

Annual Equality and Diversity Review June 2025

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North
Tyneside
Council

1. Introduction

As stated in our Equality, Diversity and Inclusion Policy, North Tyneside Council aims to ensure that:

North Tyneside becomes a place where, no one experiences discrimination or avoidable disadvantage because of their protected characteristics, background or personal circumstances¹, and people feel safe and valued.

Our strategic plan, the [Our North Tyneside Plan](#), is focused on ensuring that the council works better for residents, as highlighted in our commitment to:

work to reduce inequality, eliminate discrimination and ensure the social rights of the people of North Tyneside are key to council decision making.

As one of the Borough's leading service providers and employers, we are committed to developing North Tyneside as an inclusive place in which to live, work, visit and invest; and we seek to achieve this through implementation of our Equality, Diversity and inclusion Policy, which states that:

North Tyneside Council will proactively embed equality and diversity considerations in everything we do and challenge others to do the same.

Therefore, we are working to make equality and diversity everyone's business. Our work is led by our Corporate Strategy and Customer Service Directorate and People Team and is supported by our Cabinet Member responsible for the Environment, which includes the Equality and diversity strategy; our Senior Leadership Team (SLT); Corporate Equality Group; our Staff Networks; the Young Mayor and Member of the UK Youth Parliament; trades unions; and the North East Regional Employers' Organisation's regional network of equality officers.

This review outlines what we have done to progress our equality work and how we will continue to seek to meet the aims of the Public Sector Equality Duty, and our Equality, Diversity and Inclusion Policy commitments, during the coming year. We will achieve this through the delivery of our Corporate Equality Objectives and Equality, Diversity and Inclusion (EDI) work programme.

If you need us to do anything differently (reasonable adjustments) to help you access information in this report, including providing it in another language or format, please contact anne.foreman@northtyneside.gov.uk or call 0191 643 2225.

¹ Protected characteristics cover everyone – we are all a mix of multiple visible and invisible protected characteristics.

Our highlights

Since our last Equality and Diversity Review was published in June 2024 together we have delivered the following:

- Agreed a new Equality, Diversity and Inclusion Work Programme
- Updated our Equality, Diversity and Inclusion Policy following public consultation
- Co-produced the Adult Social Care strategy with older and disabled people from the outset, ensuring as wide as possible a range of voices and experiences were heard
- Further developed the Equality, Diversity and Inclusion (EDI) Hub on our Learning Pool portal adding: trans, non-binary and gender diverse awareness guidance; a Transition Toolkit; a Religious Awareness Hub; Disability Awareness e-learning; Neurodiversity guidance; and Preventing Sexual Harassment Toolkit
- Launched a wellbeing hub on Learning Pool to support colleague's physical, mental, emotional, social and financial wellbeing
- Introduced Mental Health and Wellbeing, and Menopause Policies for colleagues
- Developed our three-year Anti-Racism Action Plan to enable the Authority to act on the commitments set out in our Anti-Racism Promise, promote anti-racism and tackle race inequality in our workplace
- Achieved Disability Confident Leadership status for our work championing disability inclusion in the workforce and community
- Delivered a range of awareness raising events and campaigns in line with the Authority's Equality Calendar for 2025 in partnership with our Staff Networks and Community Hubs
- Launched a new electronic Equality Impact Assessment system to help the Authority better evidence due regard to the aims of the Equality Act in its planning and decision making
- Encouraged 65% of colleagues to update their diversity data to inform service planning and support

- Ran our 2024 Colleague Survey and disaggregated the data by protected characteristics to better understand and respond to the colleague experience
- Opened a Wudu facility (to support Islamic colleagues to complete a cleansing ritual before worship) in our Quadrant Headquarters and Multi-faith room at our Killingworth Offices
- Created a North Tyneside Strategic Partnership (NTSP) EDI working group to support embedding equality into the work of the NTSP and theme partnerships
- Delivered Holiday Activity and Food Programme activities to over 2,000 children receiving free school meals, 23% with special educational needs or disabilities, and supported eligible families with accessible, supermarket vouchers in school holiday periods
- Were re-accredited by UNICEF and retained the Baby Friendly Initiative Gold Award for work to support new mothers with feeding and help families to develop relationships with their newborn babies
- Partnered with Show Racism the Red Card to run anti-racism training for our Senior Leaders. This opportunity has also been taken up by our Resources Directorate
- Introduced a full day's mandatory training on trauma-informed practice and intersectionality for Adult Social Care colleagues, co-delivered by disabled people who have survived domestic abuse
- Ran seven Understanding Autism training sessions co-delivered by autistic people and their carers
- Tested ethnicity and disability pay gap reporting, alongside preparing and publishing our gender pay gap report and action plan
- Worked with the Newcastle United Foundation to bring a range of football initiatives to communities including walking and Powerchair football
- Ensured support was available for people who needed it to vote in our Mayoral Election and improved the accessibility of the Mayoral Candidate Address Booklet

