

**Archive**

## **Agenda 2010: Improving race equality in Manchester**

Agenda 2010 in its formative years

### **Agenda 2010: Section 1**

#### **Context**

Agenda 2010 a partnership led by Manchester City Council, Manchester Council for Community Relations, the Progress Trust and AAAPT Community Agency, will tackle racism and racial discrimination in the city over the next ten years. It is helping Manchester's black and ethnic minority communities identify vital issues and priorities for action. By engaging the black and ethnic minority voluntary sector, Agenda 2010 will link regeneration initiatives and local service provision.

The partnership will focus on results in the key priority areas identified by black and ethnic minority communities -health, crime, education and employment. To succeed there must be long-term commitment and involvement of black and ethnic minority communities and mainstream public, private and voluntary agencies. Long-term measurable solutions must be embedded in core services.

The Council is working with all sorts of agencies towards a community strategy to promote the economic, social and environmental well-being of the City. Agenda 2010 gives Manchester's black and ethnic communities an opportunity to shape and influence that strategy.

#### **Purpose**

The purpose of Agenda 2010 is to establish a vision of Manchester in 2010, the vision is set out in the Agenda 2010 Charter. The underlying objective is to close the gap between black and ethnic minority communities and the City as a whole on the key areas identified by consultation. At the same time we will be working to close the gap on these issues between Manchester and the rest of the country.

### **Agenda 2010 Section 2**

#### **Background**

Britain's overall policies for urban areas do not include clear frameworks for race equality. Black and ethnic minority communities are sometimes the subject of regeneration projects, but seldom the architects or leaders. Race equality factors are often included after plans have been set in motion, rather than built into projects from the start. Black and ethnic minority groups are expected to benefit simply because they live in areas targeted for action. Black and ethnic minority groups suffer a combination of linked problems such as benefit dependency, crime, anti-social behaviour, unemployment and poor health. On the positive side, many organisations promote an inclusive society - government and its agencies, local government, the National Health Service and further education establishments. Voluntary groups and community activity provide essential and irreplaceable support to many vulnerable communities. The aim of Agenda 2010 is to help all of these bodies to come together, to develop new ideas and agree action for racial inclusion in Manchester.

#### **National Situation**

The government puts a high priority on promoting race relations. Its response to the Stephen Lawrence Inquiry demonstrate this commitment. The proposals to strengthen the Race Relations Act, will place an enforceable duty on councils to promote racial equality. The Act will extend to areas such as indirect discrimination and the implementation of economic and social policies.

Compacts between the voluntary sector and statutory agencies are a real opportunity for the black and ethnic minority voluntary sector to achieve race equality and a more inclusive society. A successful black and ethnic minority sector is vital to the government's commitment to race equality. Compacts will help to ensure joined-up action between the public and voluntary sector agencies, especially at local level where local authorities will play a big part.

### **Regional Situation**

Regional Development Agencies are required to set clear priorities and plans for contributing to the race equality agenda. However, despite the introduction of New Deal for Communities and changes to the Single Regeneration Budget (SRB), most urban strategies still place a heavy emphasis on inward investment and infrastructure rather than on social regeneration in inner-city communities. Black and ethnic minority communities are still waiting for the benefits of wealth creation and economic growth. Solutions must move away from a top-down approach, to the strength of diversity of the local community.

Many of the North West's traditional support and umbrella organisations/ agencies have little or no involvement from the black and ethnic minority sector. The black and ethnic minority voluntary sector is not content with its role as a passive partner. It must now take on work that has not been done by mainstream support and umbrella organisations/agencies.

### **European Situation**

To support Article 13 of the Amsterdam Treaty, the European Union has produced a package of proposals for anti-discriminatory work. By developing a coherent long term strategy, Agenda 2010 will help to influence policy in Europe.

### **Local Situation**

The Agenda 2010 Partnership will set out a coherent race equality framework to promote and improve race equality in Manchester. Ethnic minority communities make up 15.75% of the city's population. Latest forecasts show that this will rise to 17.82% by 2001 and to 20.4% by 2006.

## **Agenda 2010 Section 3**

### **Key Indicators**

The government has four indicators to measure its strategy to tackle the problems of the poorest neighbourhoods; more jobs, better qualifications, better health and less crime.

### **Unemployment**

Racial discrimination is likely to be a factor in high unemployment in many poor neighbourhoods. Young African-Caribbean men are two to three times likely to be jobless as white men with similar qualifications.

### **Education**

Agenda 2010 will look at lifelong education but in the first year will focus on schools. African and Caribbean children make up 9% of Manchester's school population, but 27% of permanent exclusions

## **Agenda 2010 Section 4**

### **The broader issues**

#### **Differences between black and ethnic minority groups**

Anti-racist policies have traditionally been based on the premise that all people who are not white have similar experiences of discrimination and disadvantage. But, in the last twenty years different minority groups have experienced different economic circumstances.

