

Annual Equality and Diversity Review -June 2022

Date: June 2022 **Version:** 1

Author: Policy, Performance and Research



North Tyneside Council

1. Introduction

As stated in our [Equality and Diversity Policy](#), North Tyneside Council aims to ensure that:

North Tyneside becomes a place where people feel safe and no one experiences discrimination or disadvantage because of their [characteristics](#), background or personal circumstances.

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 to be an inclusive place in which to live, work, visit and invest; and seek to achieve this through implementation of our Equality and Diversity 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 Services Directorate and is supported by our Cabinet member for Inclusion, Employment and Skills, our Senior Leadership Team (SLT), Corporate Equality Group, the Young Mayor and Member of the UK Youth Parliament, our People and Organisational Development Service, trades unions, business partners, 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 and Diversity Policy commitments, during the coming year. We will achieve this through the delivery of our Corporate Equality Objectives, as part of our Embedding Equality 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.

Our highlights

Since our 2021-2022 Equality and Diversity Review was published in June 2021 we have:

- Implemented phase 1 of our Embedding Equality Programme, to help to deliver our equality policy commitments and objectives by making equality everybody's business. Now preparing to launch phase 2 in September 2022.
 - Rolled out our Workplace Support Profile to enable employees to record information about how their disability or long-term condition affects them at work and, if they wish, to agree arrangements with their manager to help them to carry out their role well and to the best of their potential.
 - Created Reasonable Adjustments Guidance to support managers to better meet the needs of employees with disabilities or long term conditions.
 - Launched our Menopause Policy and Learning Pool Menopause Hub.
 - Successfully established four new staff networks – ethnic diversity, gender equity, Pride (our LGBT+ network) and Disloc (for colleagues with disabilities, long term conditions and/or who are carers).
 - Launched Diversity Allies to promote and support colleagues on equality issues. The Allies offer a non-judgmental way to find out more about equality issues and to signpost colleagues to useful resources.
 - Published our Additional Voluntary Responsibilities Profiles, and associated learning Pool and intranet pages, to support Diversity Allies, Staff Network Members, Domestic Abuse Champions and Mental Health First Aiders to raise awareness of these roles and the commitments involved.
 - Created the Embedding Equality Learning Pool page to provide a one-stop-shop for training to support our embedding equality agenda.
 - Promoted the Embedding Equality Programme, Staff Networks and Diversity Allies at our newly established monthly welcome day events for new employees.
 - Expanded our equality and diversity training offer to include 'What not to say to someone with a disability', menopause awareness and transgender and LGBT+ workshops (run by Unison).
 - Created a new Carers Information section on the Intranet with information about internal policies and support relevant to Carers, as well as information about external support options.
 - Hosted our first North Tyneside Together Event, which was organised by the Ethnic Diversity Community Taskforce, to celebrate and raise awareness of the ethnic diversity in North Tyneside's communities.
 - Released a film about the experience of Asylum Seekers in North Tyneside, made by our Youth Council, which will also be used by our partner, Walking with', when it delivers training in schools.
-

- Established our new Domestic Abuse Local Partnership Board which will oversee the implementation of our Domestic Abuse Strategy.
 - Recruited a Domestic Abuse Housing Officer.
 - Achieved the Ambassador Status of the Better Health at Work Award - in recognition of the support and structures within the organisation to support those with mental health conditions, and the health and wellbeing campaigns the Authority runs.
 - Launched our new 'Health and Wellbeing Strategy: Equally well - a healthier, fairer future for North Tyneside 2021-2025'.
 - Brought the innovative affordable food service run by The Bread and Butter Thing (TBBT) (one of the UK's leading community food organisations) to North Tyneside.
 - Successfully supported North Tyneside's guest families to welcome 60 Ukrainian families to the borough under the Home for Ukraine programme.
 - Delivered a range of awareness raising events and campaigns in line with the Authority's Equality Calendar for 2022.
 - Grown our inclusive Holidays Activities Fund programme to provide holiday provision throughout 2021/22 for some of our most vulnerable children and young people, successfully attracting children with SEND and young people aged 11-16 who are typically less likely to access this provision.
 - Delivered the Barnardo's Strategic Alliance universal mental health pilot scheme to participating schools during 2021/2 - this aims to train every member of staff in all North Tyneside schools in mental health awareness.
 - Planted a commemorative oak tree in Tynemouth Park on Holocaust Memorial Day to mark the 80th anniversary of the Association of Jewish Refugees (AJR) – a national charity that provides social and welfare services to Holocaust refugees and survivors in the UK.
 - Supported a new campaign by the Northumbria Police and Crime Commissioner to help make public spaces and parks feel more inclusive and safer for women, girls and marginalised groups, by improving lighting, and creating dedicated safe spaces and help-points in Richardson Dees Park, Wallsend.
 - Promoted the support available to voters with disabilities in the lead up to the local elections.
 - Established a new Youth Council Equalities and Diversity Committee, which aims to develop young people's projects that support the delivery of the Authority's Equality and Diversity Policy.
-

- Congratulated a member of our Youth Justice Service who was described by the North East Counter Terrorism Unit as inspirational for the work he did helping a vulnerable young person to break away from an extremist ideology.
 - Unveiled a blue plaque on International Women's Day at the home of suffragette Norah Balls and held an exhibition about her life at the Old Low Lights Centre.
 - Carried out our Employee Health and Wellbeing Survey, analysing the data by protected characteristic. We are now developing an action plan, in consultation with our Staff Networks to address the issues highlighted.
 - Developed an action plan to implement improvements recommended during the AccessAble reviews of 34 of our buildings. A further 10 building reviews will be undertaken by AccessAble in 2022/23.
 - Improved the accessibility of our website, this included adding an accessibility statement and the first in a series of British Sign Language (BSL) videos.
 - Made a successful bid to the government's Changing Places Fund for £100,000 to install two new Changing Places facilities at Whitley Park and the Fish Quay.
 - Ensured that every accessible toilet in all of our buildings has a sign reminding everyone that 'Not all disabilities are visible.'
-

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'. Five of our current Corporate Equality Objectives were agreed by Cabinet in January 2019, ready for implementation from April 2019.

In accordance with good practice these objectives were reviewed and subject to public consultation during winter 2020. After which, Cabinet agreed to retain the five existing objectives and to add a sixth: 'to improve engagement with North Tyneside's diverse communities.' It was also agreed that, in light of progress made against the key actions underpinning each objective, new actions would be added.

All six objectives, together with the actions updated in spring 2021 are outlined below, together with a summary of progress made against them. Further details can be found in the relevant sections of Chapter 3:

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

Actions for 2021/22:

- a. Deliver EIA training for trainers to Corporate Equality Group Members for roll out within all service areas.
- b. Create and share single list of live EIAs.
- c. Complete an audit of EIA and equality data collection processes across all service areas.
- d. Re-introduce a fit for purpose electronic system for EIAs.

