

# Tameside Racial Inequalities Project

# Executive Summary

## 1.0 Introduction

- 1.1 The Covid-19 pandemic and the cost of living crisis have highlighted the social and economic inequalities faced by people from racially minoritised communities in the UK. In response to this and other issues, the Greater Manchester Combined Authority (GMCA) are in the process of developing and launching a Race Equality Strategy for the city region, focusing on areas such as policing and criminal justice, education, employment, leadership, mental health, housing and homelessness.
  - 1.2 Tameside's population is becoming larger and more ethnically diverse, with the Census 2021 highlighting particularly large increases in the "Asian, Asian British or Asian Welsh" and "Black African" population categories. Many of these residents also live in the more deprived areas of the borough.
  - 1.3 While it was felt that, broadly speaking, the findings from the GM Race Equality Strategy when released are likely to be consistent with the experience of people from racially minoritised communities in Tameside, the decision was made by Tameside Council's Inequalities Reference Group (IRG) to develop a Tameside Racial Inequalities Project (TRIP). With the support and input of a number of community groups with close links to people from racially minoritised communities, the TRIP aims to understand the experience of residents regarding what is driving racial inequalities in Tameside, and what local services can do to address these.
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## 2.0 Methodology

2.1 In order to gather data and feedback for the TRIP, our community partners; Diversity Matters North West, the Lindley Education Trust, West African Development, and the Caribbean and African Health Network, held a number of workshops which asked people from racially minoritised communities the following questions:

- 1. In Tameside, in what areas of life are people from racially minoritised communities prevented from achieving their hopes and ambitions?**
- 2. Why are people from racially minoritised communities prevented from achieving their hopes and ambitions in [key theme]?**
- 3. What can local services do in Tameside to address these issues?**
- 4. Any additional thoughts/comments?**

An online survey asking the same questions was also created and hosted on the on the Council's The Big Conversation consultation and engagement platform.

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## 3.0 Key Points

3.1 The key points from the community workshops and online survey for each main theme were as follows:

### 3.2 Education

People from racially minoritised communities in Tameside face a number of barriers in education. Educational settings and school curriculums do not take into account the experience of people from racially minoritised communities, leading to lower expectations, limited access to advanced courses, and a lack of representation among staff and leaders. There is a lack of opportunities for people coming into Tameside from other countries to learn English or upskill, either because the courses are not available or people cannot take them up due to financial, work and/or family constraints. In addition, qualifications from abroad are often not recognised, leading to highly educated people being forced into low-skilled and low-paid jobs.

### 3.3 Employment

People from racially minoritised communities can often face significant restrictions in their opportunities to access and progress in employment. Discriminatory practices in hiring, promotions and workplace culture can lead to reduced employment rates, lower wages and restricted prospects for advancement. Many companies are often not inclusive and do not understand the experience and requirements of people of different cultures and faiths. At a lower level, restrictive hours, lack of flexibility and relatively few numbers of entry-level jobs can lock people out of the formal employment market entirely (especially women and older men). This is exacerbated by Job Centres which do not provide support for people and do not make accommodations for language provision. People are also restricted from taking jobs outside of Tameside due to high commuting costs.

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### **3.4 Health and Wellbeing**

People from racially minoritised communities face a number of health and wellbeing challenges due to perceived bias amongst providers, reduced cultural competency, language barriers and difficulties accessing appropriate leisure and community resources. A lack of affordable, available and locally-based community health and wellbeing facilities (gym, parks etc.) was highlighted by numerous contributors. This can cut communities off from holding activities and events due to a lack of space and/or funding, and often leaves individual people from racially minoritised communities feeling disengaged and disconnected from activities that would help to keep them healthy. Many respondents cited difficulties in accessing health and wellbeing services, particularly if they are online, due to lack of non-English language support. There is also a lack of information about health and wellbeing issues that disproportionately affect people from racially minoritised communities, for example: black women and breast cancer, South Asian men and diabetes etc. This disparity in healthcare access and information leads to unequal treatment for people from racially minoritised communities, including inadequate or delayed treatment, misdiagnosis, and poorer health outcomes.

### **3.5 Money and Poverty**

People from racially minoritised communities in Tameside are disproportionately vulnerable to the cost of living crisis due to systemic inequalities and discrimination that limit access to well-paying jobs, career advancement and educational opportunities. Many residents are living below the poverty line, meaning they are not able to save or provide additional support for children and families. However as poverty is considered to be a taboo subject in many racially minoritised communities, there may be cases where the true extent of the difficulties people face is going unrecognised.

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### **3.6 Housing and Homelessness**

People from racially minoritised communities in Tameside face significant barriers in housing and homelessness due to discrimination, socioeconomic disparities and limited access to resources. Discriminatory practices by private landlords and real estate agents restrict access to quality housing, leading to overcrowding and increased homelessness. This is exacerbated further by socioeconomic factors such as lower incomes, language barriers and a lack of information around how to access housing and what their options are. In social rented sector, there is a lack of housing that is appropriate for large families. The increase in use of Homes of Multiple Occupancy (HMOs) by families in the private rented sector puts strain on relationships and makes it difficult for people to study or work from home due to lack of privacy. When buying houses, it is often difficult for people from racially minoritised communities to take out mortgages due to cultural and religious restrictions on borrowing money.

### **3.7 Immigration**

There are complex and severe issues with immigration policies that hinder access to education, employment and public services. Immigration paperwork can be very complicated and requires expensive translation, and government rules around minimum salary requirements before residents can be considered for sponsored visas leads to large amounts of anxiety and uncertainty. Immigrants are also far more vulnerable to employment fraud, especially in the care sector, which puts them at risk of exploitative working conditions, modern slavery and extreme poverty. Often in these cases, people are reluctant to report issues to the Home Office due to language barriers and fears that they will be deported.

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### **3.8 Religion**

There continues to be a certain amount of implicit and explicit discrimination against people from racially minoritised communities based on their outward appearances and religious practices. Many feel like their clothing, skin colour or religion restricts their access to the same opportunities as other people from outside their communities and it is difficult to find workplaces which understand and embrace diverse religious practices. There are also mixed views as to whether access to mosques, churches and other religious establishments is adequate or not.

### **3.9 Hate Crime, Discrimination and Racism**

Hate crime, discrimination and racism such as verbal abuse, physical violence and property damage, create significant barriers for people from racially minoritised communities, fosters fear and restricts engagement between different groups. This can reinforce existing cycles of disadvantage in areas such as health, policing, education, employment etc. While people are aware of discrimination and racism, there is a lack of knowledge, particularly among the older generation, about what constitutes a hate crime and how to report it. There is also little confidence that the police and criminal justice system will respond appropriately to hate crime and discrimination due to disparities in how people from racially minoritised communities are treated by these organisations. People from racially minoritised communities are often misrepresented as disproportionately responsible for crime, racism and anti-social behaviour in communities.

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## 4.0 Recommendations

4.1 Through the discussion workshops and online survey, participants of the TRIP provided the following recommendations on how Tameside Council and partner organisations (GPs, health partners, Police, VCSE Sector, Job Centres, and the private sector) can better understand and challenge racial inequalities in the borough.

### 4.2 Tameside Council

- Better support to help people from racially minoritised communities, particularly those with larger families, access social housing.
  - Design and circulate information around how to access housing (both private and social) which is accessible for people from racially minoritised communities.
  - Provide training for the council workforce in cultural awareness and competence to reduce discrimination and ensure fair treatment.
  - Where training and support for people from racially minoritised communities is offered, ensure that it is provided in localised venues by organisations who are cognisant of the barriers that these communities face (For example; scheduling a women's meeting at a time that will not clash with childcare and other domestic responsibilities).
  - Better investment in leisure and community centres to improve accessibility to affordable and locally-based health and wellbeing activities.
  - Organise bespoke job fairs targeted at people from racially minoritised communities.
  - Work with partner organisations to help them sign up to the GM Good Employment Charter, and encourage the growth of jobs that pay at least the Living Wage in the borough, particularly for residents who are just entering the employment market.
  - Work with partner organisations to facilitate the recognition of qualifications from other countries so that people can secure jobs which match their skills rather than being forced into low-paid, low-skilled positions.
  - Expand and improve the language support offer through local authority services.
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- Ensure that all policies are inclusive and meet the needs of people from racially minoritised communities by engaging to understand their challenges and needs.
- Develop programmes that target educational disparities and employment opportunities for people from racially minoritised communities (E.g.: mentorship, training, support for racially minoritised businesses)
- Celebrate cultural events of people from racially minoritised communities, including recognising local communities, oral history projects and involvement of key people and their significance.
- Ensure data is collected so correct information is available on the representation of people from racially minoritised communities and the specific issues that they face.