Pakistanis and Bengalis are the most disadvantaged across all key indicators, Caribbeans and Indians face less disadvantage, while Chinese and South-Asian groups are 'on a par' with white groups.

The experience of racism is not the same for all black and ethnic minority groups. The term 'race' does not cover a homogeneous grouping. But it continues to be used in everyday debate, discussion and policy formulation. The challenge is to develop policies and strategies that recognise how they impact differentially on different groups and to make them flexible so that they can shift as necessary.

### **New concepts and terminology**

We need new terminology to reflect the way Britain is evolving. The classic definition of ethnicity refers to every human being, but the term ethnic now has a new meaning - that is everything that is non-white. Manchester has a sizeable ethnic minority community generally, and in areas such as Rusholme and Cheetham Hill residents from black and ethnic minority communities make up 70% to 80% of the population. This is a characteristic of most modern cities with a diversity of identities and communities. This is a huge asset which we must use to help shape our city to bring new vitality and development.

### **Institutional racism**

Before the Lawrence Inquiry's acknowledgement of institutional racism, it was assumed that racism was an individual problem. The new definition enables organisations to re-evaluate the implications of their policies and practices for black communities and to develop fair, equal and just systems.

### **Capacity building and self leadership**

'Capacity building' is development work that strengthens a community's ability to build the systems, structures and skills it needs to define and achieve its objectives. It involves planning, training, resources, consultation and management of community enterprises. But it needs to be backed up by black and ethnic minority communities engaging in the local political processes. Although ethnic and cultural minorities have been increasing their participation and influence in electoral politics, institutions and government, they are still under represented at all levels

## **Agenda 2010 Section 5**

### **Implementation**

The vision, aims and objectives of Agenda 2010 are set out in the Charter. Organisations will be asked to sign the Charter to show their commitment to building an inclusive city. This will be a continuing process - we will be signing up organisations and agencies throughout the life of Agenda 2010.

We aim to close the gap in each of the four indicators - both within the city, and between the city and national averages. By 2010 we want to see the objectives achieved so that:

- Manchester's black and ethnic minority communities' education attainment reach the average for the city as a whole
- Employment levels in the black and ethnic minority communities equal to their representation in the city's population
- Black and ethnic minority communities being no more likely to be victims of racially motivated crime, and crime and disorder in their communities, than the population as a whole
- The mortality rates for black and ethnic minority residents no higher than that of the city's overall population

There are initial action plans for each of the four issues. These will be delivered through existing multi-agency partnerships, strategies and processes. Agenda 2010 is not an 'add on' - many existing schemes and initiatives are already working to its objectives. Agenda 2010 will help to shape and drive these existing mainstream strategies to close the gap for all communities by:

- implementing action plans for each objective in the first year
- annual action planning and reviews
- feeding Agenda 2010 into the development of Manchester's first community strategy

### **Leadership and Commitment**

The City Council, Manchester Council for Community Relations, the Progress Trust and AAAPT Community Agency have led the initial development of Agenda 2010. They are committed to making quick progress by increasing the number and type of organisations signed up to the Charter. Although they have started the process, the leadership will change and broaden as new issues emerge and new people and agencies get involved.

### **Responsibility**

Everyone who signs the Charter takes responsibility for applying the principles set out in the Charter. But certain agencies will take the lead to make sure the Charter objectives are met. They are:

- Manchester Enterprise > Employment
- Manchester Education Department > Education
- Crime and Disorder Executive Partnership Group > Crime and Disorder
- Manchester Health Authority, with Social Services > Health and Social Care

These agencies will:

- produce examples of good practice on the broader issues that are highlighted
- co-ordinate delivery of action plans
- develop new action plans
- involve ethnic minority communities, community groups and voluntary groups
- integrate Agenda 2010 into the community strategy process

An annual conference for all signatories and communities will give feedback on targets and achievements, and reinvigorate the Agenda 2010 process.

## **Agenda 2010 Action Statements**

### **Agenda 2010: Crime and Disorder Action Statement**

The aims of the Manchester Crime and Disorder Strategy complement the aims of the Agenda 2010. Agenda 2010 aims to reduce the levels of racially motivated crimes and incidents. The Crime and Disorder Strategy aims to increase the level of reporting of racial

harassment and subsequent action by the police. The Executive Partnership Group will only achieve this by working closely with black and ethnic minority groups. The relevant aims of the Crime and Disorder Strategy are:

- To increase confidence to report crime and disorder, and confidence that effective action will be taken
- To support the victims of crime and disorder, and target action on the offenders and the causes of offending
- To identify how all local agencies can take action to reduce crime and disorder

Action plans will be developed in respect of each of these aims, and will be linked to the reduction targets of the Crime and Disorder Strategy priorities of violence and robbery, burglary of houses, anti-social behaviour, car crime and drug related crime. Set out below is a framework for the development of the Agenda 2010 Action Plan on Crime and Disorder.