Update: EIA 'training for trainers' is due to begin roll out from September 2022. Service areas are compiling a list of their live EIAs and the equality data they collect as part of an equality stocktake. The ICT Board have agreed to the development of an electronic EIA template; timescales to be confirmed. For further details please see section 3.4.

Objective 2: Be a good employer and promote an inclusive workforce that feels valued

Actions for 2021/22:

- a. Continue to analyse the findings from the Employee Pulse Surveys by equality characteristic and act on the findings.
 - b. Implement the Workplace Support Profile and introduce a Disability Policy to sit alongside the Authority's Attendance/Wellbeing Policy.
 - c. Review the Authority's Attendance Management Procedure to ensure a wider focus on health and wellbeing.
-

- d. Deliver the Authority's commitment to make its workforce more representative of the borough's population through its Workforce Development Plan.
- e. Implement an Embedding Equality Programme to make equality and diversity "everyone's business", this will include work to establish staff networks.
- f. Develop and implement an action plan based on findings from engagement with BAME employees.
- g. Promote and deliver the 2021 Equality and Diversity Calendar events and activities.

Update: We continue to act on the findings of our surveys, including our employee Pulse, NTC Team and Health and Wellbeing surveys and our Annual Residents Surveys, all of which are analysed by protected characteristic. We have introduced a Workplace Support Profile, together with additional guidance for managers on reasonable adjustments. (For further details please see section 3.1)

Phase One of the Embedding Equality Programme has been implemented. This has included the establishment of four Staff Networks, including an Ethnic Diversity Network (See section 3.2 for further information).

Our People and Organisational Development Service:

- Has appointed to the new role of Workforce Equality and Wellbeing Lead to support staff networks, culture, health and wellbeing, and organisational development work on behalf of the Council.
- Is appointing a Senior Recruitment Manager to develop its strategy and approach to recruitment and retention, how it attracts interest in working for the Authority, its selection methods, and employer brand. This will include targeted recruitment campaigns and activity to increase inclusivity and reduce inequalities in teams.
- Is working with colleagues in the Participation, Advocacy and Engagement Team to identify opportunities for working with local communities to foster understanding, develop links and grow trust in terms of how the Authority encourages a diverse range of people to come to work for it.

These actions link across to the Authority's plans for the recruitment and retention of employees, and organisational development and training.

Meanwhile the Equality and the Communications and Marketing teams have collaborated with members of the Corporate Equality Group, SLT and latterly the Staff Networks, to promote a range of events and activities to mark dates in both the Authority's 2021 and 2022 Equality and Diversity Calendars and to publicise safe fasting calendars to support Muslim employees and residents to mark Ramadan in a safe and healthy way.

Objective 3: Ensure staff and elected members are kept informed about the requirements of the Public Sector Equality Duty

Actions for 2021/22:

- a. Add further courses and learning options to the existing equality training programme for both staff and elected members to provide information and guidance on specific equality groups and issues.

Update: The Authority is committed to developing its workforce to have the capability, skills and understanding to create a culture of inclusion and equity. During the last 12 months the strength of this commitment has been demonstrated through delivery of:

- mandatory equality and diversity training for managers, employees, and members
- promotion of our equality and diversity work at our monthly welcome day events for new starters and as an integral part of our induction programmes for elected members and employees
- a programme of equality and diversity workshops, training modules and webinars
- training to support the introduction of our Staff Networks and Diversity Allies.

Objective 4: Improve the collection and use of both internal and external equality data

Actions for 2021/22:

- a. Deliver the data workstream of the Embedding Equality Programme to ensure a corporate approach to the collection, publication and use of employee, customer and resident equality data.
- b. Develop, monitor and report equality and diversity performance measures.

Update: Work to improve the collection and use of customer equality data is being progressed through the development of a specification for a central customer relationship management system, for which an EIA has been drafted.

Likewise plans are being developed to deliver a new system to collect and monitor employee data, including their protected characteristics. Recruitment of a HR Data and Systems Manager to lead the delivery of this system is underway.

The anonymous collection of elected member's equality data is being undertaken annually.

Improvements have also been made to our housing information system to ensure that the communication needs of tenants is recorded and used.

Additional data about our customers and residents is being added to our Datastore to support better EIAs and decision making.

Equality and Diversity Dashboards are due to be created in late 2022.

For further information on all of these initiatives and more please go to 3.3 section of this review.

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

Actions for 2021/22:

- a. Implement the action plan based on AccessAble's findings.
- b. Complete roll out of SignVideo services to reception desks when buildings re-open and evaluate the pilot.
- c. Agree and promote new translation and interpretation services.
- d. Implement the equality actions from the Customer Service Programme Review.

Update: The Authority is delivering against an action plan developed to respond to issues identified during the AccessAble accessibility reviews of 34 of our public buildings. Plans are in place to assess a further 10 buildings during 2022, including our crematoria.

Tablets with the SignVideo app have been distributed to 14 reception desks in our Customer First Centres, main libraries, leisure facilities and headquarter building to improve our customer service offer to D/deaf people. Once fully tested, this resource will be promoted to our local communities and an evaluation completed.

Our new community language interpretation (face to face, telephone and video) and translation services were launched in July 2021. New in-person BSL interpretation and specialist communication support contacts began in March 2022.

A wide range of projects and activities have been delivered through the Accessibility workstream of the Embedding Equality Programme. For more details about these and the actions outlined above please see section 3.4 .

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

Actions for 2021/22:

- a. Support the Elected Mayor's BAME Taskforce to develop and deliver its action plan.
 - b. Appoint a new Engagement Officer with focus on engagement with diverse communities in the borough on the basis of their protected characteristics.
 - c. Develop and implement a plan for on-going community engagement with these communities.
 - d. Review and publicise local hate crime reporting procedures, linking with safeguarding processes where appropriate.
-

Update: The BAME Taskforce is now known as the Ethnic Diversity Community Taskforce. It continues to be chaired by the Elected Mayor and supported by the Authority.

The appointment of a new Engagement Manager and an Equalities Engagement Officer are due to be completed in summer 2022. As part the Authority's inclusive engagement agenda, these roles will seek to ensure that our engagement includes those residents who are underrepresented in activities, including those with protected characteristics.

A cross service team, advised by the Ethnic Diversity Community Taskforce and the Ethnic Diversity Staff Network, is working to develop the Authority's Hate Crime Policy and to update reporting procedures. The new policy will set the context for the development of both the Authority's proposed Dignity and Respect at Work Policy and the Safer North Tyneside Partnership's borough wide Hate Crime Strategy.

Our corporate equality objectives are delivered through the implementation of our Embedding Equality programme. Chapter 3 explains more.

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 improves how it achieves the aims of the Equality Act 2010.

