

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 13th 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 3rd 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 3rd 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 8th 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 3rd 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 15th 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 6th 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 15th 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 18th 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

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 4th 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 19th 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 - 75th Anniversary Celebration

- 13.1 The 75th Anniversary of the HMT Empire Windrush arriving in the UK was on 22nd June this year. On Wednesday 21st 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.

Appendix (2)

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 24th 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>Equality Objective 1: Inclusive & Informed Leadership - Equality is Everybody's Business</p> <ul style="list-style-type: none"> Uptake of training on mandatory EDI course, 'Equality is Everybody's Business for all staff'

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	1099
<i>In process</i>	18	8	5	1	3	5	40
<i>Not Started</i>	223	324	102	46	75	196	967
Completion Rate	56%	49%	48%	49%	64%	49%	52%
Grand Total	542	652	207	93	214	397	2106

Appendix (4)

The Leader meeting Trafford Deaf Partnership members on 19th 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 75th 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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