# Greater Manchester Tackling Inequalities Board

# Terms of Reference (July 2022)

## 1. Purpose

To provide strategic leadership to tackling evidenced inequalities in Greater Manchester (GM) through the adoption of a thematic, partnership-based approach.

The Tackling Inequalities Board brings together a range of stakeholders from the public, voluntary, community and social enterprise (VCSE) and business sectors, with the overarching ambition of advancing equity and tackling inequality. This covers the wider determinants of inequality, including place and socio-economic factors, in addition to the protected characteristics set out in the Equality Act.

## 2. Accountability

The Board provides a strategic forum for the alignment of activities, strategies and conversations and shapes priorities and actions around this agenda. The Board acts in an advisory role but does not have formal decision-making authority within the GMCA constitution.

It provides strategic leadership, direction oversight and accountability for work undertaken by all public services to tackle inequalities. In particular, the Board works alongside the Reform and Growth Boards, bringing specialist intelligence and expertise to support the boards, relevant policy teams and partnerships, and constructively challenge the economic and public service system around tackling inequalities.

The Board takes account of activity underway in localities and ensures that GM activity is complementary and adds value.

## 3. Aims

The Board aims to tackle inequalities across GM by bringing together recommendations from external commissions/research and work programmes in public services so that the whole is greater than the sum of its parts.

The Board:

* Provides a multi stakeholder forum to challenge the GM system on growth and reform on behalf of those people and places facing disadvantage
* Provides strategic direction, oversight, coordination and leadership to work undertaken to respond to inequalities, including tackling the underlying causes of inequality
* Provides support and challenge to the GMCA and its partners in the development of an understanding and response to equity and inequality issues in the design and implementation of strategies, plans and delivery
* Acts as a system lead for ensuring the inequalities evidence base is comprehensively developed, disseminated and utilised
* Provides visibility to communities of identity in the active advancement of equity across GM
* Ensures the successful delivery of the GM Independent Inequalities Commission, and acts as a lead system owner for the findings and recommendations from the Commission

## 4. Focus

The Board works across equalities groups and has a focus on the socio-economic inequality that is felt by many people in different places and from different backgrounds. It will hear from the Equality Panels and other networks which discuss issues specific to a single community of identity but take an approach which builds from a collective viewpoint of the issues that intersect all.

## 5. Mode of operation

The operation of the board will take the following sequence:

1. Bringing together intelligence and insight around a specific theme, including the recommendations made by the Independent Inequalities Commission and advisory panels, alongside the results of engagement in the programmes of work that are already taking place
2. Agreeing the focus for action, accepting that there will be some short-term work but there will equally be long term work (as work around inequalities takes time)
3. Seeking assurance that the action taken addresses the inequalities which exist across the city region.

## 6. Meetings

The Board is chaired by the Portfolio Lead for Equalities, Inclusion and Cohesion. The Chair ensures that:

* Meetings are conducted in a fair, equitable and transparent business-like fashion, with decisions being achieved by consensus of the membership
* Agreed conclusions, recommendations and action points are clear
* A shared culture and language, common purpose and trust are endorsed through a collaborative leadership style

The Board meets bi-monthly, with meetings taking place on Microsoft Teams

## 7. Role of Panel Members

Panel members each have a ‘portfolio’ to represent a specific group or sector, as described above. They will agree to adhere to the following:

Principles

* Input to discussion is informed by direct lived experience, or through intelligence gathered by the group or sector which they are representing
* Each Board member acts with respect to other Board members, and to the views of the community or sector that they represent
* The Board endorses a collaborative and co-operative model and works to ensure its achievement

Responsibilities

* Champion the work of the Board to encourage wider participation and buy-in to its work
* Promote equity by not discriminating unlawfully against any person, and by treating people with respect, regardless of race, age, religion or belief, gender, sexual orientation, or disability
* Make every effort to attend meetings
* Be prepared for the meetings, and have read papers circulated in advance
* Take forward any actions that they have agreed to develop, and report back any progress to the Board in the timescales agreed
* Undertake regular ‘barometer checks’ of the issues faced by the community that they represent, to explore whether positive change is being made, or new issues have arisen

## 8. Membership (July 2022)

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| Name | Role |
| Cllr Amanda Chadderton | Chair - Portfolio Lead for Equalities, Inclusion and Cohesion (Oldham) |
| Mayor Andy Burnham | Portfolio Lead for Policy and Reform, Transport (Chair of Reform Board) |
| Cllr Bev Craig | Portfolio Lead for Economy, Business and International (Chair of Growth Board) (Manchester) |
| Mayor Paul Dennett | Portfolio Lead for Healthy Lives & Quality Care; Homelessness & Places for Everyone (Salford) |
| Deputy Mayor Beverley Hughes | Portfolio Lead for Safe and Strong Communities (Police and Fire) |
| Sara Todd | Portfolio Chief Executive for Equalities, Inclusion and Cohesion (Trafford) |
| Tony Oakman | Portfolio Chief Executive for Reform (Bolton) |
| Caroline Simpson | Portfolio Chief Executive for Young People (Stockport) |
| Geoff Little | Portfolio Chief Executive Healthy Lives & Quality Care (Chair of GM Population Health Board) (Bury) |
| Joanne Roney | Portfolio Chief Executive for Education, Skills, Work, Apprenticeships & Digital (Manchester) |
| Andrew Lightfoot | Portfolio Chief Executive Communities & Co-operatives (Greater Manchester Combined Authority) |
| Cllr Laura Flynn | Lead Member for Equality and Domestic Abuse, Wigan Council (Wigan) |
| Sarah Price | Chief Officer, GM Health & Social Care Partnership |
| TBC | Director of Public Health |
| Nicola Kane or Rod Fawcett | Transport for Greater Manchester |
| TBC | Greater Manchester Police |
| Sasha Deepwell | Chair GM Housing Partnership Diversity, Inclusion, Community Cohesion and Equalities Group |
| Julian Palfreyman | Chair GM Equalities Alliance |
| Brian Boag or Sian Lambert | Co-Leads LGBTQ+ Equality Panel |
| Halyma Begum | Chair Women and Girls Equality Panel |
| Michele Scattergood or Sarah Cross or Chris Hamnett | Co-Chair Disabled People’s Panel |
| Trish Cartner | Youth Focus North West / Youth Combined Authority |
| Paul McGarry | Age Friendly Greater Manchester / Older Peoples Panel |
| Elizabeth Cameron | Chair Race Equality Panel |
| Jill Brennan or Warren Elf | Co-Chair Faith and Belief Advisory Panel |
| Graham Whitham | GM Poverty Action |
| Rose Marley or representative | Chair GM Social Enterprise Advisory Group  |
| Stewart Lucas | GM VCSE Leadership Group |
| TBC | GM Local Enterprise Partnership |