Our Embedding Equality Programme was formally launched in September 2021. It aims to mainstream equality and to ensure every member of the NTC Team is able to play an active part in the delivery of our policy commitments and equality objectives. It also enables the Authority to review its performance against the Local Government Association's Equality Framework. Finally, it supports everyone who participates in the programme to live our corporate values of:

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

The programme builds on lessons from the successful mainstreaming of safeguarding and health and safety across the Authority and learning from best practice across other public sector bodies. Phase one of the programme, which is running from September 2021 to August 2022 contains eight workstreams. The focus of each workstream is outlined below, together with an update on progress achieved to date:

3.1 Policy

Focus:

- a. Co-ordination and governance of the Embedding Equality programme
 - b. Policy horizon scanning, risk assessment and on-going advice
 - c. Integration of equalities within other key strategies including Inequality, Inclusive Economy, Customer Service and Procurement
 - d. Equality Policy implementation, publication of our Annual Equality and Diversity Review and Equality Objectives
 - e. Review of our Human Resources policies
 - f. Review of our Procurement and Commissioning policies
 - g. Creation of a Hate Crime Policy
 - h. Active participation in Regional Equality Networks.
-

Action:

- a. All of the Embedding Equality Programme workstreams have a lead officer and are working to agreed action plans. Each workstream is reporting to Corporate Equality Group, which acts as the Programme Board and is chaired by the Assistant Chief Executive.

Monthly updates are given to the Cabinet Member for Inclusion, Employment and Skills and quarterly reports made to Senior Leadership Team (SLT). This is supplemented, as required, by reports to Cabinet and the Authority's Leadership Forum which is made up of over 60 Senior Managers from across the organisation.

The Embedding Equality Programme is identified as a corporate priority within the Authority's Organisational Business Plan, under which all service plans sit. As such the programme was promoted during the organisation's Teamwork Live events, each of which were hosted by a member of SLT, and to which the whole NTC team is invited. An introduction to the programme and our Staff Networks also forms part of the monthly Welcome Event run for new starters.

- b. Policy horizon scanning, risk assessment and provision of advice is active and on-going and has led to a number of key actions being taken to ensure we are responsive to meeting the changing needs of our employees and communities with diverse needs.
- c. Work has been undertaken to embed equality into key strategies and processes, including our People and Organisational Development Service, Commissioning and Procurement, housing allocation, IT Board and IT systems procurement, Strategic Property and Facilities Management, our response to hate crime and hate incidents, and the Authority's Customer Service Programme.

Year one of the delivery of the North Tyneside Autism Strategy and action plan has been completed, overseen by the North Tyneside Health and Wellbeing Board.

An equality stocktake is underway within each council service area. This will help to identify further opportunities for integration of equality considerations within additional key strategies and processes.

- d. This Annual Equality and Diversity Review is being published in accordance with the requirements of the Public Sector Equality Duty. The Embedding Equality Programme is the delivery mechanism for both our Equality and Diversity Policy and Equality Objectives.
 - e. Our People and Organisational Development Service has allocated resources to review and update its current policies; this will include ensuring that they support the achievement of the Authority's equality commitments.
-

During phase one of the programme new policies have also been developed, including a new Menopause Policy, which is supported by the new Menopause Hub on our Learning Pool (the Authority's on-line learning system).

Following engagement with colleagues with disabilities our Workplace Support Profile has been introduced. It seeks to enable colleagues with disabilities and long-term conditions to record their needs and to facilitate better conversations with their line manager. This is supported by additional new guidance for managers on reasonable adjustments.

- f. The equality aspects of the Authority's commissioning and procurement policies and procedures, including social value, have been updated and implemented. Summary data will be included in our planned Equality dashboard.
- g. Following engagement with the Ethnic Diversity Community Taskforce, which is chaired by the Elected Mayor and our Staff Networks, our commitment to addressing hate crime and hate incidents, and to supporting those who experience them, is being strengthened. This will be supported by the Authority's internal policies, and the activities of the Safer North Tyneside Board, to promote awareness of hate crime and hate incidents and how to report them.
- h. Our Equality Team plays an active role in the Regional Equality Network (whose members include local authorities, fire and rescue, and ambulance services, with links to the Integrated Care System), Regional Staff Network meetings and has developed close links with the Local Government Association, contributing equality considerations to its peer review programme.

3.2 Equality roles and responsibilities

Focus:

- a. To update all relevant job descriptions to include equality responsibilities – monitored through Individual Performance Reviews. Creation of profile for additional voluntary responsibilities including equalities.
- b. Review of Corporate Equality Group Terms of Reference and membership
- c. Creation of Staff Networks to provide a support network and formal feedback mechanism, with time given to Chairs, Deputy Chairs, and Secretaries to administrate the networks
- d. Introduction of Diversity Allies who receive additional training to answer equality queries from colleagues.

Action:

- a. All new job descriptions, at all grades, include equality responsibilities. Profiles for employee's Additional Voluntary Responsibilities have been agreed and
-

implemented. The profiles cover roles such as Diversity Allies, Mental Health First Aiders, Domestic Abuse Champions and staff network members to ensure the authority provides the appropriate time off and support in recognition of these roles.

- b. The Terms of Reference (TOR) of the Corporate Equality Group has been completed and will be subject to regular review. Key changes included the attendance of the Staff Network Chairs and clarification about the role service representatives are expected to play in championing embedding equality within their service area. The TOR make it clear that service representatives are expected to:
- ensure the roll out of EIA training across the service area
 - complete quality assurance of EIAs
 - ensure equality issues and practice is effectively managed within the service area
 - ensure effective two way communication between Corporate Equality Group and the service area on equality issues.
- c. Four Staff Networks have been established. They are the: Disability, Long-term Health Conditions and Carers Network (known as DisLoC), Pride Network, Gender Equity Network and Ethnic Diversity Network.

Each Network has an SLT sponsor, who they meet with quarterly, but who is always available to provide support as requested. All of the networks have an executive and are supported by the Workforce Equality and Wellbeing Lead, with additional support when required from the Equality Team. Network Chairs are also represented at Regional Staff Network meetings and each network is represented at North Tyneside Council's Corporate Equality Group.

The Staff Networks aim to:

- give staff a means of raising collective issues effecting their network's members
- consult on policies and procedure and provide views on service delivery
- be a critical friend to North Tyneside Council
- promote discussion around creating a more inclusive culture.

Examples of key activities to date include:

- members writing blogs of their experiences to mark events on the corporate equality calendar
 - feeding into plans for key strategies including development of the Authority's Cultural Strategy, Health and Wellbeing Strategy and the Embedding Equality Programme
 - organising a drop-in session with North Tyneside Carers to raise awareness of support available
 - signposting and supporting members.
-

Following development by the Equality Team, as part of the embedding process, responsibility for supporting and developing the networks now rests with the Workforce Equality and Wellbeing Lead. This new post also supports workforce culture, health and wellbeing, and organisational development work within the organisation.

