

A Greater Manchester Good Employment Charter

GMPA welcomes the Mayor’s proposal for a Greater Manchester Good Employment Charter and, through the Greater Manchester Living Wage Campaign, we’ve been working closely with the Mayor’s team to feed through ideas from our network. We ran a series of workshops during Living Wage Week to gather the views of key stakeholders. GMPA has also worked closely with the University of Manchester’s Inclusive Growth Analysis Unit and Oxfam on this issue (Inclusive Growth Analysis Unit publication: “[Good Jobs in Greater Manchester: The role of employment charters](#)”). Informed by this work we submitted [our response](#) to the Mayor’s recent consultation on the Charter, setting out the key areas we believe the Charter needs to include if it is to be a success.



Greater Manchester
Mayor
Andy Burnham

The Charter is a tool through which we can encourage employers to move towards improving terms and conditions and recognising the productivity as well as reputational benefits of doing so. This will help address in-work poverty which is in part caused by low pay and poor-quality work. With around two thirds of children living in poverty in households where at least one adult is in work and a greater proportion of jobs in the UK classed as low paid than in several comparable developed economies, action is needed now.



In-work poverty is certainly of concern here in Greater Manchester, where poverty levels have remained high and persistent over several decades, and where economic growth and development has not had as great an impact on poverty levels as desired. The scale of the problem in Greater Manchester reflects the inability of the local jobs market to provide a sufficient amount of good quality work to residents, even when employment rates are high and unemployment levels are low. Therefore, a Good Employment Charter, **established among other initiatives aimed at improving jobs quality**, can help contribute towards changing the way our economy works.



Article written by
GMPA Director
Graham Witham

In our response we called on the Charter to include some basic terms and conditions, such as adoption of the voluntary Living Wage by employers to ensure jobs are sufficient rewarding. However, we also highlighted the need for employers from across Greater Manchester, and from all sectors to be engaged in a values-based approach to employment and to recognise the business benefits of adopting positive employment practices.

Our full response can be found on our [website](#)

You can also find out more about the charter on the Greater Manchester Combined Authority [website](#)

Who are Real Food Wythenshawe?



Wythenshawe Community Housing Group's Real Food project is a health and wellbeing programme whose goal is to change people's behaviour around healthy more sustainable lifestyles. The programme launched in 2013 with an aim to make Wythenshawe an exemplar of how food projects should be run in the 21st century and has since gone from strength to strength helping contribute to WCHG's vision "to create communities where people choose to live and work, having pride in their homes and services."

Some of the project highlights include:

- 🍏 Presenting to the United Nations in Geneva, Switzerland to help raise awareness about food poverty in the UK as part of the Universal Periodic Review.
- 🍏 Launching 'the Unit E' food storage warehouse in Wythenshawe Town Centre which helps to distribute to seven food banks across the area
- 🍏 Winning a Gold Award for the '50 shades of Green' Garden as part of Manchester Dig The City in 2015
- 🍏 Winning Gold at RHS Tatton for their 'Taste of Wythenshawe' Garden in partnership with Reeseheath college and then relocating the garden in Wythenshawe Park for all to enjoy with the help of WCHG



In its first 5 years the project has been so successful it has reached across the whole Wythenshawe community and even further. It's done this through a whole host of different projects which all contribute to supporting people to lead healthier, lower carbon lifestyles through the food they grow, cook and eat, which is also the teams motto even featuring on the BBC National Lottery's programme.

The project was initially built around 5 flagship projects

[The Geodome](#) [Green Spaces to Growing Spaces](#)
[Mapping and Harvesting Abundance](#) [Cooking and Eating Sustainably](#)

[Wythenshawe Park Walled Garden and Farm](#)

The Geodome is located at the Manchester College on Brownley Road and aims to inspire and excite young people to understand where their food comes from. This innovative indoor food growing system helps to stimulate discussion around sustainable urban food production and introduce students to the issues around environmental change and food security whilst promoting sustainability and encouraging students to become Real Food Ambassadors for the future.