### **GP Practices**

- Provide ways for residents who do not speak English to access appointments.
  - Discourage the practice of expecting family members of people from racially minoritised communities to translate.
  - Provide an option on online booking services for people from racially minoritised communities to request an interpreter when the doctor makes contact with them.
  - Amend registration forms to allow patients to provide more detail about individual barriers and ensure that this is logged and taken into account by the practice.
  - Recognise that many patients may not be digitally literate and provide alternative means of booking.
  - Be aware of, understand and disseminate information about support available in the community as well as prescribing medication.
  - Provide training for GPs and associated staff in cultural awareness and competence to reduce discrimination and ensure fair treatment.
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- Collaborate with local community organisations to create health programmes that address the specific needs of people from racially minoritised communities.
- Raise awareness of mental health issues in people from racially minoritised communities groups in a language and format that they can relate to.
- Issue health messages at times and contexts appropriate for people from racially minoritised communities (E.g.: information about fasting during Ramadan).

### **Health Partners**

- Provide training for the health workforce in cultural awareness and competence to reduce discrimination and ensure fair treatment.
  - Provide accessible volunteering opportunities to help staff understand local residents, address challenges and create accessible opportunities to enrich services.
  - Provide bilingual telephone services for people from racially minoritised communities who do not speak English.
  - Encourage the recruitment of a diverse workforce and develop a better and easier volunteer pathway to reflect the community's demographic and secure better patient care and understanding.
  - Implement initiatives to identify and address health disparities among people from racially minoritised communities, ensuring equitable access to care.
  - Conduct outreach programmes to educate people from racially minoritised communities about health issues, preventative care and available services.
  - Promote cervical screening, especially to women from African communities, taking cultural sensitivities into account.
  - Develop and provide co-produced public health messages and videos that target people from racially minoritised communities in languages that are appropriate for them.
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## **Police**

- Provide training for the police workforce in cultural awareness and competence to reduce discrimination and ensure fair treatment.
- Raise awareness and disseminate information on how people from racially minoritised communities can report incidents, and what the process is internally so that they understand how their issues are dealt with.
- Be more visible in the community, including having more involvement with people from racially minoritised communities and developing community policing strategies, in order to build awareness and trust.
- Advertise vacancies in the service locally

## **VCSE Sector**

- Offer more localised services at a time, setting and cost appropriate for people from racially minoritised communities.
  - Offer more English for Speakers of Other Languages (ESOL) at a time, setting and cost appropriate for people from racially minoritised communities.
  - Provide more opportunities for men from racially minoritised communities to meet and engage in community activities.
  - Continue to be a voice and advocate for people from racially minoritised communities in Tameside.
  - Offer advocacy services to help people from racially minoritised communities navigate legal, housing and immigration issues. Provide support and resources for those experiencing discrimination and racism.
  - Create programmes that focus on community development, social cohesion and providing opportunities for people from racially minoritised communities to participate in local governance and decision making.
  - Work with Tameside Council, businesses and other stakeholders to create initiatives that benefit people from racially minoritised communities, such as job training and youth mentorship programmes.
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## **Job Centres**

- Provide more support for people in Job Centres whose first language is not English.
- Provide access to localised English programmes at a time, setting and cost appropriate for people from racially minoritised communities.
- Modify exist Request for Quote (RFQ) process to give local organisations a better chance to provide ESOL courses.
- Improvement of systems, including providing hard copies of letters and other correspondence to address digital exclusion.
- Provide training for Job Centre staff in cultural awareness and competence to reduce discrimination and ensure fair treatment.

## **Private Sector**

- Develop a better understanding of the local community and demographics.
  - Provide opportunities for young people from racially minoritised communities who want to gain experience and develop skills within the private sector.
  - Support people from racially minoritised communities that are striving for economic development and improvement (E.g.: paying a Living Wage).
  - Provide mentorship and support for people from racially minoritised communities that wish to develop their own businesses.
  - Provide support and training for private sector organisations on cultural competence and developing more inclusive recruitment processes.
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Racial Inequalities  
in Tameside  
**Full Report**

# 1.0 Introduction

- 1.1 A series of events in recent years have shone a light on racial and ethnic disparities in the UK. At the beginning of 2020, the Covid-19 pandemic highlighted and exacerbated existing, entrenched inequalities. A study released the Race Equality Foundation and University College London in 2023 found that Black men were found to be twice as likely to die from Covid-19 compared to White British men during the first wave of the pandemic, with the likelihood increasing by 70% during the second wave. Additionally, people of South Asian heritage, constituting 1 in 13 of the population, accounted for 1 in 10 of the fatalities. The report that this was exacerbated by social and economic inequalities faced by these groups including limited access to sick pay (or, in the case of undocumented workers, no access to sick pay at all), inadequate support schemes and unequal vaccine coverage.
- 1.2 At the same time, the killing of George Floyd by police in the United States catalysed global protests and conversations about acknowledging and confronting structural and institutional racism. In the UK, this has been exacerbated by the cost of living crisis, which has been shown to have a disproportionate impact on people from racially minoritised communities. To give some examples of recent studies in this area:
- A study on Health Equity in England in 2018 found that 50% of all Bangladeshis and 46% of all Pakistanis were in the most deprived fifth of the population in the UK after meeting housing costs, compared with 20% of all White British people.
  - In 2020, the Social Metrics Commission found that nearly half (46%, or 900,000 people) of all people living in families where the household head was Black/African/Caribbean/Black British were in poverty, compared to just under one in five (19%) of those living in families where the head of household was White.
  - An analysis by the Runnymede Trust found that people from racially minoritised communities are 2.5 times more likely to be in relative poverty (individuals who have income below 60% of median) and 2.2 times more likely to live in deep poverty (an income more than 50% below the relative poverty line).
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## 2.0 Development of a GM Race Equality Strategy

- 2.1 In response to these issues, the Greater Manchester Combined Authority (GMCA) are in the process of developing and launching a Race Equality Strategy for the city region. The driving force behind the Strategy is the Race Equality Panel (GMREP), which consists of local residents volunteering their time to share their lived experiences, insight and expertise to support and challenge political leaders and policymakers to tackle discrimination and disadvantage. Areas of focus for GMREP have included policing and criminal justice, education, employment, leadership, mental health, housing and homelessness.

The Greater Manchester Independent Inequalities Commission 2021 identified structural racism as a top priority for any serious agenda to tackle inequality. In response, in November 2022 the Greater Manchester Tackling Inequalities Board endorsed the development of the Greater Manchester Race Equality Strategy. The Strategy is being co-designed by Race Equality Panel members working with Greater Manchester public sector policy leaders and other cross-sector stakeholders, to ensure that it adds value to current activity and secures the commitment and resources required to create sustainable change.

- 2.2 Research by the University of Manchester's Centre on Dynamics of Ethnicity (CODE) has identified a number of gaps in outcomes experienced throughout the life course of people from racially minoritised communities in the city region and nationally, through early years on to older age across a variety of areas such as education, employment, health and wellbeing, and criminal justice. Key statistics include:

### Greater Manchester

- **Employment:** There is a 16% gap in employment rates of White British (75%) and other ethnicities (59%). This gap has remained unchanged since 2014. In addition, one third of Black workers and 27% of Asian workers are paid below the Living Wage, compared with 21% of White workers. Whilst different ethnicities constitute 20% of all young people, among apprentices they make up only 8%.
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- **Public Sector Workforce:** If you are a person from racially minoritised community, you are less likely to see people like you in senior positions of organisations, more likely to be subject to a formal disciplinary, and less likely to earn the same hourly rate as your white counterparts.
- **Cost of Living:** People from racially minoritised communities are more likely to experience food insecurity, find it difficult to pay energy costs and be in insecure employment.