- d. Role descriptions have been agreed for our Diversity Allies and induction training has been completed. The Allies will:
 - Answer questions staff have on equality issues
 - Signpost staff to resources for support and educational resources
 - Create a supportive culture where staff feel comfortable discussing issues/uncertainties
 - Promote training and events around equality, diversity and inclusion.

3.3 Data

Focus:

- a. Use and publication of primary and secondary equality data on residents, service users and employees - including gender pay gap data
- b. Encouraging staff to register their information on our Business Management System to allow race and disability pay gap reporting, and the assessment of progress towards our corporate equality objectives
- c. Identification and collection of equality performance management information
- d. Collection and recording information on residents' needs, including communication needs and use of titles and pronouns.

Action:

- a. The borough's resident profile is available in Appendix A of this review and the Authority's gender pay gap data at Appendix B. Our employee data for 2021-2022 is published on the Authority's [Datastore](#), the narrative to accompany it is available in Appendix C. In line with current good practice our employee data now considers the previous five years to enable us to identify trends and highlight issues for further exploration and action.

The service area equality stocktake continues our review of corporately held service user data. Examples of [service user's profiles](#) are available on the Datastore for all pupils and the Youth Justice Service. Additional service user profiles, including those for social service users, will be added later in 2022. Plans are also in place to improve access to more customer satisfaction data broken down by protected characteristic.

As 2021 Census data about protected characteristics begins to be released at local authority level our Borough Profile (also available on our Datastore) will be

updated to reflect this. Sources of other national data on specific protected characteristics, such as that provided by the Office for National Statistics, will also be added to the Datastore to enhance the evidence base available to colleagues undertaking equality impact assessments.

- b. We are working to improve the quality of employee data we collect and record. We are also striving to build colleague's confidence to tell us if they identify as members of protected groups. We know we need a greater understanding of this data to help accurately assess the extent to which the Authority appropriately reflects the Borough it serves; and to then consider how this intelligence can be used to ensure the Authority is as inclusive as possible.

Our People Service has put systems in place to enable it to prepare a race pay gap report. Data quality testing is underway prior to the analysis being shared. Similar work is also being undertaken for disability pay gap reporting.

The appointment of a HR Data and Systems Manager will help to progress this work, in partnership with our Policy, Performance and Research and IT teams. They will lead the specification and delivery of the Authority's planned new business management system. The new system will enable improved equality data collection, processing, tracking and reporting, supporting the Authority's commitment to make its workforce more representative of the borough's population.

- c. Work is planned for autumn 2022 to identify and agree key performance indicators for inclusion in a Corporate Equality Dashboard. Service area equality data will be included in regular performance reporting on other corporate priorities identified in the Authority's Organisational Business Plan.
- d. As outlined in section 3b above, work is underway to support the systematic collection of equality data through the Authority's planned new business management system. The requirement, where appropriate, to collect customer equality data and information on their communication needs, title preferences and required pronouns, has been highlighted within the EIA during the scoping of the Authority's proposed new customer relationship management system.

3.4 Equality Impact Assessment (EIA)

Focus:

- a. Review of EIA template and guidance with the inclusion of a socio-economic category
 - b. 'Training the Trainers' for Corporate Equality Group members to roll out within service areas
 - c. EIA training for elected members
 - d. Creation of EIA buddies within or between service areas
-

- e. Re-establishment of an electronic system for EIA's
- f. EIA quality assurance and monitoring systematically undertaken by service areas.

Action:

- a. An updated version of the Authority's EIA template has been developed. Supporting guidance will be drafted over the summer and advice sought on whether the new template should include consideration of the socio-economic duty.
- b. Training is being developed ready for delivery to Corporate Equality Group members in September 2022. This will take a 'training the trainers' approach to encourage sharing of the training with relevant team members in each service area.
- c. Awareness raising activities are planned for Elected Members.
- d. EIA buddies will be identified and supported from winter 2022/23. As set out in section 3 (Data), additional data will be added to the Datastore to strengthen the evidence base for future EIAs. Work will also be done to update functional or generic EIAs to help colleagues undertaking EIAs to support decision making at all levels within the Authority.
- e. ICT Board have agreed to the development of an electronic EIA template. Timescales for delivery are due to be confirmed in July 2022.
- f. All of the following will support the delivery of improved impact assessments and better support decision making: the roll out of EIA training; the establishment of an electronic EIA system; a review of existing service area quality assurance and monitoring systems as part of the equality stocktake; and easier access to better employee and service user equality data.

3.5 Training

Focus:

- a. Increasing uptake of, improving, further developing and ensuring more regular training opportunities for elected members and employees
- b. Provision of a new suite of training on specific protected characteristics focusing on lived experience, including community members' sharing their experience; development of 10-minute videos; targeted live and recorded training sessions; and discussion sessions within team meetings.

Action:

The Authority is committed to develop the workforce to have the capability, skills and understanding to create a culture of inclusion and equity. During Phase One of the Embedding Equality Programme the strength of this commitment has been demonstrated by delivery of the following:

- The Authority continues to deliver equality and diversity training for managers, employees, and members, which it is mandatory for participants to refresh every 3 years. Current completions as at 10th May 2022 are: managers 72%, employees 76% and members 46% (the percentage for elected members will increase once the induction of new councillors elected on 7 May is completed, as this also includes mandatory equality and diversity training). This training is reviewed on an annual basis to ensure it continues to reflect the direction of the organisation in terms of raised awareness and understanding and behavioural change.
- Equality and Diversity has also become an integral part of the induction programme for all new starters at our newly developed monthly welcome day events.
- Building on the foundations of the mandatory and induction training, the Authority has developed and populated an equality training framework which is helping it to identify existing coverage and gaps, and to plan and prioritise new and updated provision. As result we started to roll out a programme of equality and diversity workshops/webinars covering key issues that affect the workforce, with a focus on lived experience linked to disability, menopause, transgender and LGBT+ communities and racism.
- An equality and diversity learning hub has been developed to promote supportive materials, and offer additional resources and signposting to further learning and information.
- Training and support has been provided to the Authority's Staff Networks and Diversity Allies. The Networks have already made an impact, supporting colleagues to make positive change in the Authority. Their members also contributing to the development of a range of awareness raising and development opportunities.
- The Authority continues to encourage employees to take up apprenticeships to gain new skills and qualifications to advance their career choices.

3.6 Equality Calendar

Focus:

- a. Planning and coordination of internal and external equality calendar activities
 - b. Delivery by leads from Corporate Equality Group and service areas, with a Senior Leadership Team (SLT) sponsor
-

- c. Raising awareness and understanding of protected groups.
- d. Introduce ICT notification system for equality dates



Action:

Awareness raising activities and information are being publicised internally and externally through the Authority's 2022 Equality Calendar. Each date has a SLT sponsor. This year's calendar includes the second ever North Tyneside Together event which is run in partnership with the Ethnic Diversity Community Taskforce.