The food grown in this indoor classroom is used by the café at the Manchester College and also the Real Food Demo Kitchen which is situated in the indoor market in Wythenshawe Town Centre. Open every Tuesday and Thursday the demo kitchen, gives local people the opportunity to see how to cook different recipes, ask nutrition advice and taste the meals on offer.

Here are some stats: since 2013

15,268 Recipes given out

16,579 have attended cooking courses, events and workshops

100 sessions delivered at Real Food Kitchen & Wythenshawe indoor market footfall has increased 40%

72 Local Growing Groups supported by Real food

178 People have volunteered, totalling 11,020 hours donated

17 people have gone into full time employment

Distributed 22 tonnes of food through the Wythenshawe Food Bank

Plus local Food & Veg has risen through Real Food support at Wythenshawe Farm Shop

For more information please visit their [Website](#) or follow them on Twitter [@realfoodteam](#) or Facebook



Reminder



Join the Greater Manchester Food Poverty Alliance

The proliferation of food banks and other social food providers has been one of the largest movements of this decade – now we must work together for a Greater Manchester in which no-one has to go hungry.

With lower incomes and higher costs, many people are struggling to put food on the table and a healthy, balanced diet is out of reach. Many are also limited by inadequate cooking facilities. The explosion in the number of [social food providers](#) – [our map includes 171 of them across the city region](#) – shows that people share our concern and are taking action.

We believe this is the time for strategic action to bring out the best in GM's response. The Alliance's first aim will therefore be to co-produce a Food Poverty Action Plan for Greater Manchester. The plan will set achievable actions: to reduce and prevent food poverty; to build resilience and support communities to plan and adapt to the challenge of food poverty and to address structural and economic issues that underlie food poverty, such as benefits and precarious and low-paid employment.

Participants can be in the public, private or social sectors. This alliance will have a place for people from all walks of life, all across Greater Manchester, as long as they want to work with others towards a more coordinated and strategic long-term approach to addressing food poverty in our city region. We ask every organisation that works with people who have lived experience of food poverty, to encourage some of them to attend the meeting. The Alliance, and the Action Plan, will be stronger and have greater integrity if co-produced with people who are 'experts by experience'.

You can join the alliance by attending our launch event: **Time:** 1pm - 4pm **Date:** Tuesday May 8th 2018
Venue: Main Hall, [Methodist Central Hall, Oldham Street, Manchester, M1 1JQ](#).

[Please book in advance, and share this invitation with others who might be interested](#)

If you cannot attend the event but would like to be included in future communications about the Alliance, please email [Tom](#) with 'FPA Sign-up' in the subject line.

The Greater Manchester Food Poverty Alliance, convened by Greater Manchester Poverty Action and the [Food Poverty Special Interest Group](#), is part of the national [Food Power](#) program.



Discrimination against the Young

At GM Living Wage Campaign we are working to achieve a Real Living Wage for all. Meanwhile it is important to assist under 25's to achieve any additional income to boost poverty wages. The Young Women's Trust surveyed 4,000 young people to give them a voice. Their survey is called 'Paid Less Worth Less?'¹ The survey found that 80% of employers agreed that 'young people should be paid the same as older people for the same work' and of the young people surveyed, four out of five think the National Living Wage should be extended to under 25's. This is an comparison based on the latest National Living Wage:

Age 25 and over	Hourly Rate £7.83	Annual Income * £14,250.60	
Aged 21 to 24	Hourly Rate £7.38	Annual Income £13,431.60	£819.00 less than 25+
Aged 18 to 21	Hourly Rate £5.90	Annual Income £10,738.00	£3,512.60 less than 25+
Under 18	Hourly Rate £4.20	Annual Income £7,644.00	£6,606.60 less than 25+
Apprentice	Hourly Rate £3.70	Annual Income £6,734.00	£7,516.60 less than 25+

As you can see under 25's would benefit greatly from an increased income.

Citizens Advice Manchester² (CAB) have also carried out research and they agree that poverty pay leads to anxiety, mental and physical health issues. There is an assumption that under 25's live with parents and are not responsible for housing costs but in fact 65.7 % of CAB's respondents are responsible for housing costs. Vicky Egerton is leading on the Living Wage policy influencing campaign at CAB Manchester and will be writing an article about this research urging action to influence MPs to attend the 'National Living Wage Extension to Young People Bill' in July 2018. You can read more about the campaign [here](#).