## National

- **Cost of Living:** All other racially minoritised communities have higher levels of people living in relative low-income households compared to White British.
  - **Housing:** 44% of Black and 27% of Mixed Ethnicity residents live in social housing compared to 16% of White British. Black and Asian residents are more likely to live in overcrowded housing. 1 in 3 Black people who have experienced homelessness have also faced racial discrimination from a landlord, six times more than the general population.
  - **Children and Young People:** Black children are more likely to be in care and less likely to be adopted than White children. Although Asian children are less likely to be in care, they are even less likely than Black children to be adopted. Take-up of funded childcare shows that children who speak English as an additional language are nearly three times as likely not to take up their full five terms of eligible preschool. Black Caribbean pupils are disproportionately represented in different types of SEND identification.
  - **Health:** The rates of compulsory admission to acute mental health services are much higher for Black, Mixed Black, and Mixed Asian patients. Black women in England are more likely to be diagnosed with late-stage cancer. South Asian women are at higher odds of being diagnosed with late-stage breast and ovarian cancers. Black men are at a greater risk of developing prostate cancer. The risk of maternal death is four times greater for Black women and two times greater for Asian women compared to White women in England.
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2.3 The report identifies that the reasons for these gaps are complex. Successful action to address inequality has been driven in local activities individuals and organisations committed to racial justice in the statutory and voluntary sectors, but more is needed along with greater accountability and to recognise structural and institutional racism. Lack of local evidence on race equality was highlighted as a major issue. Better data and evidence collection, taking into account the lived experience of people from racially minoritised communities, is required to track change and tailor local programmes to meet the needs of residents. In addition, some of the issues raised sit beyond the powers and duties of the GMCA and local authorities. However, these organisations still have a role to play in influencing partners and challenging central government to identify and address these issues.

2.4 The most recent GM Race Equality Strategy development report identifies five key themes from their research and stakeholder engagement. In broad terms they are:

- **Clear and effective leadership in race equality**, reflected both politically and at senior levels in organisations.
  - **Accountability to the communities served** based on engagement with the diverse people of Greater Manchester around service improvements.
  - **Commitment and resources from public, private and voluntary services** to achieve meaningful improvement in outcomes and experience of people from racially minoritised communities.
  - **Transparent, agreed and recognised performance measures** that deliver fairer outcomes for people from racially minoritised communities, and utilising lived experiences of racism and racial inequalities to make more informed decisions to address structural, institutional and interpersonal manifestations.
  - **Removal of employment barriers** to recruiting fairly from local communities and ensuring workplace environments are supportive and provide similar opportunities for job satisfaction, development and progression.
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## 3.0 The Tameside Context

- 3.1 Please note that the information in this section is primarily derived from the most recent Census in 2021. While the Census is the best resource available for detailed sub-regional data, there is the possibility that some of the demographic and population metrics for Tameside may have shifted in the years since it was carried out.
- 3.2 Data from the 2021 Census shows that the percentage of Tameside's population from an ethnic group other than White is lower than both the GM and England average, however it is still higher than other areas in the city region such as Wigan and Stockport.

Area	Percentage of population who identify as from an ethnic group other than White
<b>Tameside</b>	<b>17.6%</b>
Wigan	8.2%
Stockport	16.6%
Bury	21.8%
Salford	26.0%
<b>England</b>	<b>26.5%</b>
Trafford	27.9%
<b>Greater Manchester</b>	<b>28.7%</b>
Rochdale	30.0%
Bolton	31.2%
Oldham	34.8%
Manchester	51.3%

**Table 1:** Percentage of population who identify as from an ethnic group other than White, Census 2021

3.3 However, Tameside’s population is becoming larger and more ethnically diverse. Data from the Office for National Statistics based on findings from the 2011 and 2021 Census shows that between the last two Censuses the population of Tameside increased by 5.4% from around 219,300 in 2011 to around 231,100 in 2021.

In 2021, 9.2% of Tameside residents identified their ethnic group within the “Asian, Asian British or Asian Welsh) category, up from 6.6% in 2011. This 2.5% point change was the largest increase among high-level ethnic groups in Tameside, and slightly higher than the percentage increase for Asian, Asian British or Asian Welsh residents in both the North West (6.2% to 8.4%) and England (7.8% to 9.6%).

85.5% of people in Tameside in 2021 identified their ethnic group within the “White” category (compared with 90.9% in 2011), while 2.3% identified their ethnic group within the “Black, Black British, Black Welsh, Caribbean or African” category compared with 0.8% in the previous decade. This was predominantly driven by an increase of Tameside residents from the Black African group specifically, which grew by 246.38% (2,927 people) between the 2011 and 2021 Censuses - the single biggest growth of any ethnic group over this time period.

The percentage of people who identified their ethnic group within the “Mixed or Multiple” category also increased from 1.4% in 2011 to 2.1% in 2021.

Ethnic Group	Census 2011	Census 2021
Asian, Asian British or Asian Welsh	6.6%	9.2%
Black, Black British, Black Welsh, Caribbean or African	0.8%	2.3%
Mixed or multiple ethnic groups	1.4%	2.1%
White	90.9%	85.5%
Other ethnic groups	0.2%	0.8%

**Table 2:** Percentage of usual residents by ethnic group, Tameside (2011 and 2021)

3.4 Populations of ethnic groups other than White in Tameside are not evenly distributed across the borough, with greater percentages of “Asian, Asian British or Asian Welsh” residents in particular living in a small number of wards in Ashton (St Peter’s, Ashton St Michael’s, Ashton Waterloo and Ashton Hurst) and Hyde (Hyde Werneth and Hyde Godley). A number of these wards are also among the most deprived in the borough according to the latest Indices of Multiple Deprivation Figures.

	Average IMD Score (2015)	Asian, Asian British or Asian Welsh	Black, Black British, Black Welsh, Caribbean or African	Mixed or multiple ethnic groups	White	Other ethnic groups
St Peter's	50.28	32.7%	4.6%	2.4%	58.1%	2.2%
Ashton St Michael's	38.64	19.4%	3.5%	2.2%	73.3%	1.6%
Hyde Godley	37.47	11.6%	2.2%	2.1%	83.4%	0.7%
Denton South	34.41	2.2%	2.5%	2.4%	92.4%	0.5%
Longdendale	33.49	1.6%	1.5%	1.6%	95.0%	0.4%
Ashton Hurst	33.40	14.7%	2.7%	2.0%	79.6%	0.9%
Hyde Newton	32.75	6.9%	1.5%	2.2%	88.6%	0.8%
Dukinfield	32.14	4.8%	2.5%	2.0%	89.8%	0.9%
Stalybridge North	31.59	3.7%	2.0%	2.0%	91.8%	0.6%
Ashton Waterloo	31.31	16.8%	1.7%	1.9%	78.6%	0.9%
Droylsden East	29.09	6.3%	4.4%	2.9%	85.5%	1.0%
Droylsden West	28.74	3.8%	3.5%	3.0%	88.6%	1.1%
Denton North East	28.30	4.1%	2.1%	2.3%	90.6%	1.0%
Dukinfield Stalybridge	27.64	2.9%	1.2%	1.5%	94.0%	0.5%
Audenshaw	25.57	7.0%	2.9%	2.8%	86.4%	0.9%
Hyde Werneth	25.56	19.8%	0.8%	1.6%	77.0%	0.8%
Mossley	24.11	2.2%	0.8%	1.7%	95.0%	0.4%
Stalybridge South	22.18	3.9%	0.9%	1.7%	93.3%	0.2%
Denton West	18.79	2.8%	1.4%	2.4%	92.8%	0.5%

**Table 3: Distribution of ethnic groups in Tameside by ward, Census 2021**

3.5 English is by far the most common spoken language in Tameside, ranging from between 95.5% of all residents in Denton West to 76.3% in St. Peter's.

Ward	Percentage of English Language Speakers
Denton West	95.5%
Dukinfield Stalybridge	95.4%
Stalybridge South	94.9%
Longdendale	94.6%
Mossley	94.4%
Denton South	93.8%
Denton North East	93.3%
Stalybridge North	92.9%
Audenshaw	92.1%
Hyde Newton	92.1%
Droylsden West	92.0%
Dukinfield	91.6%
Droylsden East	90.8%
Hyde Godley	90.2%
Hyde Werneth	89.9%
Ashton Hurst	88.8%
Ashton Waterloo	88.3%
Ashton St Michael's	83.3%
St Peter's (Tameside)	76.3%

**Table 4:** Percentage of English Language Speakers by Ward in Tameside, Census 2021

3.6 Where English is not the main language spoken, the most common languages broken down by Ward are Urdu (Ashton Hurst, Ashton St Michael's, Ashton Waterloo, St. Peter's), Bengali (with Sylheti and Chatgaya) (Hyde Godley, Hyde Werneth and Newton) and Polish (Audenshaw, Denton South, Denton West, Dukinfield, Longendale, Stalybridge South, Stalybridge North), Other common languages include Mandarin, Cantonese and other Chinese languages (Droylsden East, Denton North East) and "Any Other European Languages" (Droylsden West, Dukinfield Stalybridge, Mossley).