Working in partnership with our Staff Networks and community partners the Authority continues to mark key dates including LGBT+ History Month, Black History Month, Disability History Month, World Mental Health Day, Pride, Hate Crime Awareness Week and Holocaust Memorial Day.

Since summer 2022 we have welcomed the opportunity to return to in person events most notably for Carers week (with support from North Tyneside Carers Centre) and Northern Pride – which is the UK Pride Festival 2022. However we continue to celebrate calendar dates in a variety of ways, including blog posts, lighting St Mary's Lighthouse in the colours of each cause, by using our social media platforms, promoting local charities and groups, and through speeches given by our senior leaders highlighting the import role these activities play in creating supportive communities and workplaces.

The notification system for equality dates, such as religious festivals and commemorative dates, has been established as a Mircrosoft Teams channel.

3.7 Accessibility**Focus:**

- a. Accessible information – formats, languages, digital inclusion
- b. Services – how we communicate with and provide services to residents
- c. Buildings – improving access for customers and staff using AccessAble's assessment of our buildings
- d. Increasing guidance to make colleagues aware of communication support options and their appropriate usage
- e. Ensuring our accessibility statement is used consistently across our communications.

Action:

- a. The Authority launched its new [Accessible Information Policy](#) in February 2022. It aims to ensure the information we provide is read, received and understood by the people for whom it is intended; and that customers with various communication needs can contact and access council services and support. A communications plan is being implemented and bite-sized learning opportunities created to help raise awareness of the policy.
-

We are working with health colleagues and VODA (North Tyneside's Voluntary Organisations Development Agency) to develop a Digital Inclusion Strategy to support those who are most excluded and address the issues they face.

Although the Authority's website has been designed to be compatible with screen magnifiers, speech recognition software, screen reading software and speech packages, we know there is more to be done. Our website [accessibility statement](#) describes recent improvements and identifies further actions that will be taken to ensure our website is fully accessible. Recent improvements include:

- testing of all new page templates to make sure they meet national accessibility guidelines
- creation of a digital style guide which provides accessible components for our developers to use
- publication of guidance for employees to help them create accessible content

We are planning to move our website to a new platform; in the meantime support is available to users and our Web Team are happy to learn about user experiences.

We have also reviewed the accessibility of our third party systems and websites and asked developers to ensure they make changes to ensure compliance with accessibility legislation.

- b. The Authority's new community languages interpretation and translation contracts began on 1 July 2021. In addition to community language support, the contract includes translation into braille and Easy Read, and the provision of audio, video and large print information. New staff guidance was published and the new contracts promoted to the NTC Team. Our new face to face BSL interpretation contract began in spring 2022.

Under the Brilliant Basics workstream of the Authority's Customer Service Programme, our letters are being reviewed and updated to improve their accessibility. This includes updating our accessibility statement (e) to help to ensure that support is offered to customers needing reasonable adjustments or information in alternative formats or languages – the statement will also be available in key community languages. The statement and our accessibility principles will also be applied to other communications and publications.

Colleagues in our newly established Customer First Office are receiving additional training on inclusive language, and the use of titles and pronouns to help improve customer experience.

A review of the ways in which customers who are digitally excluded can access our services found that suitable access points are available, but we need to be better at promoting them.

The Authority's council house allocation procedures were also reviewed, resulting in the publication of updated guidance.

- c. In addition to our current BSL video link to our Customer Contact Centre, we are piloting the use of a video relay service to 14 reception desks in our Customer First, leisure, libraries and headquarters building.
- d. Following publication of the first 34 building [accessibility guides](#) produced by AccessAble in 2021, we have linked each guide to the relevant pages of our website and begun to deliver an action plan to support the implementation of additional good practice identified by AccessAble. Preparations are now underway to review our crematoria and chapels, and some of our buildings that are not generally open to the public, including our Killingworth site.

Following a successful bid to the government's [Changing Places Fund](#) plans are being developed to install two new [Changing Places Facilities](#) in the borough. One at Whitley Park, Whitley Bay, and the second at the Fish Quay, North Shields.

'Not all disabilities are visible' signs have been added to the doors of all of the accessible toilets the Authority is responsible for, to help to address the negative comments and looks that people with invisible disabilities and conditions can experience when using these facilities.

- e. As highlighted in paragraph a. above, information about our new translation and interpretation contracts and how to make a booking was shared with colleagues via Teamwork and the intranet. An internal communication plan is being rolled out to help to raise awareness of our Accessible Information Policy through a range of Teamwork articles and bite sized learning opportunities.

3.8 External engagement

Focus:

- a. Improving the reach and effectiveness of engagement with protected groups
- b. Having clear routes for consultation and feedback with communities
- c. Appointment of an engagement officer with a focus on protected characteristics.

Action:

An Engagement Manager and an Equalities Engagement Officer are due to be appointed in summer 2022. As part the Authority's inclusive engagement agenda, these roles will seek to ensure that the Authority's engagement includes those residents who are underrepresented in activities, including those with protected characteristics.

These appointments will enhance the work already undertaken by our Participation, Advocacy and Engagement Team with a range of groups including: children and young people (including those with Special Educational Needs and Disabilities, and looked after children and care leavers) and with the Ethnic Diversity Community Taskforce.

3.9 Embedding Equality Programme: Phase 2

Given the progress made and lessons learned during the first year of the Embedding Equality Programme, and in light of the LGA updating its Equality Framework, the programme's workstreams are being reviewed and updated. Workstream delivery plans will be agreed prior to the start of phase 2 of the programme in September 2022.



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:

- Monthly briefings and reports to the Cabinet Member for Inclusion, Employment and Skills; quarterly updates to Senior Leadership Team (SLT); presentations and training to Leadership Forum; and engagement with our trade unions through the Employee Joint Consultative Forum.
- The activity of Corporate Equality Group (CEG). The group meets bi-monthly, its membership includes senior service representatives, Staff Network Chairs and trades union representatives, and it is chaired by the Assistant Chief Executive. This group leads the equality work of the organisation and oversees the implementation of our Embedding Equality Programme. In its role as the board for the programme, it receives regular reports from workstream leads, who hold review meetings prior to each CEG.
- Engagement with our four 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 to ensure we properly consider the potential impact of operational, and Cabinet and Full Council decisions on protected groups.
- The identification and clearance of the equality implications of the decisions recommended in Cabinet and Full Council reports.
- Managing potential equality risks through the Risk Management process.
- Publication of equality data as required by government, including Gender Pay Gap reporting.
- Dealing with any complaints of discrimination, harassment and victimisation, seriously, promptly and confidentially.
- Biennial public consultation and updates on our Equality and Diversity Policy and Corporate Equality Objectives, which are then agreed by Cabinet.
- Publication of our Annual Equality and Diversity Review.