### **Aim**

To increase confidence of black and ethnic minority people to report crime and disorder, and give them confidence that effective action will be taken

### **Action**

- Increase information and publicity about the crime and disorder strategy and action
- Work with voluntary sector groups who have confidence of black and ethnic minority communities to communicate partnership aims
- Develop good practice from multi-agency approaches to racial incident reporting
- Extend the good practice, throughout Manchester, of GMP's South Division Race Crime Unit
- Pursue high profile prosecution for racially motivated crime or harassment
- Increase the use of publicity to raise the profile of race hate crime

### **Aim**

To support the victims of crime and disorder, and target action on the offenders and causes of offending

### **Action**

- Develop victim support work with victims of racially motivated crime
- 'From murmur to murder' - working with racially motivated offenders
- Use of profiling for offender targeting and hot spotting
- Racial harassment and neighbour nuisance
- Develop social education programmes on violence, tolerance and valuing diversity
- Develop further links with neighbourhood renewal
- Use of information from Operation Chrome (a Home Office research project into gangs), to develop an approach to gang related crime and offending
- Use the offending behaviour programme

### **Aim**

To identify how black and ethnic minority individuals and community groups can take action to help reduce crime and disorder

### **Action**

- Include black and ethnic minority groups throughout the planning process, when developing action plans to reduce crime and disorder
- Review existing crime and disorder structures to see if black and ethnic minority groups are represented as participants and also as consultees in any community consultation processes. Modify structures and systems where necessary in order to improve levels of participation and consultation arrangements
- Develop a Crime and Disorder Forum for voluntary groups who have an interest in crime and disorder issues. Ensure that black and ethnic minority groups are fully involved in the Forum's activities

## **Agenda 2010 Education Action Statement**

Agenda 2010 will look at lifelong education, but will focus in the first year on schools. Although the main theme of discussion to date has focussed on exclusions, the action points have wider implications across all education issues.

### **Aim**

Creating partnerships with the black and ethnic minority voluntary sector

### **Action**

- A mechanism will be established for regular dialogue between the Local Education Authority (LEA) and representatives of the black and ethnic minority voluntary sector with an active interest in education
- A consultative group will meet to discuss the terms of reference, membership, frequency of meetings. The group will include Manchester Council for Community Relations (MCCR) and the Progress Trust
- The first meeting (mid-late November) of the group will be used to launch the formal consultation on the draft of the revised Behaviour Support Plan
- The LEA will engage black and ethnic community staff in a parallel consultation exercise

### **Aim**

Increasing the black and ethnic minority representation on Governing Bodies

### **Action**

- The LEA and MCCR will establish a baseline of the current level of representation by jointly requesting that all school governors complete an ethnic monitoring questionnaire

- The consultative group will develop a strategy to increase representation on governing bodies where appropriate
- The consultative group will have a role in inviting and encouraging members of black and ethnic minority voluntary organisations to register an interest in becoming a school governor

### **Aim**

To further develop programmes for learning and other school based mentors from the black and ethnic minority communities

### **Action**

- The LEA will prepare and circulate to the black and ethnic minority voluntary sector an information leaflet explaining how people can become involved in a number of different mentoring and learning mentor programmes that are active in the city
- The consultative group will use existing networks to circulate the information leaflet with a request for expressions of interest from individuals wishing to become mentors

### **Aim**

To look at the teacher training programme

### **Action**

- To encourage increased take-up of LEA training opportunities for newly qualified teachers on race and other equality issues in teaching and learning
- The LEA, working with Manchester Metropolitan University, is to improve the proportion of black and ethnic minority teachers in the workforce
- The LEA will pursue staff development opportunities for workers in the Ethnic Minority Achievement Service to enable them to gain a teaching qualification through the Graduate Training Programme
- The LEA's strategy to raise the attainment of black and ethnic minority pupils is being incorporated into the Education Development Plan
- The consultative group will identify ways in which the black and ethnic minority voluntary sector can be effectively engaged into the development and implementation of the strategy, including those aspects relating to teacher training

### **Aim**

To develop mechanisms to engage black and ethnic minority young people who have been excluded or are at risk of exclusion

### **Action**

- Develop mechanisms to engage young black and ethnic minority people in the early stages of Secondary education, if not earlier in the Primary school

