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MAKING MANCHESTER FAIRER RECRUITMENT PACK

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www.manchester.gov.uk/makingmanchesterfairer

Key Dates	3
Welcome from our Co-Chairs	4
Introduction	6
Who we are looking for	7
The Making Manchester Fairer Programme Board	8
Making Manchester Fairer	10
The Making Manchester Fairer Anti-Poverty Strategy	15
How to Apply	16

Key Dates

Closing date for applications is
Sunday 18 June at 11.59pm

Other key dates:

Making Manchester Fairer Programme Board		
Meetings	Monday 24 July 2023	2–4pm
	Tuesday 31 October 2023	2–4pm
	Tuesday 30 January 2024	2–4pm

[Sign up here for regular Making Manchester Fairer updates](#)

Welcome from our Co-Chairs

We hope that you are reading this because you feel as passionately as we do about tackling the injustice that sees some Mancunians have worse health and die earlier than they should.

The COVID-19 pandemic exposed the added barriers to good health that some communities face as a result of prejudice and discrimination. Black, Asian and Minority Ethnic communities, as well as Disabled People, were disproportionately affected by COVID-19. We strongly believe that in order to be effective in identifying, challenging and overcoming these barriers, our Programme Board must reflect the diversity of Manchester's communities and particularly those communities most impacted by health inequalities. The most recent Census showed:

- Over half (51%) of Manchester's population are from Black, Asian and other ethnic groups that wouldn't describe themselves as "White British"
- Nearly 1 in 5 residents are from an Asian ethnic group, with the South Asian population being of significant size
- Of this population, the Pakistani and Bangladeshi populations are the largest ethnic groups, being almost 14% of Manchester's population.

We are therefore keen to receive applications from Asian communities and would particularly welcome applicants of Pakistani, Bangladeshi or other South Asian Heritage.

As a leading city, it is imperative that we use our strengths and vision to look at why some residents don't get the same opportunities to make the most of what the city has to offer. A key reason for this is the large amount of socioeconomic disadvantage we have in parts of the city, which causes inequalities in health outcomes. In some of our least well-off neighbourhoods some people are dying eight years earlier than their peers.

To create a society where everybody can thrive, we need all of the right building blocks in place: stable jobs, good pay, quality housing and good education. But right now, in too many of our communities those blocks are missing.

We are embarking on a journey to tackle those gaps in our city and have been working to develop a plan to reduce health inequalities and poverty in a way that is inclusive and equitable. Our Making Manchester Fairer Action Plan was launched in Autumn 2022, whilst our new Making Manchester Fairer Anti-Poverty Strategy was launched in February 2023.

The importance of this work cannot be overstated, and we need people who are passionate about addressing the long and short-term barriers to health and wellbeing to help us make it happen. Our **Making Manchester Fairer Programme Board** will play a vital role in holding us and our partners to account and ensuring that they deliver on their actions in line with the principles that underline the plan.

Our plans to tackle inequalities and poverty are grounded in cross-sector collaboration and we are seeking to reflect that in our governance. We warmly welcome applications from candidates from across our public, private and voluntary and community sectors.

It will be meaningful work that we promise you will find interesting and rewarding. Please take a look at the rest of this pack and consider bringing your passion for our city to our work.

We look forward to hearing from you.

Co-Chairs, Making Manchester Fairer Programme Board

Cllr Joanna Midgley,
Deputy Leader,
Manchester City
Council

Cllr Thomas Robinson,
Executive Member for
Healthy Manchester
and Adult Social Care,
Manchester City
Council



Introduction

Manchester is preparing to take another unique step in its history as we scale up our commitment to helping people to live well, alongside the ongoing recovery from the COVID-19 pandemic.

Health inequalities are the avoidable gaps between the healthiest and least healthy people and communities in our city. So many Mancunians fared worse during the pandemic because of existing inequalities.