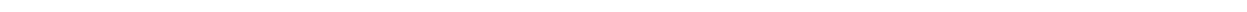
During phase 2 of the Embedding Equality Programme these arrangements will be further enhanced with the introduction of our Equality Dashboard, which will be regularly reported to SLT. Information on how service areas are contributing to the Programme will also be included in planned performance reports against the Authority's Organisational Business Plan.

Appendix:

Appendix A: Borough Equality Profile

Appendix B: Gender Pay Gap Analysis

Appendix C: Employee Data Narrative



Appendix A: Borough Profile

Profile of Borough Population (compiled May 2022)

Equality Group	Number in borough	% in borough	Source
Sex			
Female	107,782	51.6	ONS 2020 Mid-Year Population Estimates (total borough population 208,871)
Male	101,089	48.4	
Age			
Under 16	37,659	18.0	ONS 2020 Mid-Year Population Estimates (total borough population 208,871)
16-24	18,088	8.7	
25-34	25,327	12.1	
35-44	27,682	13.3	
45-54	28,726	13.8	
55-64	28,740	13.8	
65-74	23,759	11.4	
75 and over	18,890	9.0	
Trans			
Gender variant people	n/a	1.0 (est)	Based on data reported by the Gender Identity Research and Education Society (2011) - The Number of Gender Variant People in the UK - Update 2011 http://www.gires.org.uk/Prevalence2011.pdf
Ethnic origin			
White	194,025	96.6	2011 Census Ethnic Group (Total borough population taken from 2011 Census = 200,801) Office for National Statistics 2011 Census
White British	190,936	95.1	
White Irish	596	0.3	
Any other white background	2,464	1.2	
Black or Black British	734	0.4	
Caribbean	91	0.15	
African	576	0.5	
Any other Black background	67	0.04	
Asian or Asian British	3,815	1.9	
Indian	1,095	0.5	

Pakistani	319	0.2	
Bangladeshi	686	0.3	
Any other Asian background	846	0.4	
Mixed	1,815	0.9	
White and Black Caribbean	448	0.2	
White and Black African	385	0.2	
White and Asian	602	0.3	
Any other Mixed background	380	0.2	
Chinese	869	0.5	
Other	412	0.6	
Sexual Orientation			Based on North East regional estimates for 2020 from the Office for National Statistics Annual Population Survey (Total borough population aged 16 and over at 2020 mid-year estimate was 171,212) See for latest https://www.ons.gov.uk/releases/sexualorientationuk2020
Bisexual	n/a	1.2 (est)	
Gay or lesbian	n/a	1.8 (est)	
Heterosexual	n/a	94.4 (est)	
Religion/Belief			2011 Census Religion of usual resident population (Total borough population taken from 2011 Census – 200,801) Office for National Statistics 2011 Census
Buddhist	436	0.2	
Christian Denomination	128,185	63.8	
Jewish	92	0	
Muslim	1,493	0.7	
Sikh	354	0.2	
Hindu	513	0.3	
None	56,408	28.1	
Other	528	0.2	
None stated	12,792	6.4	
Person with a disability			2011 (Total borough population taken from 2011 Census – 200,801) Office for National Statistics 2011 Census
Long term health problem or disability that limits a person's day to day activities.	41,405	20.6	

Marriage and civil partnership status			
Single - never married or registered a same-sex civil partnership	53,347	32.3	2011 Census Marital and Civil Partnership Status (Total borough population aged 16 and over at 2011 Census was 165,088) Office for National Statistics 2011 Census
Married (first marriage and re-married)	76,835	46.5	
Separated, but still legally married or still legally in a same sex civil partnership	4,690	2.8	
Divorced or formerly in a same sex civil partnership which is now legally dissolved	18,565	10.1	
Widowed or the surviving partner from a same sex civil partnership	15,212	8.0	
In a registered civil partnership	316	0.2	

Appendix B: North Tyneside Council Gender Pay Gap Analysis – 31st March 2021

Introduction

North Tyneside Council is committed to reducing its gender pay gap. In addition to publishing our gender pay gap figures, as part of our statutory obligation, we have produced a narrative and action plan to supplement the data to demonstrate how we are working to reduce our gender pay gap which is a snapshot taken on 31st March 2021.

The figures are produced in line with government guidance and based on a snapshot taken of employees on the 31st of March each year. We are required to report and publish the following data:

- percentage of men and women in each hourly pay quarter
- mean (average) gender pay gap using hourly pay
- median gender pay gap using hourly pay

Note: Gender pay gap reporting is also required to include bonus pay gap reporting, however North Tyneside Council does not pay bonuses

Some Definitions:

The gender pay gap shows the difference in the average pay between all men and women in a workforce.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

Mean and median gender pay gap figures are based on a comparison of men and women's hourly pay irrespective of grade, which means that the gap shows the difference in the average pay between all men and women in the agency's workforce.

- The mean figure is the percentage difference between the mean average hourly rates of men and women's pay
- The median figure is the percentage difference between the midpoints in the ranges of men and women's pay

The Office for National Statistics says that the median measure is “considered a better indicator of ‘typical’ average earnings than the mean which is “highly influenced by those values at the upper end of the distribution and this may not be truly representative of the average earnings of a typical person. It is noted, that a median ‘could also fail to pick up as effectively where the gender pay gap issues are most pronounced in the lowest or highest paid employees’ (Source: [ONS 2021](#)) and we have explored this in further detail in this report.

Gender Pay Gap – 31st March 2021

On the 31st of March 2021 the median gender pay gap was 0.04% (Figure 1) and the mean gender pay gap was 8.44%. This is an increase in the mean gender pay gap from the previous year (at 8.05%) and a decrease for the median gender pay gap which was 0.06%.

Figure 1: North Tyneside Council Gender Pay Gap as of the 31st of March 2021.

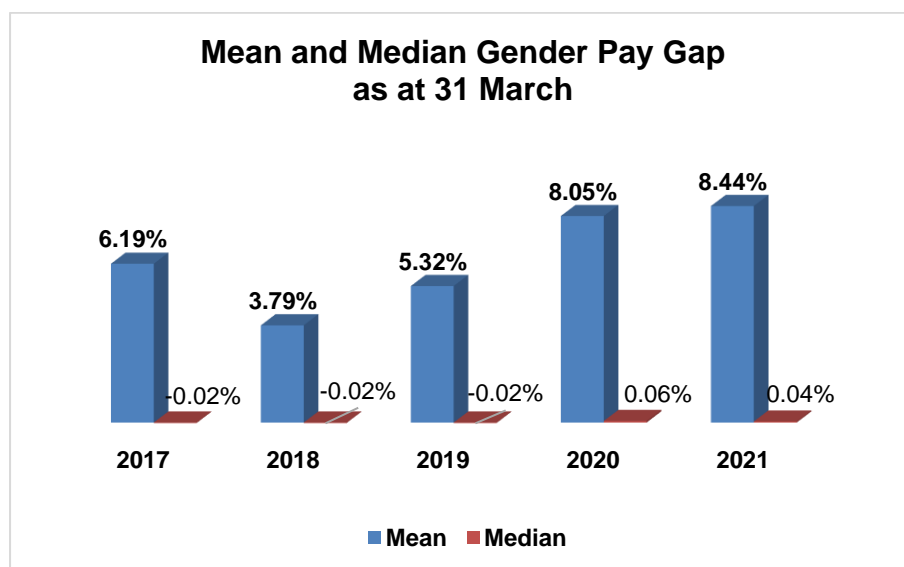
Gender Pay Gap as of the 31 st of March 2021		
	Mean	Median
Hourly fixed pay	8.44%	0.04%
Bonus paid	N/A	N/A

Our Gender Pay gap Journey

Since 2017 (figure 2) it is positive to note that the median gender pay gap has remained at less than 1% and this demonstrates that across the workforce in many areas no gender pay gap exists. However, the mean pay gap -has fluctuated and risen over the past two years to a high of 8.44%.