Article written by Deborah Leigh, GM Living Wage Campaign Support.

References: ¹ [Paid Less Worth Less' October 2017 Young Women's Trust'](#). ² [Citizens Advice Manchester](#) * all based on a 35 hour week

If you have any questions, queries, comments or suggestions for the GM Living Wage Campaign, please get in touch via an email to [Lynn](#) or call 07948 549485.

Forthcoming Events:

Legal Aid and the Future of Free Access to Justice An event by the Greater Manchester Law Centre

Friday April 20th, 2018 from 6pm
- 8pm at The University of Law
Manchester, 2 New York Street,
Manchester M1 4HJ



With Lord Bach, Shadow Justice Secretary Richard Burgon, and Young Legal Aid Lawyers Vice-Chair Siobhán Taylor-Ward

Everyone is welcome: lawyers, campaigners, students and everyone else interested in access to justice. Join us as we discuss the current state of Legal Aid, the impact of the political changes, the challenges faces by the next generation of social welfare lawyers and GMLC's hope for the future.

Cost £10 - £30 [More information and to book](#)

Greater Manchester Food Poverty Alliance Launch

Tuesday May 8th, 2018 from 1– 4pm at the Methodist Central Hall,
Oldham Street, Manchester M1 1JQ

For more details about this event please see the article elsewhere in the newsletter. Further information and registration is available [here](#)

Manchester BME Network & Greater Manchester BME Network

Friday May 11th. 2018 registration from 9.30am at St Thomas Centre,
Ardwick Green North, Ardwick, M12 6FZ

A joint networking event. [The draft programme and to register](#) Free to full-members, others £20. Lunch will be provided by BME Network members who are social entrepreneurs. [Full criteria for membership](#)

Introduction to Community Organising

on Wednesday June 13th, 2018 from 9am - 4pm at Starting Point
Community Learning Partnership, Woodley Precinct, Stockport SK6 1RJ

Are you looking for better ways to motivate people to get involved in you community or organisation? Are you bothered about what's going wrong in society? Do you want to bring people to work together to make a change?

This one day training course introduces you to the core foundations of community organising – genuine, effective listening which sparks dialogue and explores motivations, an analysis of power in community and how to build it, and an exploration of how to organise and motivate people to take effective action together to address common concerns. For more info about the Learning Partnership please visit their [website](#)

The course is free and more information and booking is [here](#)

Do you have any events that you'd like GMPA to publicise?
Please [Email us](#) with the details.



Diversity Matters North West (formerly Hyde Community Action) held their annual gathering recently to celebrate the achievements of their volunteers in combination with

a Family Fun Day celebrating the achievements of international women over the last 100 years.



In her speech, Caroline Gregory, DMNW's Chair of Trustees, told the audience: "DMNW achieves a lot with a little, and we do this because of our excellent volunteers! The experience and confidence gained through volunteering can be used in many different ways and for many this is part of their journey into further training and employment."

For more information please visit their [website](#) or follow them on [Facebook](#) and [Twitter](#)

Local Elections Thursday May 3rd 2018

Don't forget to vote in person, by post (application deadline today 5pm) or by proxy (application deadline April 25th 5pm).

Let's use our voices and vote.

For more information about Greater Manchester Poverty Action

please visit our [website](#), follow us on [Twitter](#) or visit our [Facebook](#) page.

We want to find new ways of working together, share the network's successes and provide a voice for the people living in poverty in our region but we can only do this with your help and support.

Copies of previous newsletters are available on our [website](#) If you would like to submit an article for inclusion in a newsletter please [get in touch](#)

For more information please contact us by [email](#) or call 07419 774537 and we will reply as soon as possible.

NB GMPA does not have full-time dedicated administrative support so please do not expect an immediate response.



Views expressed in this newsletter are not necessarily the views of GMPA. We try to fact-check all articles and events, but if you notice an error please [let us know](#) so we can correct it in a future newsletter.