- Launched our Inclusion Allies initiative to help promote equality issues among colleagues, provide advice and support to colleagues who may feel excluded, marginalised, unwell, confused, lonely or vulnerable
- Celebrated diversity and multiculturalism at the fourth North Tyneside Together Festival in August 2024, in collaboration with North Shields Cultural Quarter fund
- Supported our third cohort of schools to become Schools of Sanctuary
- Held the first North Tyneside Family Pride in North Shield Community Hub in collaboration with Curious Arts. Took part in Northern Pride March and Cobalt Pride, raising awareness of North Tyneside Council as an LGBT+ friendly workplace
- Further developed relationships with our partners in the Ethnic Diversity Community Taskforce, including promoting events as part of North Tyneside Together and exhibiting Walking With's photo series, Asylum: A Long and Painful Process, across our Community Hubs
- Reviewed and targeted our promotion of Our North Tyneside Voice based on demographic data, resulting in more ethnic minority, male and younger members
- Unveiled a blue plaque to commemorate the life of disability rights campaigner Mary Elsworth Grieves
- Worked with specialists to ensure the food caddies we procure meet the needs of people with visual impairments
- Ran a successful 16 Days of Action campaign to highlight the issue of domestic abuse, including taking the Melissa Bus to community spaces, targeting areas with higher levels of marginalisation, to raise awareness of domestic abuse, its prevalence, and the support services available
- Seconded a speech and language therapist to support children with special educational needs involved in North Tyneside's Youth Justice System and to train staff
- Adult Social Care introduced targeted practice audits and interviews with people with care and support needs from ethnic minority backgrounds, to ensure equity in experiences

- Recruited two Independent Travel Trainers to support children and young people with special educational needs and disabilities (SEND) to travel independently
- Further developed SEND provision in primary and secondary schools to support children and young people with special educational mental health needs
- Recently created a 12-week pilot intervention programme giving access to education to children not attending school, which has already seen two children return to full time education
- Introduced Wave Rave Parties for children with disabilities, following the success of the centre's twice weekly disability swimming sessions
- Children's Services and Adult Social Care co-produced quality standards for transitioning from children's to adult services, with input from the SEND Youth Forum, Children in Care Council, and North Tyneside Parent Carers Forum
- Secured additional funding to support disadvantaged residents through:
 - a Supported Employment programme for residents with health conditions and disabilities, and
 - continuation of a Supported Internship project to increase the quality and range of work experience opportunities for young people with SEND and those with additional needs who do not have an Education Health Care Plan. one of the three internships with Sport and Leisure was so successful that the service funded further training and recruitment of the intern
- Co-produced and delivered training on a new assessment and support planning framework with older and disabled people who use Adult Social Care services
- Active North Tyneside worked with Newcastle United Foundation to offer a structured weight management programme for men as they are less likely to attend other programmes in the community
- Adult Social Care led the development of multi-agency quality assurance frameworks (including interviews with people receiving services) focused on young people with care and support needs and people at risk of abuse and neglect, to ensure that support is joined up and responsive to some of our most marginalised residents' needs