Ward	Main Language Spoken Other Than English	Number (2021 Census)
Ashton Hurst	South Asian language: Urdu	190
Ashton St Michael's	South Asian language: Urdu	371
Ashton Waterloo	South Asian language: Urdu	221
Audenshaw	Other European language (EU): Polish	82
Denton North East	East Asian language: Mandarin, Cantonese and other Chinese languages	54
Denton South	Other European language (EU): Polish	90
Denton West	Other European language (EU): Polish	32
Droylsden East	East Asian language: Mandarin, Cantonese and other Chinese languages	160
Droylsden West	Other European language (EU): Any other European languages	106
Dukinfield	Other European language (EU): Polish	158
Dukinfield Stalybridge	Other European language (EU): Any other European languages	47
Hyde Godley	South Asian language: Bengali (with Sylheti and Chatgaya)	348
Hyde Newton	South Asian language: Bengali (with Sylheti and Chatgaya)	205
Hyde Werneth	South Asian language: Bengali (with Sylheti and Chatgaya)	573
Longendale	Other European language (EU): Polish	33
Mossley	Other European language (EU): Any other European languages	58
St Peter's (Tameside)	South Asian language: Urdu	874
Stalybridge North	Other European language (EU): Polish	101
Stalybridge South	Other European language (EU): Polish	47

**Table 5: Main Language Spoken Other Than English by Ward in Tameside, Census 2021**

## 4.0 Development of the Tameside Racial Inequalities Project (TRIP)

4.1 Broadly speaking, it is felt that the findings of the GM Race Equality Strategy, when released, are likely to be consistent with the experience of people from racially minoritised communities in Tameside.

However in order to formulate a Tameside response that will be complementary to the final GM Race Equality Strategy, as well as to gather relevant and actionable information at a local level, the decision was made by Tameside Council's Inequalities Reference Group (IRG) to develop a Tameside Racial Inequalities Project (TRIP).

This project, conducted under the remit of the IRG and the governance of the Health and Wellbeing Board, aims to:

- Understand the experience of residents regarding what is driving racial inequalities in Tameside.
- Identify what inequalities and other issues are preventing people from racially minoritised communities achieving their goals and dreams
- Establish what local services in the public, private and voluntary sectors can do to address these.

Input was provided by a number of community groups with close links to people from racially minoritised communities; Diversity Matters North West, the Lindley Education Trust, West African Development, and the Caribbean and African Health Network.

These organisations formed a steering group with Tameside Council and Action Together to coordinate and drive the development of the TRIP and associated consultation exercises. A public survey was also launched on the Council's Big Conversation platform.

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## 4.2 Methodology

It was identified early on that a key element of success for the TRIP would be ensuring that it engaged with and reached the most seldom-heard members of society. It was felt by the steering group that one solo consultation would be ineffective in achieving this aim. Therefore, it was proposed that engagement take the form of multiple mobile workshops, bringing the consultation to people rather than expecting them to come to an event where they may face individual barriers and challenges. In order to further facilitate this aim, a number of diverse engagement methods were built in to ensure inclusivity, accessibility and participation. This included:

- Co-producing questionnaires and surveys with people from racially minoritised communities which captured both qualitative and quantitative responses.
- Offering access to questionnaires and surveys in both electronic and hard copies.
- Offering bi-lingual interpretation in groups or one-to-one interviews.
- Covering travel expenses and childcare costs for participants who attended the focus groups.

Initial discussions by the focus group were held to establish the content that should be covered in the workshops and survey. Initially, the following questions and key themes were identified:

### Questions

1. In Tameside, in what areas of life are people from racially minoritised communities prevented from achieving their hopes and ambitions?
  2. Why are people from racially minoritised communities prevented from achieving their hopes and ambitions in [key theme]? (Building on the themes that emerge from Question 1)
  3. What can local services do in Tameside to address these issues? (Using particular services as prompts, e.g.: Tameside Council, police, GPs, VCSE sector).
  4. Any additional thoughts/comments?
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## Themes

The initial themes identified as being relevant to the TRIP were:

- Education
- Employment
- Money and poverty
- Hate crime and discrimination
- Health and wellbeing
- Housing and homelessness

In addition, the initial focus group felt that two additional themes should be incorporated:

- **Immigration:** It was felt that the goal posts were constantly changing in regards to what people needed to earn once they had completed their studies in the UK. The increase from £26,500 to £38,500 was felt to be an extremely high salary for people to earn straight from education, particularly as the latest government data from February 2024 showed that the national median pre-salary salary is around £28,000 annually.
- **Religion:** It was also identified that religious belief can create numerous barriers to employment and inclusion. For example, many people from racially minoritised communities were unable or unwilling to work in establishments where alcohol is sold.

A total of eleven workshops were conducted with Tameside residents by partner organisations, including Diversity Matters North West, Lindley Education Club, West African Development and the Caribbean and African Health Network. This allowed participants to have in-depth discussions in familiar environments that helped them be more comfortable in expressing their views. In addition, an online survey, covering similar material and themes to the qualitative workshops was compiled and agreed with the TRIP Steering Group and hosted on Tameside Council's The Big Conversation and Survey Monkey platforms.

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Group	Date	Venue	Language Support	Number of Respondents
Diversity Matters North West	08/05/2024	Italian Bar, Hyde	Bangla, Sylheti and Dhaka dialect	<b>10 attendances</b> <ul style="list-style-type: none"> <li>• 1 Bangladeshi woman.</li> <li>• 9 Bangladeshi Men.</li> <li>• 35-64 years</li> <li>• All Muslim.</li> </ul>
	30/4/2024	Hyde Healthy Living Centre	Bangla	<b>8 attendees</b> <ul style="list-style-type: none"> <li>• 8 Female</li> <li>• 7 Bangladeshi</li> <li>• 1 Pakistani</li> <li>• Aged between 27-63 years</li> </ul>
	18/04/2024	Hyde Healthy Living Centre	Bangla and Sylheti	<b>14 women</b> from Bangladeshi heritage aged between 27-54 years of age.  Some were employed full time and part time, unemployed, self-employed, housewives and some seeking employment.
	13/5/2024	C4 Community Centre Ashton	Urdu and Punjabi	<b>12 attendees</b> <ul style="list-style-type: none"> <li>• 12 Pakistani women</li> <li>• All aged between 50-70 years</li> </ul>
Lindley Education Club	16/04/2024	Ashton Youth Club at Holy Trinity Primary	N/A	<b>90</b> from Holy Trinity area <ul style="list-style-type: none"> <li>• South Asian Families</li> <li>• Aged 7-11 years</li> <li>• 75% on free school meals</li> <li>• 50% from families that have 4 or more children</li> </ul>
Caribbean and African Health Network (CAHN)	19/04/2024	2 Lilian Grove, Reddish	N/A	9 attendees <ul style="list-style-type: none"> <li>• 2 men</li> <li>• 5 women</li> <li>• Caribbean and African ethnic group.</li> </ul>
West African Development (WAD)	Not specified.	336 Oldham Road, WAD Arts and Heritage Centre	Yoruba and French	5 Sessions attended by <b>53 people.</b> <ul style="list-style-type: none"> <li>• 19 female African 16-70</li> <li>• 34 male African 19-65</li> </ul>
Tameside Racial Inequalities Project survey	Survey made live 24/04/2024	Hosted online through SurveyMonkey	N/A	<b>37 responses.</b> <ul style="list-style-type: none"> <li>• 6 White British</li> <li>• 1 Mixed (White and Black Caribbean)</li> <li>• 1 Mixed (White and Black African)</li> <li>• 3 Pakistani</li> <li>• 2 Bangladeshi</li> <li>• 24 Unknown (did not reply or prefer not to say)</li> <li>• Aged between 23-70.</li> </ul>

In order to enable consistency across the workshops conducted by each organisation and to aid the analysis of the findings a standard feedback form was created and circulated.