As well as exposing the barriers to good health experienced by many of our residents and communities, the COVID-19 pandemic also highlighted the strength and resilience of our city. Many communities across the city responded by creating, or further developing, mutual aid groups in their neighbourhoods. The City Council, NHS and other anchor institutions, organisations and businesses were compelled to accelerate their cross-sector collaboration and engaged with communities in new and dynamic ways

We know tough times are ahead. The cost of living is increasing, pressures and demands on all our services are increasing and many Mancunians are facing hardship. Tackling inequalities in our city will require a coordinated and sustained effort from a wide range of individuals and organisations working in partnership.

Whilst the challenge may feel huge, we believe that by having the right leadership in place and leveraging our collective expertise, knowledge, skills, resources and systems, we can deliver on our ambitions.

Our **Making Manchester Fairer Programme Board** is one of the opportunities we are creating for individuals and organisations to come together to make our vision a reality and act as allies and advocates for people who are the most in need.

“It always seems
impossible,
until it’s done.”

Nelson Mandela

Who we are looking for

Our Making Manchester Fairer Action Plan is ambitious, and success depends on our people and organisations coming together to collectively remove barriers to good health and wellbeing and address health inequalities.

Our **Making Manchester Fairer Programme Board** will play a vital role in holding our partners to account and ensuring that they deliver on their actions within the plan in line with our core principles of *proportionate universalism* and *health equity*.

We are looking for individuals to volunteer as members of either our Making Manchester Fairer Programme Board who:

- Understand the barriers to good health experienced by our South Asian communities
- Want to work with us to make a real and lasting impact on health inequalities and poverty in Manchester
- Are confident in presenting their own ideas, bringing their individual perspective and providing challenge
- Have strong leadership skills, or are committed to developing them
- Are personally committed to ensuring diversity is positively valued and working collaboratively and creatively

- Can provide a different perspective based on their professional or personal experience of health inequalities and/or poverty
- Have a personal, vested interest in Making Manchester Fairer, either because they live, work or study in the city
- Can facilitate partnership working with other organisations where that might be beneficial

As a member of our team, you will play an active role within Making Manchester Fairer and you'll be working with politicians, senior public sector managers and community representatives. This is a fantastic opportunity to build on and use your skills and experience to create a long-lasting positive impact on the lives of Manchester residents.

We want to have representation from across our public, private and voluntary and community sectors. These are voluntary positions, and you'll find more information about the support available to you further below.

The Making Manchester Fairer Programme Board (two places available)

Our Programme Board will contribute to the strategic direction of Making Manchester Fairer and ensure that our partners deliver on the actions in the plan in a way that maximises equity.

Key responsibilities

- To contribute to the strategic direction of Making Manchester Fairer and ensure implementation of the Action Plan and the Anti-Poverty Strategy
- Hold partners responsible for delivering the Plan to account
- To review and scrutinise activities across the partners delivering the Plan to ensure that they are delivered in line with the Making Manchester Fairer principles and that our aims and objectives are achieved
- To ensure the maintenance of sound financial management of resources, ensuring expenditure is in line with our objectives
- To act as an advocate of Making Manchester Fairer and the Anti-Poverty Strategy
- To maintain confidentiality about any sensitive/confidential information received
- To develop and maintain good working relationships with colleagues, other partners and relevant agencies
- To attend Board meetings and other events where appropriate.
- To ensure appropriate preparation and review of Board papers and active participation in the meetings.

Arrangements

The Making Manchester Fairer Programme Board will meet in person four times a year; each meeting will last approximately two hours in a central Manchester location. We want our meetings to be fully accessible and will make any adjustments as necessary.

Papers will be circulated a week in advance of each meeting in order for members to prepare thoroughly and consider reports in advance and if necessary, seek clarification.

Our meeting dates for 2023/24 are

- **Monday 24 July, 2–4pm**
- **Tuesday 31 October, 2–4pm**
- **Tuesday 30 January, 2–4pm.**

Whilst these are voluntary positions, we want to ensure that finances are not a barrier to participating in this work. We will speak to each successful candidate individually to establish their circumstances and how we can support them, including providing expenses for attendance at meetings and events and compensation for any lost earnings for time spent volunteering for the Board (at Real Living Wage rate).