- North Tyneside Carers' Centre Carer Wellbeing Workers are now embedded with Adult Social Care operational teams to provide further opportunities for consultation, joint workers and support to carers
- Housing have mainstreamed their Tenancy and Financial Support Service which supported tenants to increase income by more than £1million in 2024/25
- Active North Tyneside continued to deliver their bespoke weight management programme for people with Learning Disabilities in partnership with LD North East. This programme was co-designed and has received regional and national recognition
- More social workers than ever before have level 3 qualifications in assessing the needs of Deafblind people, with at least 2 workers per team holding this level of training
- Active North Tyneside expanded their fleet of adapted cycles, with over 15 specially adapted cycles designed to support people with mobility issues and are exploring how to expand the offer further to cater for growing demand
- In partnership with Learning Disability North East and Independent Advocacy North East, Adult Social Care co-produced and delivered 'Making Safeguarding Personal' workshops, centred on the lived experience of people with learning disabilities
- Delivered weekly Sign and Play sessions through a partnership between the Parks Sports Centre and Learning Disability North East
- Community Hubs and Libraries undertook an Early Communication Audit in partnership with the Public Health Lead Speech and Language Therapist, to identify best practice to deliver services to better meet the needs of children and the parents with Speech, Language and Communication Needs
- Children's Services ran sessions with young people to help increase cultural understanding of unaccompanied asylum seeker children—these included English as a second language, work with Newcastle United Foundation, and meal preparation and sharing.

2. Our Corporate Equality Objectives:

The Public Sector Equality Duty (PSED) requires local authorities to set and publish equality objectives 'at least every four years'.

Cabinet agreed the following objectives in 2023. They closely aligned with our Embedding Equality Programme workstreams.

Details on how the workstreams contributed to the achievement of these Corporate Equality Objectives can be found in the relevant sections of Chapter 3.

Objective 1: Improve North Tyneside Council's Equality Impact Assessment (EqIA) process

Outcomes

- Use/embedding of the new guidance and templates results in better quality, more robust EqIAs, able to evidence due regard and enable more right first-time service delivery and fewer complaints.
- Introduction of a new electronic system for EqIAs results in improved quality monitoring and performance reporting through new Equality and Diversity Dashboards to SLT and individual directorates.

Objective 2: Create a more inclusive colleague experience within the Authority

Outcomes

- Workforce diversity data shows increases across underrepresented protected characteristics.
- Colleague Survey results – colleagues feel that the Authority is committed to creating an inclusive culture. There is confidence that harassment and bullying will not be tolerated and will be dealt with effectively if an issue arises.
- Staff networks are satisfied that they are listened to and that they can make a difference in the Authority.
- The Authority has high satisfaction levels across all colleagues in respect of colleague engagement.
- EqIAs are in place to ensure HR policy and procedures comply with equality legislation and employment codes of practice.

Objective 3: Ensure colleagues and elected members understand the requirements of the Public Sector Equality Duty

Outcomes

- All colleagues and members use inclusive language and treat everyone with dignity and respect.
- Everyone feels welcome and internal and external customers are treated with dignity and respect.
- Colleagues have the skills to treat all colleagues and customers with dignity and respect and show due regard to people's protected characteristics, and this is reflected in the Colleague Survey.

Objective 4: Improve the collection and use of workforce and customer equality and diversity data

Outcomes

- Employee diversity declaration increases
- As customer record systems are renewed/redesigned they include fields to collect standardised equality and diversity data and insight (including data on customer communication needs), this contributes to right first time and improved customer satisfaction/fewer complaints.
- Customer satisfaction surveys include standard demographic questions, so engagement and service use can be monitored and action taken, resulting in better quality EqlAs and decision making, and greater awareness and use of services by under-represented groups.
- Improvements are made to the provision of equality and diversity data available on the Authority's datastore. This supports improved evidence based EqlAs and effective diversity monitoring.
- Workforce diversity data shows increases across underrepresented protected characteristics.
- The Authority reports annually on its gender pay gap and action planning is informed by data insight.
- Equality and diversity data is reported to and reviewed by senior leaders via Equality and Diversity Dashboards and influences decision making.

Objective 5: Ensure our buildings, services and communications are accessible

Outcomes

- Information on the accessibility of our buildings is published on our website, in our buildings, and on the AccessAble Directory.
- As customer record systems are renewed/redesigned they include fields to collect standardised data on customer communication needs, this

contributes to right first time and improved customer satisfaction/fewer complaints.

- Actions identified through both change and business as usual EqlAs are acted upon and monitored resulting in improved accessibility and customer satisfaction.
- Customer care policies highlight the needs of protected groups and there is evidence that these needs are taken account of.
- Employees use the guidance in the Authority's Accessible Information Policy to improve service provision and communication (including use of our translation and interpretation services) contributing to more efficient service delivery, more compliments and fewer complaints.
- Our websites and apps are fully compliant with the Web Content Accessibility Guidelines version 2.1 AA standard.
- There are examples of how different customers' experiences and complaints are analysed and acted upon to improve services.
- Human Rights legislation guidance is available for colleagues and decision makers have up to date knowledge.