It should be noted that, out of the two consultation and engagement mechanisms used (mobile workshops and an online survey), the mobile workshops were more effective in regards to both the quality and quantity of responses acquired from people from racially minoritised groups. There may be an opportunity to develop learning and best practice from the TRIP in order to better reach such groups with other consultation and engagement work in the future.

### 4.3 **Key Themes and Discussions**

The following section contains the key themes that were drawn out of the focus group discussions and public survey, broken down into a brief round-up of the key points followed by more details about the subjects of each conversation. In some cases the focus group discussions touched upon areas that the local authority and its partners have no control, power or influence over (for example; minimum salaries for visas, qualification recognition etc). However, in the interest of presenting as accurate an account as possible of the discussions, these have still been included.

#### **EDUCATION**

##### **KEY POINTS**

People from racially minoritised communities in Tameside face a number of barriers in education. Educational settings and school curriculums do not take into account the experience of people from racially minoritised communities, leading to lower expectations, limited access to advanced courses, and a lack of representation among staff and leaders. There is a lack of opportunities for people coming into Tameside from other countries to learn English or upskill, either because the courses are not available or people cannot take them up due to financial, work and/or family constraints. In addition, qualifications from abroad are often not recognised, leading to highly educated people being forced into low-skilled and low-paid jobs.

## **Diversity Matters North West**

- There is a lack of pre-entry English for Speaker of Other Languages (ESOL) courses in community settings, particularly for those over 50.
- Qualifications from abroad are not recognised, therefore people who are coming to the UK with degrees and PhDs end up working in low-skilled, low-paid jobs.
- Some residents face the dilemma of taking up a language course at college then they being unable to work for that time, resulting in no income, inability to afford bills, rent or food, poor health and increases in debt. Locally accessible support is needed but, at the same time, Job Centres need to understand that if people are studying, they are not earning. This could be addressed by increasing benefits in line with cost of living, allowing people to continue their studies until they are at a point where they can find work.
- People carrying out low-skilled jobs are prevented from going into further education due to loss of earnings.
- Parents migrating into Tameside are finding it extremely difficult to secure a school place for their children.
- Time constraints where courses clash with school pick up and drop off times.

## **Caribbean and African Health Network (CAHN)**

- The conclusions from the focus group echoed a general sentiment that inequalities in several areas, including educational resources, research, case studies, systemic biases, and lack of cultural inclusion are limiting factors to access to, and attainment in, higher education or vocational training amongst people from the African and Caribbean community.
  - Participants mentioned that the curriculums have been not been “decolonised” – identifying, acknowledging and challenging the ways in which colonialism and other racial inequities have impacted upon knowledge and learning – although this is slightly changing in universities now.
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## **West African Development**

- Issues with parents taking children out of school during term time due to holiday or to deal with problems back home.
- Black children under performing in lessons.
- No opportunity to have additional support outside of school, other than what is offered by community providers.
- Not aware of what training opportunities there are in Tameside other than main stream school/colleges and universities.

## **Lindley Education Trust**

- Poor education leads to a lack of skills and confidence.
- It's impossible to get the skills to get better jobs, when it's a struggle to even feed the family.

## **Racial Inequalities Survey**

- Gypsy, Roma and Traveller (GRT) students discriminated against in education settings.
  - Feeling among people from racially minoritised communities that staff and education settings do not understand their culture and do not allow them to feel like they belong.
  - The way religion is taught in schools conflicts with what is taught at home.
  - Children should be encouraged to share their own lived experiences rather than feel shut down by curriculums.
  - Cliques forming easily based on race which makes it difficult to find people in university to conduct group assignments.
  - Lack of funding to support people who are working part or full time.
  - Not enough good schools in Tameside.
  - Difficulties in fitting education around work and family commitments.
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## **EMPLOYMENT**

### **KEY POINTS**

People from racially minoritised communities can often face significant restrictions in their opportunities to access and progress in employment. Discriminatory practices in hiring, promotions and workplace culture can lead to reduced employment rates, lower wages and restricted prospects for advancement. Many companies are often not inclusive and do not understand the experience and requirements of people of different cultures and faiths. At a lower level, restrictive hours, lack of flexibility and relatively few numbers of entry-level jobs can lock people out of the formal employment market entirely (especially women and older men). This is exacerbated by Job Centres which do not provide support for people and do not make accommodations for language provision. People are also restricted from taking jobs outside of Tameside due to high commuting costs.

### **Diversity Matters North West**

- Childcare and extended family commitments mean that women cannot get into employment due to restrictive hours and lack of flexibility in lower paid jobs – unless they get into casual work
  - Companies are not inclusive and/or do not understand culture and faith
  - People migrating into Tameside can be highly skilled and hold professional qualifications in their home country. However these are not recognised in the UK and these people end up working in low-paid, low-skilled jobs.
  - There is a significant cost to commuting to work outside of the area and when jobs are low paid, this is a disproportionate burden.
  - The Job Centre doesn't bother with language support – instead they put pressure on people to bring someone else with them. When they don't have anyone, people agree to whatever is being said by advisors without understanding what they are agreeing to.
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- Feeling that people (especially men) from South Asian communities have a drive to work. However, those that have come over on work or carer's visas often find that there are not any jobs at their level and no training is given to upskill them to take up other jobs.
- Employers tend to employ younger people, since they are less experienced they can pay them less. Some employers also do not want to recruit older workers out of cultural respect
- There are a lack of employment opportunities at entry level of employment

### **Caribbean and African Health Network (CAHN)**

- There is discrimination in hiring, promotions and workplace culture that can limit career opportunities. People from racially minoritised communities might face biases or lack of representation in leadership roles, potentially impacting their career growth.
- Participants have mentioned that more people with English surnames are considered for interviews than those with foreign surnames.
- Participants have also mentioned that it takes longer for black people even with better qualifications to gain promotion than their white counterparts.

### **West African Development**

- It was highlighted that many participants work in low-paid work such as hospitality or health and social care roles.
  - Difficulties in finding volunteering opportunities to get experience under their belt.
  - Many participants did not know where local jobs are advertised.
  - Most jobs request CVs or application forms, which leads to some respondents have difficulties in accessing online digital platforms or acquiring the skills to create appropriate CVs.
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## **Lindley Education Trust**

- Some young Muslim people feel that they face discrimination from non-Muslim work colleagues who are judgemental.
- Belief that people from racially minoritised communities are unfairly discriminated against when it comes to good jobs.
- General sense of lack of job opportunities in Tameside, leading to crime and disillusionment.
- Some people from racially minoritised communities may lack the confidence and self-belief to apply for jobs even if they believe they can do them.
- Difficult to upskill for new and/or better jobs when you do not have enough money to provide for your family.

## **Racial Inequalities Survey**

- People from racially minoritised communities are often overlooked for jobs and interviews.
  - People from racially minoritised communities can feel isolated in their work environments or networking events as they feel that no one looks like them or understands their culture.
  - Existence of a glass ceiling for people from racially minoritised communities who are in jobs.
  - Lack of people from racially minoritised communities in leadership roles in businesses.
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## **HEALTH AND WELLBEING**

### **KEY POINTS**

People from racially minoritised communities face a number of health and wellbeing challenges due to perceived bias amongst providers, reduced cultural competency, language barriers and difficulties accessing appropriate leisure and community resources. A lack of affordable, available and locally-based community health and wellbeing facilities (gym, parks etc.) was highlighted by numerous contributors. This can cut communities off from holding activities and events due to a lack of space and/or funding, and often leaves people from racially minoritised communities feeling disengaged and disconnected from activities that would help to keep them healthy. Many respondents cited difficulties in accessing health and wellbeing services, particularly if they are online, due to lack of non-English language support. There is also a lack of information about health and wellbeing issues that disproportionately affect people from racially minoritised communities, for example: black women and breast cancer, South Asian men and diabetes etc. This disparity in healthcare access and information leads to unequal treatment for people from racially minoritised communities, including inadequate or delayed treatment, misdiagnosis, and poorer health outcomes.

### **Diversity Matters North West**

- Many can't access online services, and even if they can get online to access health records or book appointments they need English literacy to understand and navigate through the service.
  - People who do not speak English often delay or refrain from accessing medical help as they are unable to make the appointment themselves and are reluctant to let their children translate for them.
  - A&E waiting times are still between 5-12 hours, which means that people with other dependents are in a challenging position to find someone else to look after them.
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- When they are feeling stressed and anxious, women tend not to focus on their own health and wellbeing. This means they are less active outside of household responsibilities.
- Lack of women-only sessions that are accessible during the day when children are in school.
- People who are socially isolated and/or new to the UK are unaware of what support services are available aside from their GP.