This is explored further below and shows that the gender pay gap largely exists in the lower paid quartile. Of course, no pay gap is acceptable, and our action plan will target all areas of differential. But will be focused on the areas where the greatest gap exists.

Figure 2: North Tyneside Council's Mean and Median Gender Pay Gap - 31st of March 2017-2021.

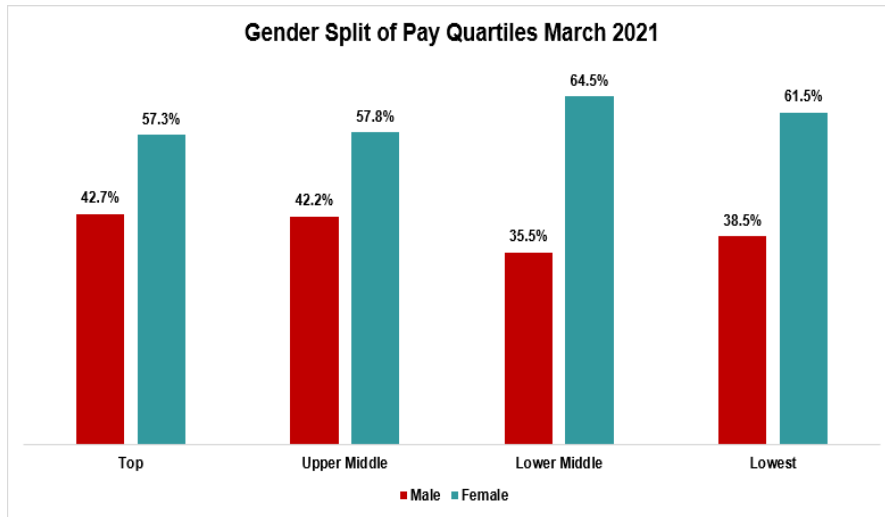


So, what does this mean for North Tyneside Council?

Pay Quartiles

Pay quartiles are calculated by dividing all North Tyneside Council employees into four even groups according to their hourly pay. Figure 3 shows the gender diversity within each pay quartile. As of 31st March 2021, the data shows a higher representation of women across all quartiles.

Figure 3: North Tyneside Council gender split of pay quartiles 31st March 2021



Understanding our Mean Pay Gap

The mean pay gap across all quartiles indicates that men are paid higher in the highest and lowest quartiles. (Figure 4) with females being paid more than males in the middle two quartiles. This is shown as a % gap in Figure 5 and whilst the difference is small in the upper quartile (1.3%), in the lowest quartile pay gap of 8.33%.

The Council employs a great diversity of skills across all quartiles, however, in the lowest quartile there is a higher percentage of males undertaking traditional roles in trades and construction where typically women are underrepresented.

Fig 4: North Tyneside Council mean hourly pay by quartile March 2021.

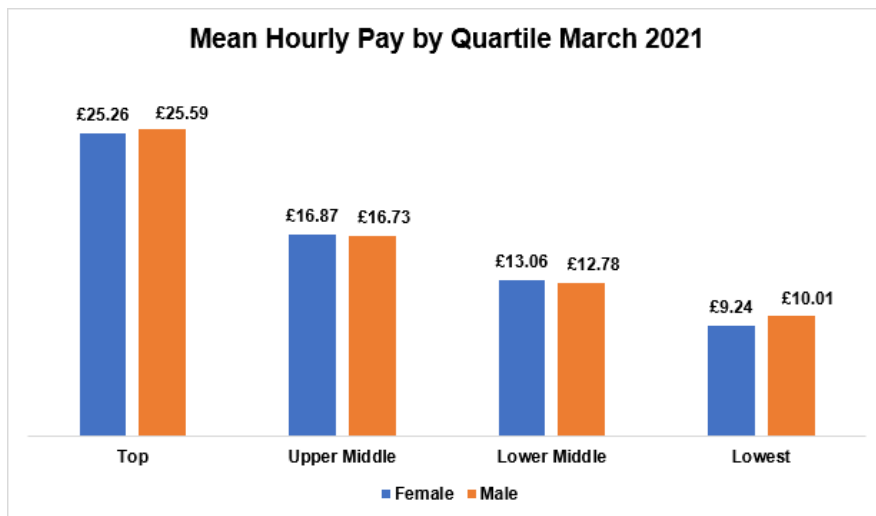
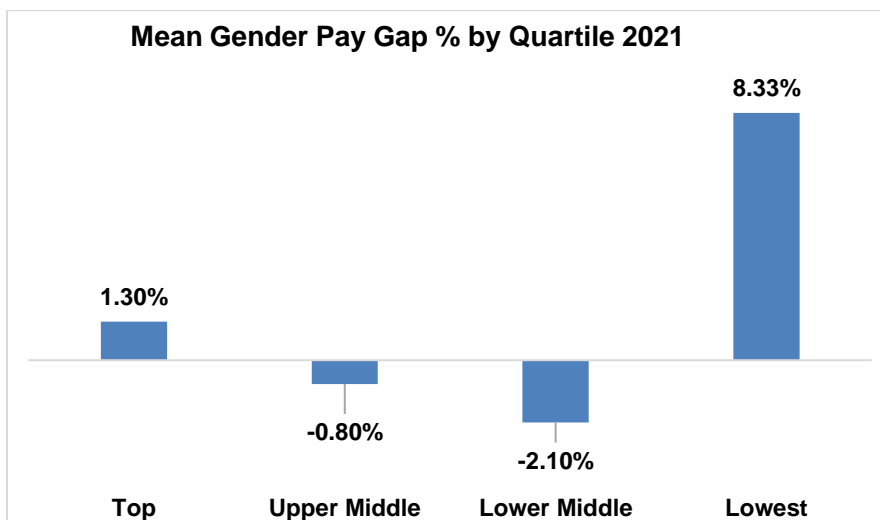


Figure 5: North Tyneside Council mean pay gap by quartile March 2021.