Objective 6: Improve engagement with North Tyneside's diverse communities

Outcomes

- There are inclusive engagement mechanisms and structures providing opportunities for communities and service users to be involved in decision making, and service development and delivery, helping to improve engagement with these groups.
- Residents and service users are consulted effectively before services are developed and the process demonstrates due regard to protected/under-represented groups. Together with the point above this will contribute to more effective and efficient service development and delivery.
- More shared engagement activities are developed and delivered with partners increasing the Authority's reach into under-represented groups.
- Campaigns and initiatives are developed to increase participation in public life and leadership of people from protected/underrepresented groups, this will help to improve engagement/representation of these groups.

We reviewed our Corporate Equality Objectives in 2025 drawing on the findings from our Colleague Survey, the public consultation on the review of our EDI Policy, issues highlighted by our Staff Networks and self-assessment against the LGA' Equality Framework.

Our draft proposed objectives focus are:

- to create a safe and inclusive colleague experience within the Authority for all
- continue to review and improve delivery of inclusive services, and
- to improve engagement with our diverse communities

Underpinned by the maintenance of our equality, diversity and inclusion governance arrangements.

Consultation on the draft objectives has begun. Final objectives will be agreed in summer 2025 and this review will be updated.

3. Our Embedding Equality Programme

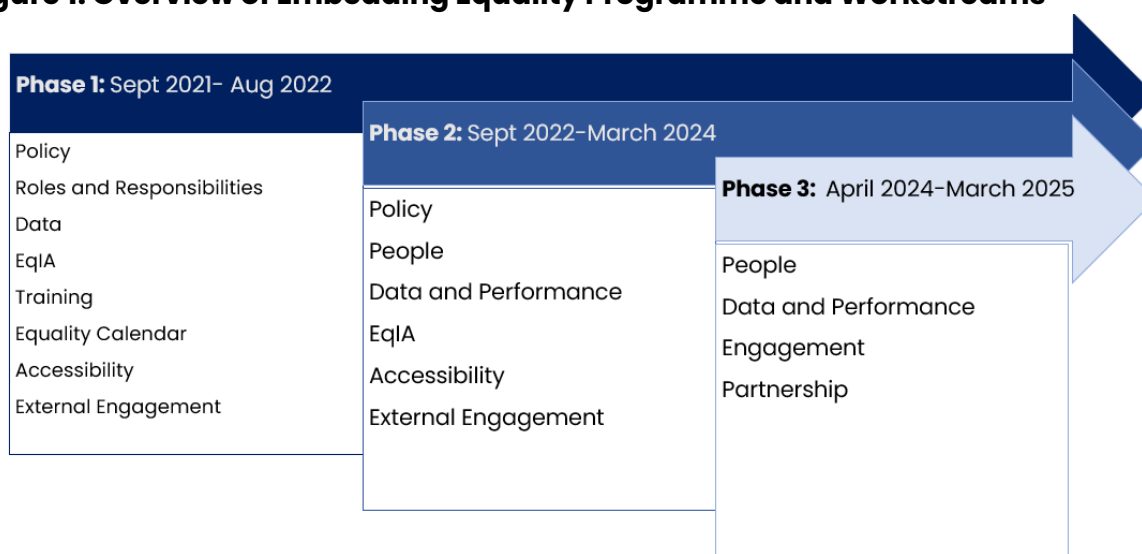
North Tyneside Council's Equality and Diversity Policy states that 'equality affects and involves everyone.' We are all a mix of protected characteristics, some visible, others not. This means equality is everyone's business and all employees and elected members have a role to play in ensuring the Authority achieves the aims of the Equality Act 2010.

Our Embedding Equality Programme was formally launched in September 2021. It sought to mainstream equality and to ensure every member of the NTC Team can play an active part in the delivery of our policy commitments and equality objectives. Informed by the Local Government Association's (LGA's) Equality Framework, the programme also enabled the Authority to review its performance against the Framework. Finally, it supported everyone who participates in the programme to live our corporate values of:

- We listen
- We care
- We are ambitious
- We are good value for money

The third and final phase of the Embedding Equality began in April 2024 and ran until 2025. As Figure 1 shows, building on the activities of the earlier phases, Phase Three retained three of the workstreams from Phase Two and introduced a new Partnership Workstream.