Making Manchester Fairer

[You can find the full version of our Action Plan here](#)

Manchester is a great city, but not all residents have the same opportunities to be healthy and well, or to reach their full potential. This results in health inequalities – the preventable gaps between people with the worse health and people with the best health. Making Manchester Fairer is the city’s new action plan to tackle that gap over the next five years, and with a view to the long-term.

The plan is based on what Manchester’s residents and staff from a range of organisations and agencies have told us in recent years, as well as the evidence of what works from research and experts on health inequalities.

It doesn’t stop here though. We will continue to work collaboratively with residents and organisations alike, so that the people who know Manchester best are at the heart of developing and delivering this plan.

Background

Manchester is undoubtedly an amazing and great city filled with opportunity and possibility. It also has a brave outlook and is strong enough to look at where more can be done to help those who need it. Not everyone gets the opportunity to make the most of what the city has to offer. A key reason for this is the large amount of socioeconomic disadvantage we have in parts of Manchester, which causes inequalities in health outcomes.

For example, a man born in Manchester’s least disadvantaged areas can expect to live eight years longer than a man born in Manchester’s most disadvantaged areas. For women, the gap is six years.

This life-expectancy gap reflects the gap in overall health between people in the most and least disadvantaged areas of the city, and it is one of the key indicators we really need to see change over the coming years.

In addition, even though life expectancy had been improving in both England and Manchester before the pandemic, it had started to stall.

- In 2020, life expectancy at birth in England fell by just over one year for men and just under one year for women. It also fell more in the most disadvantaged areas of England.

- However, in Manchester, life expectancy fell by around three years for men and two years for women

At the very least we need to stop that decrease, but ultimately, we want to improve those numbers and narrow the gap.

What the data tells us

Data tells us that the gap between the least and most healthy in Manchester is driven in a large way by four big killers: heart disease, stroke, cancer, and lung disease. Those four killers are driven predominantly by three lifestyle factors:

- Tobacco use
- Poor diet
- Sedentary lifestyle.

These habits contribute to and are responsible for 50% of our city's deaths.

Some people may think it would be an easy thing to simply ask everyone to stop smoking, eat better and move more, and then 50% of deaths would be prevented.

However, depending on your social circumstances, doing the things that help you to live healthily is not always that easy.

So, the conditions in which we are born, grow, live, work and age are responsible for the inequalities you see in health.

Yet we also know that it's not just socioeconomic circumstances that have a profound effect on people's lives. COVID-19 shone a light on how race and racism affect health, wellbeing, and inequality. People from some ethnic groups are and were more adversely impacted than others in terms of COVID-19 cases, hospital admissions, physical effects, and deaths.

This shows us that we can't tackle health inequalities without looking at what we need to do around racism and discrimination too.

The principles behind the plan

We need an approach for the whole city, but at a different scale and intensity depending on the need in each particular part of the city or community. This principle is known as *proportionate universalism*.

So rather than giving everyone the same thing, it's about how you make sure people have what they need to achieve their best health. That may be something different, or it may be something more, depending on what they need specifically for their health. This is called *health equity*.

Framework for the plan

We have eight themes in our plan. Six of these are the themes – or facts – that are frequently highlighted as having an effect on health and wellbeing:

- 1 Focusing on giving children the best start in life
- 2 Addressing poverty. This affects everything, especially set against the cost-of-living crisis
- 3 Good work is good for your health
- 4 Focusing on preventing ill health and preventable deaths; this will also include the four big killer diseases/conditions in Manchester
- 5 Homes and housing
- 6 Places, transport and climate change.

We also added two more themes for Manchester:

- 7 Tackling systemic and structural racism and discrimination
- 8 Focusing on communities and power; concentrating on what really matters to our local communities and residents, so they are heard and influence what we do. This includes acting on the voices of those who are often less heard.

This is our framework, and each theme has five or six actions committed to it. In addition, at the heart of our framework are four core principles, also based on community feedback, so that we genuinely involve residents and neighbourhoods in all aspects of the work:

- 1** Proactively listen to people – and respond to show the difference the work has made, and why.
- 2** Trust people – trust local residents and groups to act on and deliver the plan.
- 3** Employ people – bring local people into local jobs linked to the plan; this improves prosperity and means our workforce will be more reflective of the communities we serve.
- 4** Create space and place – create and support the conditions for social connections to develop and flourish to help health and wellbeing.