### **Caribbean and African Health Network (CAHN)**

- Disparities in healthcare access and quality, along with potential language barriers, contribute to unequal treatment and health outcomes.
- Participants have mentioned that most GPs find it difficult to understand them due to language barriers and difficulty in decoding different accents can lead to poor health assessment outcomes.
- Participants have also mentioned that black people are seen the last during GP appointments regardless of how promptly they turn up. Participants have also mentioned that people from the black community are always quick to be dismissed by GPs.

### **West African Development**

- A few respondents highlighted that they are suffering from health issues such as diabetes, obesity, and heart- and bone-related issues.
  - Most participants know how to access the GP but would like further support on how they can get active and more information in their languages which will enable them to understand the seriousness of their illnesses and what needs to be done to manage it.
  - Desire for support for African residents so they can engage in health and wellbeing sessions in the community. This could include remote monitoring of service users, and visits by community nurses.
  - A group of younger participants stated that they do not have anywhere to go for health and wellbeing activities. The local gym has closed and the ones that remain are expensive. Parks are dominated by dogs and other local communities. As a result they feel disengaged and disconnected.
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## **Lindley Education Trust**

- Feeling that more activities for young adults will help to keep them active and healthy.
- Local authority does not provide much in terms of community facilities and activities.

## **Racial Inequalities Survey**

- Belief that black people die younger.
  - Lack of information about health and wellbeing issues that disproportionately affect people from racially minoritised communities.
  - Feeling that people from racially minoritised communities have to argue and push harder to get action on health issues that affect them.
  - Higher risk to certain diseases as the medical model (in western healthcare) is skewed towards the white population and does not take the genetics and culture of people from racially minoritised communities into consideration (i.e. black women and breast cancer, South Asian men and diabetes). Many people from racially minoritised communities become critically ill before remedial actions are taken, thus affecting their life chances.
  - Not enough access to gyms or physical outdoor activities.
  - There can be a lack of connection to the medical professional which prevents discussion of the full extent of health and wellbeing issues. Where fitness is concerned, sport groups tend to make natural omissions of people of certain racial groups.
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## **MONEY AND POVERTY**

### **KEY POINTS**

People from racially minoritised communities in Tameside are disproportionately vulnerable to the cost of living crisis due to systemic inequalities and discrimination that limit access to well-paying jobs, career advancement and educational opportunities. Many residents are living below the poverty line, meaning they are not able to save or provide additional support for children and families. However as poverty is considered to be a taboo subject in many racially minoritised communities, there may be cases where the true extent of the difficulties people face is going unrecognised.

### **Diversity Matters North West**

- Lack of opportunities to get well paid jobs.
- Significant flaws in the benefits system means that childcare and low wages can make people financially worse off if they go into employment.
- People tend to rely on family and friends to borrow money if they are in financial trouble.
- Men tend to be the main bread winner and poverty is hidden as it is seen as a taboo subject.

### **Caribbean and African Health Network (CAHN)**

- This aspect is a combination of every determinant as it covers the disparities in employment, education, housing, financial services and social mobility.
  - All participants agreed that every other aspect of the racial disparities lead to poverty.
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## **West African Development**

- Many respondents are struggling with meeting household bills and living below the poverty line, meaning they are not able to save or provide additional support for children and families.
- More support required on how to manage finances.

## **Lindley Education Trust**

- People from racially minoritised communities often have less money and therefore businesses do not offer services in their area.
- Improved services and activities required for people from racially minoritised communities.
- Appearance of borough needs addressing, lots of rubbish, graffiti and fly-tipping. Feeling that other areas get looked after better by the local authority and the police.

## **Racial Inequalities Survey**

- People from racially minoritised communities disproportionately take on low-paid, low-quality employment that keeps them poor.
  - Hard for white residents to understand the experience of poverty from a racially minoritised perspective.
  - Impact of rising costs and inflation disproportionately affects people from racially minoritised communities.
  - Lack of job opportunities in desirable fields.
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## **HOUSING AND HOMELESSNESS**

### **KEY POINTS**

People from racially minoritised communities in Tameside face significant barriers in housing and homelessness due to discrimination, socioeconomic disparities and limited access to resources. Discriminatory practices by private landlords and real estate agents restrict access to quality housing, leading to overcrowding and increased homelessness. This is exacerbated further by socioeconomic factors such as lower incomes, language barriers and a lack of information around how to access housing and what their options are. In social rented sector, there is a lack of housing that is appropriate for large families. The increase in use of Homes of Multiple Occupancy (HMOs) by families in the private rented sector puts strain on relationships and makes it difficult for people to study or work from home due to lack of privacy. When buying houses, it is often difficult for people from racially minoritised communities to take out mortgages due to cultural and religious restrictions on borrowing money.

### **Diversity Matters North West**

- Large families cannot access social housing due to a lack of availability, leaving them vulnerable to homelessness or being moved from one temporary accommodation to another. As well as leading to uprooting and disruption for children (especially in terms of education, social life etc) these families tend to seek help with extended relatives – often resulting in overcrowding or families being split across several properties. This gives them a poor quality of life and can affect their mental health.
  - Private landlords are exploiting people with continuing rises in rent and poor living conditions.
  - Homes of Multiple Occupancy (HMOs) are becoming more depended upon, making it difficult to study or work from home due to the lack of privacy and causing strains on relationships.
  - There are difficulties for people with certain religious beliefs to get mortgages due to interest. Due to low paid jobs it is also difficult for them to save up and purchase houses.
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- The only way that people from racially minoritised communities can get information with regards to what housing options are available to them is through asking friends and family.
- Difficult to find options which are Sharia compliant.

### **Caribbean and African Health Network (CAHN)**

- Most agencies consider white tenants for rented housing before black tenants, leading to black people in Tameside settling in the most deprived areas.

### **West African Development**

- People who arrive from different countries often live in bad conditions. Homes are not adequate to meet needs, and accessing housing in Tameside is difficult. Many people have to move out of the area to create new homes in other boroughs, splitting apart families and support networks.
- Further support is required around access to housing and issues such as language barriers.
- Registering for housing has moved online, which makes it more difficult to access services and register for properties.

### **Lindley Education Trust**

- Nothing was said in this area.

### **Racial Inequalities Survey**

- Lack of permanent, transient and negotiated stopping traveller sites.
  - Not enough housing for bigger families.
  - Homes and surrounding amenities are not designed for the health, social, and religious needs of people from racially minoritised communities.
  - Little defence against landlords racially discriminating against tenants from racially minoritised communities
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## **IMMIGRATION**

### **KEY POINTS**

There are complex and severe issues with immigration policies that hinder access to education, employment and public services. Immigration paperwork can be very complicated and requires expensive translation, and government rules around minimum salary requirements before residents can be considered for sponsored visas leads to large amounts of anxiety and uncertainty. Immigrants are also far more vulnerable to employment fraud, especially in the care sector, which puts them at risk of exploitative working conditions, modern slavery and extreme poverty. Often in these cases, people are reluctant to report issues to the Home Office due to language barriers and fears that they will be deported.

### **Diversity Matters North West**

- People arriving on carer's visas are finding the employment they were assured of is non-existent, and struggle to then find other employment. This means that their finances are affected and puts them at risk of modern slavery, homelessness, deep poverty, and poor mental and physical health. People are scared to speak up in case they are deported. Often these people sell everything they own before arriving in the UK, so they have nothing to go back to.
  - Couples on carer's visas find that they are living together with other couples to cover costs and rents, leading to marital breakdown.
  - Immigration goal posts are constantly changing. For example, people who came here on a study visa were advised that they were required to earn a certain amount (£26,500) once their education was completed. This figure has now increased significantly to £38,500, and the lack of jobs available at this salary leads to an insecure visa status.
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## **Caribbean and African Health Network (CAHN)**

- The current government policy that one must earn up to £38,000 in order to be considered for Tier 2 sponsorships visas as opposed to the previous amount of £25,000 is unfavourable to people from the black community, especially new university graduates.
- Participants have mentioned that they are scared of accessing any Home Office services due to language barriers and because they do not trust them or the system as they think they might be sent back to their country.