Figure 1: Overview of Embedding Equality Programme and Workstreams



This chapter provides a review of progress made during phase three of the programme and outlines the priorities for our new EDI Work Programme.

3.1 People

Phase Three priorities:

The People workstream aimed to:

- a. design Health and Wellbeing data reports for analysis and distribution
- b. publish Gender, Disability and Ethnicity Pay Gap Reports
- c. launch and act on the findings from the 2024 Team Survey
- d. develop inclusive recruitment guidance
- e. enhance and raise awareness of our learning and development equality, diversity and inclusion offer
- f. review the current exit interview process and plan (re)design stay/exit content and procedures
- g. ensure that all policies are updated in line with legislative changes, and
- h. continue to review the Authority's Attendance Management Procedure to ensure a wider focus on prevention strategies and health and wellbeing

Delivery:

- a. We produced sickness absence, occupational health and Employee Assistance Programme (EAP) data at our Colleague Health and Wellbeing steering groups every 6 months. We analyse this against the Health and Wellbeing responses we received in our 2024 Colleague Survey report.
- b. Our Gender Pay Gap report was published [here](#) in March 2025. We shared our first Disability and Ethnicity Pay Gap reports and action plans internally in December 2024.
- c. The 2024 Colleague Survey was launched in September and the results were shared with each Directorate between December 2024 and January 2025. Directorate Action plans, to address feedback from the survey, are being finalised. We analysed our results against protected characteristics in February 2025 and presented them to our Senior Leadership Team. Action Plans have been amended to reflect feedback in consultation with the Staff Networks.

- d. The Recruitment hub was designed and developed in 2024 with an area of the dedicated to inclusive recruitment practices and guidance.
- e. EDI mandatory learning is in place for all colleagues with a completion rate of 79% for both team members and managers. We introduced additional EDI learning in 2024 including Anti-Racism e-learning, Disability awareness for colleagues and managers, and Trans, Non-binary and gender diverse awareness.
- f. This has been put on hold due to resource issues and will be revisited later. There is currently an exit interview process in place but this should be reviewed.
- g. We have updated the relevant policies to reflect recent legislative changes, including new employer responsibilities around preventing sexual harassment. In addition, we have introduced a Neonatal Care Leave policy for new parents, in line with legislation that came into effect in April 2025.
- h. We listened to Colleague Survey and manager focus group feedback, and in March 2025, launched our new Managing Attendance Policy, along with updated procedures and a practical toolkit to support proactive wellbeing conversations. To help embed this approach, we are offering workshops for leaders to explore managing attendance in a person-centred way.

3.2 Data and performance

Phase Three priorities

The Data and Performance workstream continued, incorporating the remaining priorities from the previous policy and equality impact assessment workstreams. Its priorities were to:

- a. implement a standard set of demographic fields in our information systems to capture a minimum set of equality and diversity data on customers
- b. disaggregate and report on customer equality and diversity data to identify gaps in participation and inform service design and delivery
- c. support the consistent recording and use of customer communication needs and enable recording of pronouns
- d. embed electronic equality impact assessments and monitoring

- e. update equality objectives and integrate into organisational plans, and
- f. create formal guidance for suppliers on the equality requirements of the procurement and commissioning process.

Delivery:

- a. The standard demographic fields and categories were developed in line with the Government Statistical Services' harmonised standards to enable the data collected to be compared with local and national data sets. IT agreed that the standard would be incorporated into the development of new and reviewed customer information systems. To date this has included the Authority's new People System, Customer Innovation Platform and Unified Housing System.
- b. Work is underway to produce reports from the People System. Reports will be developed from the Integrated Housing System after the system goes live in autumn 2025.
- c. Standard fields and categories have been developed to collect data on customer communication needs and pronouns.
- d. The electronic equality impact assessments system was soft launched in January 2025, following user testing of both it and accompanying guidance. As part of the roll out Directorates agreed that all Business as Usual Equality Impact Assessments would be uploaded on to the system by March 2025 and all new EqlAs would be undertaken using the system from January 2025. In addition, throughout 2025 all EqlAs reaching review date will be added to the system. All remaining EqlAs are due to be uploaded by March 2026. After this time all EqlAs will be undertaken and stored on the system.

