

Priorities and Activities 2005 - 2006

From the outset, Agenda 2010 has adopted a process of action planning and reviews to develop new ideas and agree action for racial inclusion in Manchester. A number of agencies, which signed the Agenda 2010 Charter agreed to:

- Produce examples of good practice on the broader issues that are highlighted
- Develop action plans and co-ordinate delivery
- Involve BME communities, groups and voluntary organizations
- Integrate Agenda 2010 into the Community Strategy process

The agencies agreed to give feedback at annual conferences on targets and achievements of the themes identified by the BME Communities as priorities. The themes included Education, Employment Crime and Disorder and Health and Social Care. Four Working Groups were set up on each theme and took the responsibility to develop action plans on an annual basis.

As originally agreed, Agenda 2010 has been organizing annual conferences where progress on Action Plans are reported and BME Communities were consulted on the following year's priorities. In March 2006, however, a joint conference with Manchester Partnership was held. Road Shows were organized at local community venues prior to the conference. These events have confirmed further that the priorities of the BME Communities continued to be Crime and Disorder, Education, Employment and Health and Social Care.

Delivery of Priorities in 2005-2006

In 2005-2006, the Agenda 2010 Working Groups were engaged in the following priorities and activities.

Crime and Disorder

Priorities

- Reducing the disproportionate use of Stop and Search powers on minority communities
- Working with local Criminal Justice Group to improve confidence in the judicial system for minority ethnic communities
- Establishing a base line of the impact of crime on minority communities
- Increasing community networks in most diverse and crime affected wards

The GMAC (Greater Manchester Against Crime) National Intelligence Model

The Model provides a consistent way of collecting, analysing and using information to achieve the goals of reduced crime and increased safety of the community.

Data collected in the GMAC hub is used to provide analysis of local issues impacting on BME communities. It has led to increased level of target hardening delivered to BME households across the city and to increased Home Watch schemes in areas of high BME population.

Community Cohesion

The Crime and Disorder Working Group was involved in the delivery of Friendship Games during 2005 in partnership with GMP, Manchester FA, GMPA and TESCO. Over 1500 young people of different communities and nationalities, from areas of high deprivation in Manchester took part in sports, arts and cultural programmes. The games promoted messages of healthy eating, strong anti-crime messages, cultural understanding for all communities and reflected positive images of young people of Manchester.

Education

Priorities

- Increasing the numbers of minority ethnic teachers entering the teaching profession by working with key Greater Manchester universities to bridge the gap between school and higher education and working with schools including Gifted and Talented programmes to encourage teaching as a profession
- Ensuring the racist incident reporting system in schools is as effective as possible
- Developing a plan of action to reduce the number of school exclusions amongst minority ethnic boys
- Managing the performance of attainment

The Agenda 2010 work on education has shown remarkable achievements as summarised below:

Education Attainment - GCSE

GCSE - Pupils achieving 5 or more GCSEs at grade C or above showed an average improvement of 13.7% (the highest improvement was achieved by Black-Caribbean 21.8%, followed by Chinese 20.5%, Dual Heritage (White & Black-Caribbean) 19.2%, Indian 18.2% and Somali 14.7%). The table below provides further details on GCSE attainments of BME pupils.

GCSE - % of pupils achieving 5+A*-C

Groups	Results in 1999	Results in 2005	Improvements
Pakistani	36.3	49.1	+12.8
Black Caribbean	19.2	41	+21.8
Dual Heritage (White & Black Caribbean)	22.7 (in 2001)	41.9	+19.2 (from 2001)
Bangladeshi	39.4	54	+14.6
Chinese	46.2	66.7	+20.5
Indian	46.9	65.1	+18.2
Somali	17.9	32.6	+14.7
Other African	45.5	59.2	+13.7
LEA Average	30.2	43.7	+13.5
England Ave.	45	56	+11

Compared to the Manchester average, 5 out of the 8 Groups' achievements were above average. Despite improvements between 1999 and 2005, the achievements of most Groups are below the England average. However, some groups, including the Chinese (66.7%), Indian (65.1%) and Other African (59.2%) have achieved above the England average.