## **West African Development**

- Support and advice for immigration issues can be costly and/or difficult to access.
- Access to materials is often online, leading to risks of digital exclusion.
- Immigration paperwork can be very complicated and requires translation.
- English as a second language is a significant barrier and can affect immigration decisions and what is required to retain legal status.

## **Lindley Education Trust**

- Nothing was said in this area.

## **Racial Inequalities Survey**

- Immigrants are increasingly unwelcome which is unfair on those fleeing violence.
  - Migrants are more willing to take on roles that natives aren't willing to, for example low-level healthcare jobs (i.e. care worker) so jobs like these are more competitive as the employer takes on the migrants as they are more easily exploited.
  - Restrictions on creating and maintaining family bonds through tight controls on who can come and visit us, take care of us and live with us
  - General feeling that communities and society show resentment towards immigrants, especially those who have come into the UK through legal means successfully settled. Being subjected to this treatment is a mental struggle.
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## **RELIGION**

### **KEY POINTS**

There continues to be a certain amount of implicit and explicit discrimination against people from racially minoritised communities based on their outward appearances and religious practices. Many feel like their clothing, skin colour or religion restricts their access to the same opportunities as other people from outside their communities, and it is difficult to find workplaces which understand and embrace diverse religious practices. There are also mixed views as to whether access to mosques, churches and other religious establishments is adequate or not.

#### **Diversity Matters North West**

- The older generation feel that the UK is broadly tolerant of Islam, but with some restrictions, i.e. people don't feel welcome in primarily white areas.
- It is difficult to find workplaces which embrace diverse religious practices. People are not confident asking the question during interviews due to fear of discrimination.
- Some men felt like their clothing and/or skin colour stops them from getting the same opportunities as other people from outside of their community.

#### **Caribbean and African Health Network (CAHN)**

- Nothing was said in this area.

#### **West African Development**

- Access to local mosques in Tameside is good and meets needs.
  - Local churches are also available that meet needs, and sermons are often carried out in different languages.
  - There should be a list created and provided for newly arrived communities or people who want to access appropriate religious establishments.
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## **Lindley Education Trust**

- Muslim converts face discrimination from non-Muslim work colleagues who are judgemental.
- Some companies won't employ you if you are Muslim.

## **Racial Inequalities Survey**

- Feeling that non-mainstream religions are loudly criticised.
  - Access to mosques and places to pray is not easy thus restricting spirituality.
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## **HATE CRIME, DISCRIMINATION AND RACISM**

### **KEY POINTS**

Hate crime, discrimination and racism such as verbal abuse, physical violence and property damage, create significant barriers for people from racially minoritised communities, fosters fear and restricts engagement between different groups. This can reinforce existing cycles of disadvantage in areas such as health, policing, education, employment etc. While people are aware of discrimination and racism, there is a lack of knowledge, particularly among the older generation, about what constitutes a hate crime and how to report it. There is also little confidence that the police and criminal justice system will respond appropriately to hate crime and discrimination due to disparities in how people from racially minoritised communities are treated by these organisations. People from racially minoritised communities are often misrepresented as disproportionately responsible for crime, racism and anti-social behaviour in communities.

### **Diversity Matters North West**

- There is a lack of knowledge about what constitutes a hate crime. Although it is easier for the younger generation to report hate crime as a lot of it is done online.
  - Racist attitudes from others reduces confidence in society and increases social isolation
  - People feel that they face discrimination due to name, age etc when applying for jobs.
  - Lack of trust with the police.
  - Feeling of being ostracised due to cultural clothing
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## **Caribbean and African Health Network (CAHN)**

- Over-policing or discriminatory practices within the justice system contributes to disparities in how people from racially minoritised communities, especially those from black backgrounds, are treated by law enforcement and the courts.
- Participants have mentioned that black people within their area are targeted by police and also, that there is a high rate of inequality in accessing health care.
- Respondents feel that racism is one of the biggest factors that hinders people from racially minoritised communities to thrive as it spans across health, police, education, employment etc.

## **West African Development**

- Some respondents highlighted that they have been a victim of hate crime and have not reported it, as there is a divide between police and communities as a result of issues relating to their home countries.
- There is a requirement to develop trust with the police and other people in authority, however many feel reluctant to do so.
- Those that have migrated recently are more likely to disengage and not report hate crimes and other issues.

## **Lindley Education Trust**

- Belief that people from racially minoritised communities feel inequalities and discrimination every day in all aspects of life (gender, skill colour, religion), although some argue that it is not as bad as in the past.
  - Muslim women feel like they are particularly discriminated against, with many being bullied for wearing head scarfs.
  - Most people are thoughtless towards people from racially minoritised communities and therefore make them feel unwelcome.
  - A lot of crime and violence takes place in communities and the authorities ignore it.
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## **Racial Inequalities Survey**

- Feeling that racism against people in certain groups (e.g.: Muslims, Travellers etc.) is not challenged like other forms of discrimination would be.
  - Feeling that people of colour are misrepresented in crime, racism and anti-social behaviour. For example, there is more anti-social behaviour from young white males from lower socioeconomic backgrounds but there seems to be a narrative where people of colour bring crime.
  - Hate crime can impact people financially and also damage their mental and emotional health over time.
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## 5.0 Conclusion

5.1 Through analysis of the key themes and discussions, it has been identified that people from racially minoritised communities are unable to achieve their hopes and ambitions in Tameside due to a number of cross-cutting social, economic, cultural and language barriers. These include, but are not limited to:

- Difficulty in learning effectively and without barriers (lack of availability of courses, time to learn, money to cover living expenses while learning etc.)
  - Difficulty in attaining employment in environments where they feel safe and included, and where their religious and cultural requirements are recognised and respected.
  - Lack of opportunities for older people who want to start a new career to find a job and develop their skills.
  - When jobs are available, the salaries are often too low relative to the cost of living, especially due to rent increases and rises in inflation.
  - Career advancement is often restricted due to systemic discrimination and unconscious bias in promotion and hiring practices. There is exacerbated by a lack of people from racially minoritised communities in the higher levels of most businesses and organisations.
  - People with higher education qualifications and professional jobs in other countries are often forced to work in low-skilled, low paid jobs due to issues around transferring qualifications and experience.
  - Extensive barriers around accessing primary health services, and a lack of understanding about the specific needs of people from racially minoritised communities, leads to poorer health and wellbeing outcomes.
  - People from racially minoritised communities bear the brunt of the housing crisis, and are often forced to live in inappropriate, unaffordable, overcrowded and/or inadequate homes which can badly affect their mental and physical wellbeing.
  - Tightened rules and minimum salary requirements make it difficult for students to remain in the UK once their visa expires.
  - Poor understanding and sensitivity about the needs of people from racially minoritised groups that can lead to them feeling uncomfortable or excluded in a variety of public, private and community settings.
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- Lack of appropriate language support can prevent people from racially minoritised groups from accessing services, or forces them into potentially difficult situations such as having to rely on family members to translate.
- There are a number of issues with public sector services such as Job Centres and police. Often a lack of appropriate systems, processes and staff, or poor cultural awareness and language support leads people from racially minoritised communities to disengage with services or feel like services are actively working against them.
- In some cases, a lack of understanding or stigmas against speaking out on the part of people from racially minoritised groups (particularly older people) can make it hard for public, private and voluntary organisations to identify and address the problems they face.

## 5.2 Recommendations

Through the discussions and focus groups discussed above, participants to the TRIP provided the following recommendations on how Tameside Council and partner organisations can better understand and challenge racial inequalities in the borough. For ease of reference these have been broken down into:

- Recommendation
- Anticipated timeframe to action recommendation (Short-Term – under 6 months, Medium Term – 6-18 months, Long-Term – 18 months+)
- External partner organisations that should be worked with in order to action the recommendation (Note that this is not intended to be a comprehensive list, and further partnership support may need to be sought depending on the development of the recommendation).

The proposal is for these proposed recommendations to be discussed and approved at the relevant Health and Wellbeing Board meeting, before being taken up by the organisation identified and mechanisms for reviewing progress developed.