The soft launch has gone smoothly and all minor issues have been addressed. The system was formally launched in June 2025, alongside updated training in Learning Pool which is accessible to all colleagues.

- e. New corporate equality objectives will be agreed and implemented from summer 2025.
- f. Formal guidance for suppliers on the equality requirements of the procurement and commissioning process has been created and implemented.

3.3 Engagement

Phase Three priorities:

The Engagement workstream aimed to:

- a. develop engagement leads within all services to ensure consistency in engagement activities across the Council
- b. support the development of EqlAs as part of the engagement process
- c. develop training for colleagues and members around engagement activities including the new Engagement website
- d. progress Local Authority of Sanctuary application and develop the work of the Ethnic Diversity Community Taskforce
- e. increase minority participation and leadership in engagement activities, including exploring opportunities for co-development and co-creation projects
- f. embed robust partner working with police and PCC around hate crime, including improved data sharing, and
- g. develop and launch campaigns to raise awareness of opportunities to participate in public life in North Tyneside.

Delivery:

- a. All services have an assigned lead, and a substantial number of consultations this year were developed through these leads. There is still work to do with some services to ensure consistent approach to engagement including ensuring equality considerations are included in engagement planning.
- b. Equality Impact Assessment have been embedded as part of increased collaboration with service leads. This has supported greater reflection on and implementation of inclusive engagement activity.
- c. The staff hub on Our North Tyneside Voice Engagement website includes guidance on inclusive engagement and considerations. Work is underway to develop training to be hosted on the Authority's Learning Pool.

- d. The Local Authority of Sanctuary bid is prepared ready for consideration by Cabinet and Council. Working practices have been further develop in collaboration with the Ethnic Diversity Community Taskforce providing advisory support throughout the year.
- e. Work to increase minority participation and leadership in engagement activities continues to develop. Examples include the Refugee Week activities and the Walking With exhibition led by ethnic minority residents.
- f. Regular meetings are held with the Police Engagement Team. The Authority's Engagement Team sits on the Contest Board which seeks to reduce the risk of terrorism. Work is also underway in partnership with the Community Safety Team to raise awareness of hate crime and harassment.
- g. The project to develop and launch campaigns to raise awareness of opportunities to participate in public life in North Tyneside is on-hold due to resource issues.

3.4 Partnership

Phase Three priorities:

The priorities for this new workstream aimed to:

- a. deliver a commitment to the principle of embedding equality and diversity across the North Tyneside Strategic Partnership (NTSP)
- b. review the contribution of existing Theme Partnership strategies/action plans
- c. host an Executive Board Equality Workshop
- d. agree equality objectives and outcomes
- e. ensure equality considerations are built into theme partnership strategies/action plans
- f. implement equality monitoring arrangements across the partnership, and
- g. improve the promotion and visibility of NTSP.

Delivery:

- a. Following the NTSP equality workshop (see c. below), a NTSP EDI Officer Group was formed. It aims to act as a working group to consider common EDI issues across partner organisations, explore how partners can usefully work together, share learning and good practice, and develop an NTSP equality 'vision' or set of shared principles.
- b. In progress. Work to review the contribution of existing Theme Partnership strategies/action plans to the achievement of the aims of the Equality Act is ongoing.
- c. An EDI workshop was hosted at the NTSP Executive meeting on 16 September 2024 and resulted in the creation of the NTSP EDI Officer Working Group.
- d. In progress. The EDI Officer Group met in November 2024 and March 2025 (with further meetings scheduled for 2025) to consider shared equality objectives. However, more work is needed to fully establish the group and address other priorities, before equality objectives and outcomes can be agreed.
- e. The EDI Officer Group has discussed the need to review and understand how the theme partnerships embed equality in their work, including the embedding of equality impact assessments into theme partnership project development processes and the consideration of EDI implications in all reports.
- f. This is dependent on agreeing/establishing a clear way forward on the EDI issues raised above.
- g. An NTSP web page has been created with individual pages for the Executive and theme partnerships within the new Council website due to launch in June 2025. This will help to improve understanding of the work of the NTSP and each of the theme partnerships.