Staff and Governors

Overall minority ethnic staffing in the Education Department exceeds the targets set. Currently 17.8% of Education staff are from minority ethnic groups.

Following surveys and recruitment campaigns at minority ethnic groups, 18% of governors are from minority ethnic group, close to the census average for the city's population as a whole, but still significantly below the 33% of pupils from minority ethnic groups.

Celebrating Cultural Diversity

Each year the Children's and Education Working Group produces a detailed teaching resource for Black History Month and has organised a number of events to celebrate the month. The Working Group celebrates Refugee Week each year, working with refugee groups and have supported a range of other organisations who have worked in schools. Other teaching resources for schools produced have included a set of dual language reading books for primary schools, a book of poetry on the theme of refugees and two interactive CD-ROMs. A detailed programme of training for school-based staff has been delivered.

Supplementary Schools

We support annually about 40 community-run supplementary schools. The level of support has increased significantly in recent years. A new Manchester Supplementary School Network has been established to share good practice.

Racist Incident Monitoring

In the academic year 2004/2005 monitoring reports from 178 nursery, primary, secondary and special schools were received.

The data we now hold is based on schools internal monitoring system and includes the number of incidents, type of incident, ethnicity of victims and perpetrators, numbers of incidents requiring further action and any additional information.

A web-based reporting process is being developed to enable schools and other educational establishments to record all incidents of hate crime. The intention is to introduce this in September 2006. This would provide information about all bullying/hate crime incidents in the schools.

Is Teaching for Me ?

Last year a successful event was held at Manchester Metropolitan University (MMU) for 80 BME young people to give them an experience of teacher training and to allow opportunities to discuss the advantages of entering the teaching profession. This also involved a question and answer session with BME teachers and Head teachers. This was highly successful and is being repeated again this year. It will be held on 5 July at MMU.

Broadened Remit

Following the creation of the new Children's Services, the Agenda 2010 Education Group has changed its name to Children's and Education Group and has widened its remit and representation to have oversight of Children's Services race equality issues. The Group is revising its Action Plan of 2006-2007, which includes a common methodology for ethnic monitoring across all functions.

Employment

Priorities

- To improve the recruitment, retention and progression of BME employees in Manchester

- To increase the life skills and qualifications of BME working age residents of Manchester
- To ensure BME businesses (SME) have access to support services

A partnership made up of the JobCentre Plus, Manchester Enterprises, Greater Manchester Learning and Skills Council, Manchester Council for Community Relations, and Manchester City Council, has set up schemes, which have resulted in 1418 jobs for people from ethnic minority communities.

Ethnic Minority Flexible Fund

Jobcentre Plus has used the Ethnic Minority Flexible Fund to support BME projects in 2005/6 helping move ethnic minority residents nearer or into employment. The range of projects supported has included:

- Logistics project to address under representation of BME in skilled logistics occupations.
- BBC project to support Somali people in media opportunities.
- BME Lone Parents project to improve employability skills for BME Lone Parents.
- GM Police project to support recruitment of BME customers.
- IT project supporting IT skills to address under representation of BME groups.
- Support for ESOL trainer project to offer work focused ESOL to people in the community.
- Clifford Ward Project using Action Team outreach approach to engage with local residents.
- Powerhouse ethnic jobsfair organised by Stepping Stones in partnership with Inner South Regeneration Team.
- Asian Jobsfair 29th November 2005.
- Making it Work project to support young care leavers.
- Ethnic Celebration Event 28/01/06 organised by Stepping Stones at Zion Centre.
- Veledrome Jobsfair to support refugees.

These projects have achieved 22 residents into ESOL training and 41 into job related training with 115 into work.

Action Teams

Action Teams for Jobs is an adviser-led outreach initiative. The service focuses on communities where there are particular problems of labour market disadvantage. Teams are relatively small and aim to support radical and innovative ways of helping unemployed people gain work by tackling the barriers faced by these customers. It is designed to help people find work and promotes equality of opportunity and outcomes. In 2005/6 Manchester Action Teams have helped support 620 BME residents into work.

