.

The displays will now be shown at the Local Studies Centre at Sale Waterside.

Lord Kitchener lived in the UK from 1948 to 1962, experiencing music success and establishing himself at the ‘Calypso Grandmaster’. Between these years, his reportage calypso style depicted the Caribbean experience in Britain. After moving back to Trinidad, he took the title of Road March king on 10 occasions between 1963 and 1976, an annual competition to compose the calypso for the carnival procession.

Lord Kitchener died on 11 February 2000.

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