4. Governance arrangements and progress monitoring

Progress against the Authority's equality objectives and the actions outlined in the Embedding Equality Programme are governed and monitored through the following mechanisms:

- Monthly briefings and reports to the Cabinet Member with responsibility for equality, diversity and inclusion; quarterly updates to Senior Leadership Team (SLT); presentations and training to Leadership Forum.
- The activity of the Corporate Equality Group (CEG). The group meets quarterly, its membership includes senior service representatives, Staff Network Chairs and trades union representatives, and it is chaired by the Director of Environment. This group oversees the equality work of the organisation and the implementation of our Embedding Equality Programme. In its role as the board for the programme, CEG received regular reports from workstream leads.
- Engagement with our five Staff Networks on new policies and procedures at their monthly meetings, but also through the Network Chairs attendance at CEG and their quarterly meetings with their SLT sponsor.
- Our equality impact assessment process which ensures The Authority properly considers the potential impact its decision making on protected groups, whether they be delegated decisions or decisions made by Full Council or Cabinet.
- The identification and clearance of the equality implications of the decisions recommended in Cabinet, Full Council and delegated matters reports.
- Managing potential equality risks through the Risk Management process.
- Publication of equality data as required by law, including Gender Pay Gap reporting.
- Dealing with any complaints of discrimination, harassment and victimisation, seriously, promptly and confidentially.
- Biennial public consultation on our Equality and Diversity Policy and review of our Corporate Equality Objectives, which are then agreed by Cabinet.
- Publication of our Annual Equality and Diversity Review.

Appendix:

Appendix A: Borough Equality Profile

Appendix B: Employee Data Narrative

Appendix A: Borough Profile

Profile of Borough Population (compiled June 2025)

Equality Group	Number in borough	% in borough	Source
Sex			
Female	108,680	51.3%	ONS 2023 Mid-Year Population Estimates (total borough population 211,769)
Male	103,089	48.7%	
Age			
Under 16	37,252	17.6%	ONS 2023 Mid-Year Population Estimates (total borough population 211,769)
16-24	17,721	8.4%	
25-34	26,178	12.4%	
35-44	29,824	14.1%	
45-54	27,120	12.8%	
55-64	29,012	13.7%	
65-74	23,786	11.2%	
75 and over	20,876	9.9%	
Gender reassignment			
Gender variant people	667	0.4%	ONS Census 2021 Gender identity - dataset TS078 (total of usual residents aged 16 and over with gender identity different from sex registered at birth but no specific identity given, trans women, trans men and all other gender identities).
Ethnic origin			
White	198,208	94.9	ONS Census 2021 Ethnic group - dataset TS021
White English, Welsh, Scottish Northern Irish or British	190,303	92.5	
White Irish	797	0.4	
Any other white background	4,108	2.0	

Black or Black British or Black Welsh	1,281	0.6	
Caribbean	102	0.0	
African	1,020	0.5	
Any other Black background	159	0.1	
Asian or Asian British or Asian Welsh	5,396	2.6	
Indian	1,539	0.7	
Pakistani	528	0.3	
Bangladeshi	1,009	0.5	
Chinese	1,225	0.6	
Any other Asian background	1,095	0.5	
Mixed	2,879	1.4	
White and Black Caribbean	501	0.2	
White and Black African	663	0.3	
White and Asian	1,013	0.5	
Any other Mixed background	702	0.3	
Other	1,204	0.6	
Sexual Orientation			
Straight or heterosexual	157,223	91.7	ONS Census 2021 Sexual orientation - dataset TS077
Gay or Lesbian	2,925	1.7	
Bisexual	1,992	1.2	
All other sexual orientations	404	0.2	
Not answered	8,968	5.2	
Religion/Belief			ONS Census 2021 Religion - dataset TS030
No religion	96,413	46.1	
Christian	97,333	46.6	
Buddhist	587	0.3	

Hindu	823	0.4	
Jewish	128	0.1	
Muslim	2,517	1.2	
Sikh	437	0.2	
Other religion	774	0.4	
Not answered	9,954	4.8	
Person with a disability			ONS Census 2021 Disability - dataset TS038
Disabled under the Equality Act	41,748	20.0	
Marriage and civil partnership status			
Never married or registered a civil partnership	61,425	35.8	ONS Census 2021 Legal partnership status - dataset TS002
Married or in a registered civil partnership	76,283	44.5	
Separated, but still legally married or still legally in a civil partnership	4,341	2.5	
Divorced or civil partnership dissolved	17,434	10.2	
Widowed or surviving civil partnership partner	12,026	7.0	

Appendix B: Employee Data Narrative

This appendix provides an explanation of the North Tyneside Council employee data presented in our [Datastore](#).