- To develop peer education and other similar programmes to engage pupils in positive discussion about pastoral and social issues that impact on their life in school. This will include seeking the views of pupils who have been excluded and their parents/carer. The Manchester Young People's Council will be involved in this process
- The promotion of adult mediation, between home and school, to effectively reduce tension. This will focus on increasing participation by black and ethnic minority communities into the school system
- Secondary schools will continue to build on the successful work of Primary schools in engaging parents within the school
- In Secondary schools there is a risk of cultural misinterpretation of pupils' behaviour leading to conflict. A training programme in this area will be undertaken
- The LEA, through the Attendance and Behaviour Support Service, is working with schools to identify ways in which resources can be shifted to allow earlier intervention to help reduce the incidence of poor attendance, behaviour and exclusion
- The consultative group will identify more effective mechanisms for engaging local black and ethnic minority voluntary organisations to support schools at the local level, to create and maintain a positive dialogue with black and ethnic minority pupils

## **Agenda 2010 Health and Social Care Action Statement**

The focus of the action points will reflect current strategic plans developed locally in response to major policy initiatives launched by the government. The publication of key documents such as the White Paper - Saving Lives: Our Healthier Nation, National Service Frameworks for Coronary Heart Disease and Mental Health, National Priorities Guidance and the NHS Plan have led to the emergence of local Health Improvement Plans to reflect the needs of the local population. The targets outlined in these documents will be focussed to reflect the needs of the black and ethnic minority community.

The following areas of activity will contribute to the vision, aims and objectives of Agenda 2010

### **Aim**

**To improve access to health and social care for the black and ethnic minority population of Manchester**

### **Action**

- Development of culturally appropriate Primary Care Services within the PCT configurations
- Improved information gathering, including agreed targets for ethnic monitoring with all public sector service providers
- Targets to develop and improve city - wide translation and interpretation service in Primary, Secondary and Social Care

- Research project to establish reasons for poor uptake of health and social care services, from which specific actions will be initiated
- The development of residential/nursing care and day care provision for the needs of elderly people from black and ethnic minority communities
- Development of call centre services to reflect the cultural needs of black and ethnic minority groups

### **Aim**

**To develop and nurture an ethnically diverse workforce that reflects the cultural identity of Manchester's population**

### **Action**

- Audit all health and social care agencies to establish the number and designation of black and ethnic minority staff in such organisations
- Take specific steps to attract and retain black and ethnic minority staff especially in areas of the health and social care service where they are currently under - represented
- Incorporation of racial equality principles into induction and training plans in order to provide a fair and effective multi - racial working environment for all staff

### **Aim**

**To Co-ordinate planning, at a strategic level, to meet the needs of black and ethnic minority communities**

### **Action**

- To consolidate effective community representation through the development of Black Community Care Consultation Forum, the Black Health Forum, and other representative bodies to reflect the health and social care needs of local black and ethnic minority communities
- To put in place a Mental Health Strategy for black and ethnic minority communities that reflects the targets set out in the National Service Framework for Mental Health
- To ensure that all strategic service developments such as Coronary Heart Disease, Oral Health and Primary Care Investment Plans reflect the needs of black and ethnic minority communities
- Development of strategic commissioning policies for all health and social care services that reflect the specific needs of black and ethnic minority communities

## **Agenda 2010 Employment Action Statement**

The four areas in this action statement are a starting point for Agenda 2010. A more detailed strategy for the first year of action, will be drawn up by Manchester Enterprise.

### **Aim**

#### **To increase access to employment for black and ethnic minority communities**

#### **Action**

- Jobs to be marketed to target local black and ethnic minority communities
- Access to a wider variety of jobs to be encouraged through improved training and education within black and ethnic minority communities

### **Aim**

#### **To increase employment support for black and ethnic minority communities**

#### **Action**

- To encourage self employment within local communities to build sustainability
- To improve professional support for local businesses within black and ethnic minority communities
- To improve links between the Employment Service and local black and ethnic minority communities to ensure effective communication of initiatives

### **Aim**

#### **To improve employment information regarding black and ethnic minority communities**

#### **Action**

- An increased focus from the Careers Service to local black and ethnic minority communities about employment and training opportunities
- Effective tracking of job destinations of black and ethnic minority leavers from training and education
- Increase the amount of monitoring information from employers and establish a baseline of information from which to measure achievement

### **Aim**

#### **To improve employment training for black and ethnic minority communities**

#### **Action**

- Collect and disseminate examples of good practice from employers
- Improve co-operation between agencies to ensure sharing of information and co-ordination of information
- Increase the use of best practice models
- Increase employer training and support
- Increase the support for training employers

- To develop links between education and employment to create market led training programmes

.....[more](#)

Contact: Agenda 2010 Manager  
Manchester Partnership  
P. O. Box 532  
Manchester  
M60 2LA

Tel. 0161 234 4061