

HOW CAN WE MAKE MANCHESTER FAIRER?

Tackling Health
Inequalities in
Manchester
2022–2027

 MANCHESTER
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There are eight themes in the Making Manchester Fairer plan, and a summary of what they aim to achieve over the next five years can be found below:



Early years,
children and
young people

Giving children and young people the best start in life

More support for those hardest hit by poverty or race inequality, migrants, and those with special educational needs and disabilities; adopting a 'Think Family' approach, addressing issues through 'family hubs' connected to a network of services.

A new measure of school-readiness will review children who miss earlier reviews at 18 months and target appropriate support for communication and language development. To improve school attendance and 16+ education, employment or training, we'll target low attendance using proven good practice. There'll be extra support for those who are at risk of dropping out, using anchor institutions and good employers. Parent/Carer champions will adopt a person-centred approach to families with children who have special

educational needs and disabilities, and a stronger mental health offer for schools will include monitoring wellbeing in years 8 and 10.



Poverty, income
and debt

Lifting low-income households out of poverty and debt

Our ambition starts with becoming a Living Wage City, urging businesses to pay a 'Real Living Wage', led by anchor institutions. Anchor institutions are large organisations that are rooted in the city and are unlikely to move; they have the potential to support the long-term development of wealth and health in local communities. We will listen to the lived experience of local residents, community groups and organisations to develop and deliver a new plan to address poverty. The plan will look at how we reduce the chances of people experience poverty in the first place, as well as how we reduce the impact of poverty on people's lives and support people to get out of poverty. We will make better use of data to understand how different communities can be affected in different ways, particularly if they face discrimination and/or have many

identities that tend to experience prejudice. We'll create a network of food-support providers who can also connect people to other sources of support; and more financial management advice in schools, colleges and workplaces will embed 'skills for life'.



**Work and
employment**

Cutting unemployment and creating good jobs

More local people will find good jobs, or training, and support to progress particularly with the help of anchor institutions, especially in areas with high levels of need. For example, in north Manchester, efforts will be made to ensure that local people can get jobs working on local NHS and housing developments. People out of work – or at risk of losing work – because of ill health will receive place based, person-centred support. This will be driven by stronger collaborations between health and work services. Services that provide adult education, including English for Speakers of Other Languages, will play a greater role in health and wellbeing. They will co-deliver courses on managing health conditions with local

neighbourhood teams, helping these courses reach a wider audience. GPs will also be able to use 'social prescribing' to help people onto skills courses. We will also focus our efforts with local communities to ensure that our workforce better reflects the communities we serve at all levels.



**Prevention
of ill health and
preventable
deaths**

Preventing illness and early death through killers like heart and lung disease, diabetes and cancer

GPs will take a 'population health management' approach by partnering with community health and adult social care, neighbourhood services, and community organisations using data and local insight to improve specific communities' health. We'll promote good mental health and wellbeing, focusing on the social and root causes of poor mental health, and collaboratively transforming community mental health services, investing for the long term. We'll influence vaccination

programmes over the next two years, using evidence of what works, and lobby for local mobile vaccination services and communications that are appropriate to diverse needs. We'll use data and work with partners who know communities best, to understand gaps in uptake of screening and health checks and what to do to improve uptake. We'll train staff on 'what matters to me' approaches, increasing awareness of the impact social causes of health have on people's lives. We'll improve access to health information for all.



Homes and housing

Improving housing and creating safe, warm and affordable homes

We'll deliver 10,000 new affordable homes this decade, increasing low and zero-carbon affordable homes to 50% by 2025, while retrofitting at least a third of socially rented homes. We'll focus on inner urban, overcrowded expensive-to-heat terraces. We'll enforce minimum energy-efficiency standards and co-ordinate this with creating good jobs so people can reskill. We'll improve private renting standards at the lower end of the market. We'll also reduce rough sleeping and homelessness with a whole-system approach covering advice, tenancy support and temporary accommodation. There'll be proactive support for those struggling to cope in their own homes who are affected by barriers to health and wellbeing. We will maximise the opportunities created by making attractive public spaces to provide employment targeted at communities hardest hit by the pandemic and subsequent crises.



Places, transport and climate change

Improving our surroundings, the environment where we live, transport, and tackling climate change

We will build evidence of how good green space improves health, and research how people from different races, cultures and religions use it, increasing understanding of cultural, social and accessibility barriers. We'll investigate which areas of the city are most at risk from both climate change and health inequalities, so we can understand how best to support a just transition to becoming zero-carbon. We'll improve walking and cycling, targeting the less-connected areas that have high health inequalities. Both climate change and health equity will be at the heart of planning. We'll clearly outline, monitor and evaluate public health outcomes, helping reduce the impact of flooding, fuel poverty, excess winter deaths and climate effects on residents, and improve health outcomes for those most at risk. We will give early warning of air-quality breaches to neighbourhoods, particularly targeting those most vulnerable to asthma and respiratory illness, and take action on inequalities related to poor air quality through our Clean Air Plan.



Systemic and structural racism and discrimination

Fighting systemic and structural discrimination and racism

We will improve outcomes for communities experiencing racial inequality by enabling staff to implement the right solutions. A comprehensive and immersive educational programme tackling structural discrimination and racism will include lived experience insights into equality issues, with a focus on the most persistent and pervasive issues communities face. This programme will highlight how bias and stereotypes affect decision-making, and encourage leaders to examine recruitment to achieve a more diverse workforce. It will draw on sounding and engagement boards with community organisations to challenge and feed back. We'll maintain strategic relationships with community influencers. Strong engagement with marginalised communities will help us work with them on culturally proficient services and activities. Data – collected in an inclusive way – will accurately identify patterns and gaps in services, and will monitor improvements. We will support workforces to improve their knowledge and confidence in asking about protected characteristics to improve data collection, but also to build trust so communities feel more comfortable sharing information and understand why it's important to do so.



Communities and power

Community power and social connections

All our work to reduce inequalities will be informed by understanding community and neighbourhood strengths and needs. We will work closely with trusted voluntary and community organisations and community leaders to support less heard voices. We acknowledge that capacity and resources in the voluntary and community sector is crucial to this work. We will recognise the VCSE sector's contribution to improving wellbeing and reducing entrenched inequalities, reviewing the approach to grant funding and support, to ensure its reach is fair. We will support leadership development in organisations representing communities experiencing racial inequality. We see strong links between empowering communities to create solutions to inequality and our fight against structural racism and discrimination. We'll establish a forum to drive both, with diverse representation. We will learn from the approaches used in the pandemic that tackled health inequalities in completely different ways, understanding what makes communities healthy, listening to what's important to them, and working alongside people on changes that affect their communities – with more intense work where it is needed most.