Our data

Data is produced from our Business Management System. As the equality, diversity and inclusion data we collect is disclosed on a voluntary basis we know there is underreporting, but we have plans in place to address this by improving the data collected and a campaign to improve declaration rates.

Overview of NTC Team

Overall, in April 2025 the Authority was employing 3,883 people, this was equivalent to 3,011.9 full time employees (Source: ITrent System).

In our Senior Leadership Team, at Director level and above, 5 females and 3 males are employed by the Authority.

60.3% of our workforce are female (higher than the borough population figure of 52%) and 39.7% are male (the borough population figure is 48% [ONS 2021 Census results](#)). These figures have remained consistent since 2019. This compares to 68% females and 32% males employed in 2017 (Source: [Datastore](#)).

The percentage of females at senior levels of the organisation remains high – at 61% the number of females in our North Tyneside Senior Pay Scales² has remained static since 2022. (Source: [Datastore](#)).

The Authority underwent a process of collecting more detailed declaration data from all colleagues across the organisation. This increased the percentage of colleagues voluntarily sharing this data to 69%.

Recruitment

The Authority's recruitment practice is based on fairness and transparency, with people selected on merit and assessed against a set of required skills, values and behaviours. Job roles are open to internal and/or external competition.

² The Authority's Senior Pay Scales were agreed by Council in 2008 following a pay and grading review where all jobs in the Council were job evaluated. The Senior Pay Scales apply to middle and senior management roles including Heads of Service, Directors and Chief Executive.

We are a Disability Confident Leader and also offer a guaranteed interview to ex-army applicants on the basis that they meet both the essential and desirable requirements of a job vacancy.

We advertise our vacancies using a variety of channels including a regional jobs site, social media and other advertising methods to promote jobs and reach as wide a range of applicants as possible.

With the introduction of a new Recruitment system, we hope to be able to report on recruitment in several different ways to inform us of both external and internal recruitment activity, with a lens specifically in support of our EDI initiatives.

New Starters

From April 2024 – March 2025, 687 new colleagues joined the organisation. Based on the data voluntarily provided by the new starters, the overall trend was that representation against the six protected characteristics monitored was consistent with representation across the whole organisation with the exception of disability. The data suggests that only 7.4% of new starters declared a disability within their first year of employment compared to 12.3% of all colleagues.

Leavers

From April 2024 – March 2025, 515 colleagues left the organisation. Based on the data voluntarily provided by leavers, the overall trend was that representation against five protected characteristics monitored was consistent with representation across the whole organisation with the exception of sex (where a higher percentage of men left the organisation (48.7%) compared to the percentage of men in the current workforce (39.7%)), and disability, where only 1.2% of leavers declared a disability compared to 12.3% of all colleagues declaring they have a disability. This suggests that men were more likely to resign from their position and colleagues with a disability were more likely to remain with the organisation.

Flexible Working

All colleagues working for the Authority have the opportunity to request flexible working.

Pay Gaps

Our gender pay gap figures are produced in line with government guidance and compare the mean and median hourly pay, excluding overtime, of males and females working full-time.

Our gender pay gap report as of 31 March 2024 can be found [here](#) and includes an action plan to address the gaps identified.

In 2024 we produced Ethnicity and Disability pay gaps and action plan for the first time. This information was shared internally with colleagues.

Learning and Development

The Authority has seen an overall increase of 22% in engagement in Learning and Development from the workforce over the last year.

Learning and Development opportunities are continuously under review in terms of the catalogue of opportunities available and the way they are delivered. This is done to achieve an increased level of engagement across the organisation and in response to best practice. It also identifies the most successful methods of engaging with colleagues.

In addition to the quantitative data collected by the Authority, a review of post learning evaluation data is undertaken to ensure the learning and development offer continues to meet the needs of the whole workforce. If any issues are raised during the evaluation process they are acted upon and adjustments put in place.