Stepping Stones

Funded by Manchester City Council via Neighbourhood Renewal Funding, Stepping Stones aims to bring work focused assistance to Manchester residents who are not currently working because of sickness or disability.

The project is managed by Jobcentre Plus and delivered in partnership with the Employment Regeneration Partnership (ERP). It employs specialist advisers to offer help through training advice, motivation and other routes to help customers to move into or closer to work. Through community events and outreach in 2005/6 Stepping Stones has engaged with 528 BME residents (approx 25% of the total engagement) and placed 128 into employment (approx 18% of total placed).

Ethnic Minority Outreach

Ethnic Minority Outreach is part of the Government's wider Welfare to Work agenda, "work for those who can and support for those who cannot." One element of this agenda was to take steps towards improving the employment gap between ethnic minority individuals/communities and the white population. From research undertaken it was recognised that one of the steps needed to improve this gap was to contract with skilled organisations. Those who had more of an understanding and ability to work effectively with ethnic minority communities, with the aim of helping people into work. The aims of EMO are to:

- strengthen the support available to ethnic minority jobless people who may need help to make the transition into employment.
- raise the employment rates of ethnic minority communities and reduce the difference between their employment rate and the overall employment rate.

Contracted Providers contribute towards these aims by making contact and engaging with jobless people from ethnic minority communities to help them to move closer to, or into, work. In 2005/6 Ethnic Minority Outreach has supported 199 BME residents into work.

The Business Support Programme

The Business Support Programme in the Inner South area of the City focusing on BME communities is delivered in culturally sensitive settings, with information available in a range of languages.

The 2004/6 programme that operated in the Inner South and Wythenshawe regeneration areas supported 93 residents to start their own business, with 17 of these being from BME communities.

Lack of data on BME Communities is an issue that the Employment Working Group needs to address to enable it to establish robust targets and outcomes.

Health and Social Care

Priorities

- Agreeing race equality data collection processes across all NHS trusts in Manchester
- Improvements and an increase in employment opportunities in the NHS for local residents
- The development of a strategy to improve care and the quality of life of Manchester's BME older people

Equality and Diversity Reporting Structures Across Health and Social Care in Manchester

The Health and Social Care Working Group has completed a mapping exercise looking at the reporting structures for Equality and Diversity issues. In developing a Single Manchester PCT, it has been agreed that there will be a single Equality and Diversity Sub Committee of the Board. It is proposed that this committee will have delegated responsibility for all equality and diversity issues. The theme group is also proposing that similar mechanisms be developed for acute sector trusts.

Service Level Agreements (SLAs), Specifications and Contracts

The Greater Manchester Commissioning Business Unit has started the process of writing new/reviewed contracts for providers in the acute sector, which ensures that issues of equality are incorporated. Monitoring the contracts is the next challenge.

Ethnicity and Ageing Research Project

To develop a coherent strategy on ethnicity and ageing for BME communities of Manchester, PRIAE (Policy Research Institute on Ageing and Ethnicity) has been commissioned to undertake a research. The first stage of research review and analysis of messages from national and international research has been completed. In the second stage, local BME fieldworkers will be employed to conduct 440 interviews and the research will be completed in 2006-2007.

Health Trainer Scheme

Manchester has been selected as one of the twelve early adopter sites for a new Government initiative known as 'Health Trainers'. It is envisaged that health trainers will emerge as an integral part of the public health workforce. They will be local people, employed to provide

personalised support to others within their communities, enabling those most at risk of ill health to access a healthier way of life.

The focus will be on those communities in highest need of action to tackle health deprivation and reduce inequalities. Compared to the population as a whole, black and minority ethnic (BME) groups tend to suffer from poorer health. Therefore, the Manchester Scheme will tailor preventive approaches to increase levels of physical activity amongst BME communities and improve access to information and one-to-one support around food, diet and nutrition.

17 Health Trainers, mainly from the BME Communities have started their NVQ Level training. As a result of this scheme there will be a pool of well-qualified staff, who will add value to primary and community provision.