[You can find a summary of the actions under each theme here.](#)

How the plan will be delivered

Resident and community involvement:

We have gathered all the information that residents have already told us, so we can start the plan, but it will be a constantly evolving and developing process with constant feedback and community involvement.

Workforce: All our workforces across the eight themes need to be fully engaged and support the programme and the differences it will make. This includes ensuring that we can deliver a culturally competent programme, aware of issues around racism and discrimination.

Anchor institutions: Organisations that are well connected and rooted in the area have a role to play in helping with health and wellbeing in the broadest sense, particularly as large and influential employers.

Governance and accountability: Some solutions will be developed and owned by local communities. The new forum being established to drive forward 'Communities and Power' will ensure that the action plan is held to account on its commitment to listen and respond to the voice of people and communities with lived experience of social disadvantage and poorer health outcomes.

We will also need to ensure that, as the organisations responsible for developing and delivering services to Manchester's residents, we are doing all we can to collectively remove barriers to good health and wellbeing and address health inequalities. As part of our governance structure, our Programme Board will play a vital role in holding our partners to account for delivering their actions in line with our core principles of proportionate universalism and health equity.

Ambition

This is a really ambitious plan, and it will evolve, but will take time to embed and develop. In the meantime, we are developing four schemes called the Kickstarters that can be implemented more quickly to give the plan momentum. These schemes will kickstart delivery of the overall plan by exemplifying our principles in terms of health equity, proportionate universalism, and involving and engaging local communities. The focus will be on some of the longer-term challenges to help us start narrowing the gap, as well as responding to some of the more immediate challenges local people are facing.

Making Manchester Fairer Anti-Poverty Strategy

[You can find the full version of our Anti-Poverty Strategy here.](#)

Manchester's newly launched Anti-Poverty strategy also sits within the Making Manchester Fairer framework and is focused on delivery of three main changes to tackle poverty in the long-term:

- Reducing the chances of people experiencing poverty
- Lessening the impact of poverty on those who experience it
- Helping to increase the chances of people being able to move out of poverty.

It will also join up services and sources of support to make it easier for people to get what they need when poverty has an impact on so many different aspects of their lives.

More than fifty long-term actions sit within the five-year strategy, which include how it will be delivered by working in partnership throughout the city. Fundamentally, this means that people who have experienced poverty are part of the decision-making processes and how services are delivered.

It will also continue the work around paying the Manchester Real Living Wage. To date, more than 160 employers in the city have already committed to ensuring that all their staff and sub-contracted staff receive a real living wage of £10.90 an hour, significantly higher than the government minimum of £9.50. Further targets include increasing the number of employers involved to 300, which would mean an additional 118,000 staff could be on the real living wage by 2025.

Building on the previous Family Poverty Strategy, the focus for the next five years has been widened to include residents of all ages and families without children, who are affected by poverty. These impacts include poor mental and physical health; educational attainment and an ongoing, persistent gap in earnings between those who have experienced poverty in childhood and those who have not.

How to Apply

We will not be holding interviews for these voluntary positions but are keen that applicants have an opportunity to share with us in person their passion for Making Manchester Fairer.

For this reason, we are asking applicants to apply for these roles through a written statement, responding to the following questions:

- 1 Why are you interested in the role?
- 2 What do you think the importance of Making Manchester Fairer is for the city?
- 3 What personal or professional experience will you bring to the role?

Shortlisted candidates will be invited to a short informal conversation with the decision-making panel

The closing date for applications is **18th June at 11.59pm.**

Please follow the instructions below:

Read this document, paying particular attention to '**who we are looking for**' and the details for the **Programme Board**.

To apply please email

makingmanchesterfairer@manchester.gov.uk

We look forward to hearing from you!

If you require any reasonable adjustments at any part of the process, do let us know by emailing

makingmanchesterfairer@manchester.gov.uk

and we will ensure the process is made accessible to you.

If you would like to have an informal discussion before you apply, contact

makingmanchesterfairer@manchester.gov.uk

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