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## Tameside Council

Recommendation	Timeframe	External Partner Organisations
Better support to help people from racially minoritised communities, particularly those with larger families, access social housing.	Long-Term	Registered Providers, Private Sector Landlords, other housing and homelessness partners.
Design and circulate information around how to access housing (both private and social) which is accessible for people from racially minoritised communities.	Short-Term	Community Groups, Registered Providers, Private Sector Landlords, other housing and homelessness partners.
Provide training for the council workforce in cultural awareness and competence to reduce discrimination and ensure fair treatment.	Short-Term	External training providers (including voluntary sector).
Where training and support for people from racially minoritised communities is offered, ensure that it is provided in localised venues by organisations who are cognisant of the barriers that these communities face (For example; scheduling a women's meeting at a time that will not clash with childcare and other domestic responsibilities).	Short-Term	External training providers, community groups.
Better investment in leisure and community centres to improve accessibility to affordable and locally-based health and wellbeing activities.	Medium-Term	Active Tameside, community groups
Organise bespoke job fairs targeted at people from racially minoritised communities	Short-Term	Local Employers (private, public and voluntary sector), community groups.
Work with partner organisations to help them sign up to the GM Good Employment Charter, and encourage the growth of jobs that pay at least the Living Wage in the borough, particularly for residents who are just entering the employment market.	Long-Term	Local Employers (private, public and voluntary sector), community groups
Work with partner organisations to facilitate the recognition of qualifications from other countries so that people can secure jobs which match their skills rather than being forced into low-paid, low-skilled positions.	Long-Term	Education providers, national government agencies (Department for Education, Home Office etc)
Expand and improve the language support offer available in appropriate settings in Tameside.	Medium-Term	Community groups, external training providers (including voluntary sector) and language support services
Ensure that all policies are inclusive and meet the needs of people from racially minoritised communities by engaging to understand their challenges and needs.	Medium-Term	Community groups.
Develop programmes that target educational disparities and employment opportunities for people from racially minoritised communities (E.g.: mentorship, training, support for racially minoritised businesses)	Long-Term	Community groups, education providers, local employers (private, public and voluntary sector)
Celebrate cultural events of people from racially minoritised communities including recognising local communities, oral history projects and involvement of key people and their significance.	Medium-Term	Community groups and other relevant external partners (museums, colleges etc)
Ensure data is collected so correct information is available on the representation of people from racially minoritised communities and the specific issues that they face.	Medium-Term	Community groups.

## GP Practices

Recommendation	Timeframe	External Partner Organisations
Provide ways for residents who do not speak English to access appointments.	Medium-Term	Language services (public, private and voluntary sector providers)
Discourage the practice of expecting family members of people from racially minoritised communities to translate.	Short-Term	Community groups and Health Hubs.
Provide an option on online booking services for people from racially minoritised communities to request an interpreter when the doctor makes contact with them.	Medium-Term	Language services (public and private sector), technology providers, community groups.
Amend registration forms to allow patients to provide more detail about individual barriers and ensure that this is logged and taken into account by the practice.	Medium-Term	Technology providers.
Recognise that many patients may not be digitally literate and provide alternative means of booking.	Medium-Term	Technology providers.
Be aware of, understand and disseminate information about support available in the community as well as prescribing medication.	Short-Term	Community groups, Tameside Council.
Provide training for GPs and associated staff in cultural awareness and competence to reduce discrimination and ensure fair treatment.	Medium-Term	Community groups, external training providers.
Collaborate with local community organisations to create health programmes that address the specific needs of people from racially minoritised communities.	Long-Term	Community groups, external training providers, Tameside Council.
Raise awareness of mental health issues in people from racially minoritised communities in a language and format that they can relate to.	Medium-Term	Community groups, external training providers, mental health providers.
Issue health messages at times and contexts appropriate for people from racially minoritised communities (E.g.: information about fasting during Ramadan).	Short-Term	Community groups, local media, Tameside Council.

## Health Partners

Recommendation	Timeframe	External Partner Organisations
Provide training for the health workforce in cultural awareness and competence to reduce discrimination and ensure fair treatment.	Medium-Term	Community groups, external training providers.
Provide accessible volunteering opportunities to help staff understand local residents, address challenges and create accessible opportunities to enrich services.	Medium-Term	Community groups, external training providers, Tameside Council.
Provide bilingual telephone services for people from racially minoritised communities who do not speak English.	Medium-Term	Language services (public and private sector)
Encourage the recruitment of a diverse workforce and develop a better and easier volunteer pathway to reflect the community's demographic and secure better patient care and understanding.	Long-Term	Community groups, external training providers, education settings, Tameside Council.
Implement initiatives to identify and address health disparities among people from racially minoritised communities, ensuring equitable access to care.	Medium-Term	Community groups, external training providers, Tameside Council.
Conduct outreach programmes to educate people from racially minoritised communities about health issues, preventative care and available services.	Medium-Term	Community groups, external training providers, Tameside Council.
Promote cervical screening, especially to women from African communities, taking cultural sensitives into account.	Short-Term	Community groups, external training providers, local media.
Develop and provide co-produced public health messages and videos that target people from racially minoritised communities in languages that are appropriate for them.	Short-Term	Community groups, external training providers, Tameside Council, local media.

## Police

Recommendation	Timeframe	External Partner Organisations
Provide training for the police workforce in cultural awareness and competence to reduce discrimination and ensure fair treatment.	Medium-Term	Community groups, external training providers, Tameside Council.
Raise awareness and disseminate information on people from racially minoritised communities can report incidents, and what the process is internally so that they understand how their issues are dealt with.	Medium-Term	Community groups, external training providers, Tameside Council, local media.
Be more visible in the community, including having more involvement with people from racially minoritised communities and developing community policing strategies, in order to build awareness and trust.	Long-Term	Community groups, Tameside Council, local media.
Advertise vacancies in the service locally.	Short-Term	Community groups, Tameside Council, local media.

## VCSE Sector

Recommendation	Timeframe	External Partner Organisations
Offer more localised services at a time, setting and cost appropriate for people from racially minoritised communities.	Medium-Term	External training providers, Tameside Council.
Offer more English for Speakers of Other Languages (ESOL) at a time, setting and cost appropriate for people from racially minoritised communities	Medium-Term	Language services (public and private sector)
Provide more opportunities for men from people from racially minoritised communities to meet and engage in community activities.	Medium-Term	External training providers, Tameside Council, local media.
Continue to be a voice and advocate for people from racially minoritised communities in Tameside.	Short-Term	Tameside Council, local media
Offer advocacy services to help people from racially minoritised communities navigate legal, housing and immigration issues. Provide support and resources for those experiencing discrimination and racism.	Long-Term	External training providers, Tameside Council, local media
Create programmes that focus on community development, social cohesion and providing opportunities for people from racially minoritised communities to participate in local governance and decision making.	Medium-Term	Community groups, external training providers, Tameside Council
Work with Tameside Council, businesses and other stakeholders to create initiatives that benefit people from racially minoritised communities, such as job training and youth mentorship programmes.	Long-Term	Community groups, external training providers, Tameside Council, local employers (private, public and voluntary sector)

## Job Centres

Recommendation	Timeframe	External Partner Organisations
Provide more support for people in Job Centres whose first language is not English.	Medium-Term	Language services (public, private and voluntary sector providers)
Provide access to localised English programmes at a time, setting and cost appropriate for people from racially minoritised communities.	Medium-Term	Community groups, external providers, Tameside Council, language services (public and private sector)
Modify exist Request for Quote (RFQ) process to give local organisations a better chance to provide ESOL courses.	Long-Term	Community groups, local employers (private, public and voluntary sector), Tameside Council
Improvement of systems, including providing hard copies of letters and other correspondence to address digital exclusion.	Long-Term	Community groups, external training providers, technology providers.
Provide training for Job Centre staff in cultural awareness and competence to reduce discrimination and ensure fair treatment.	Medium-Term	Community groups, external training providers.

## Private Sector

Recommendation	Timeframe	External Partner Organisations
Develop a better understanding of the local community and demographics.	Short-Term	Community groups, external training providers, Tameside Council
Provide opportunities for young people from racially minoritised communities who want to gain experience and develop skills within the private sector.	Long-Term	Community groups, external training providers, education settings, Tameside Council
Support people from racially minoritised communities that are striving for economic development and improvement (E.g.: paying a Living Wage)	Long-Term	Community groups, external training providers, education settings, Tameside Council, national government agencies (Department for Education, Department for Work and Pensions etc)
Provide mentorship and support for people from racially minoritised communities that wish to develop their own businesses.	Medium-Term	Community groups, external training providers, Tameside Council, education providers.
Provide support and training for private sector organisations on cultural competence and developing more inclusive recruitment processes.	Medium-Term	Community groups, external training providers.