Understanding our Median Pay Gap

As shown in Figure 6, there is no gender pay gap in the median hourly pay of upper two quartiles which means that on average midpoint of men and women are the same in those quartiles.

The lower two quartiles tell a different story (figure 7). In the lower middle pay quartile, females have a median hourly pay which is -2.7% higher than males. In the lowest quartile males have a median hourly pay which represents a gender pay gap of 15.95% - that is, the difference between the midpoint earnings of males and females.

Figure 6: North Tyneside Council median hourly pay by quartile March 2021.

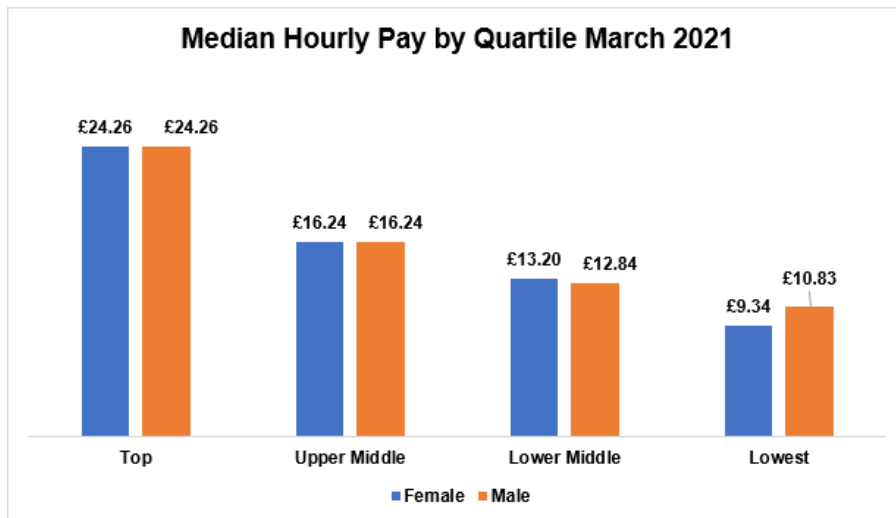
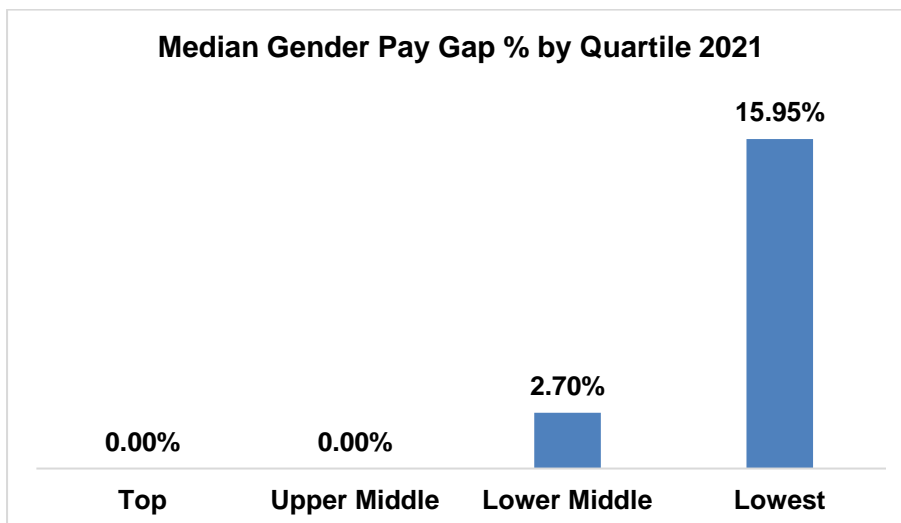


Figure 7: North Tyneside Council median pay gap by quartile March 2021.



Both the median and mean pay gap data indicate that the main gaps exist in the lower quartiles where a greater percentage of men undertaking traditional roles in trades and construction are employed and where typically women are underrepresented.

What are we doing about it?

Our ambition is to eliminate the gender pay gap but we understand that systemic and cultural change takes time. As an organisation we recognise that no gender pay gap is acceptable and we will continue to drive change internally to ensure that are true equal opportunities for promotion and development.

Tackling low pay continues to be a priority for the Authority and measures have been implemented to support this over recent years. The Authority currently has a North Tyneside Council pay scale which ensures the lowest point on the pay scale is at least the rate of the real Living Wage as set by the Living Wage Foundation. Following approval by a meeting of full Council in November 2020 the North Tyneside Council Living Wage was paid at £9.50 per hour from April 2021 (implemented in December 2021 and backdated).

When the outcome of the national pay negotiations for the pay scale from April 2022 is known the Authority aims to continue to ensure the lowest point on the pay scale is at least the real Living Wage (£9.90 per hour from April 2022).

Action Plan

Over the next year our areas of focus will be:

Data analysis and reporting

- We will continue to develop, monitor and scrutinise our data to provide greater insight into the specific areas that require action. This will enable us to develop more targeted action plans as we increase our understanding of the specific areas of the problem.

Recruitment

- we will increase our data collection and reporting in particular reporting on gender diversity at recruitment and promotions.

Apprenticeships

- We will work with our employee networks to improve recruitment of females into traditional male roles.

Transparency

We will share gender pay gap data on a quarterly basis with the Corporate Equalities Group to increase transparency and accountability and work with our Employee networks to raise the profile of gender inequalities

Appendix C: 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 are issues on underreporting, but we have plans in place to address this and make improvements.

The context

For this year's Equality Annual Review we have tracked data from 2017 to help us understand where we are making progress and what more we can do to embed inclusivity into all that we do as an organisation. The NTC Team saw a big change in April 2019 when we transferred 350 colleagues back into the Authority from a Joint Venture with Kier North Tyneside delivering construction and housing repairs and maintenance services to the Borough. The majority of colleagues were male and this increased the percentage of males in the NTC Team from 32% to 37% (Source: BMS Management System 2022). The reported make-up of the construction and repairs teams has remained unchanged overtime with regard to their protected characteristics, so it will be challenging to increase diversity within these areas.

The first lockdown due to the Covid-19 pandemic in March 2020 brought big challenges for the NTC Team in the delivery of our services and responding to the needs of our residents in the Borough. During the lockdowns there was a low level of recruitment activity, coupled with increasing demand for services, particularly those in Health and Social Care.

Nationally there has been a developing recruitment and retention crisis in Health and Social Care which has impacted on the Authority's ability to attract applicants to fill vacancies. This is now affecting other services we deliver, for example, in the construction industry. We would like to attract a more diverse workforce to be more reflective of the makeup of our Borough, however the current recruitment and retention crisis does create more challenges.

Overview of NTC Team

Overall in April 2022 the Authority was employing 3,799 people, this was equivalent to 3,000 full time employees (Source: BMS Management System 2022). This is an increase of 142 people since April 2021.

In our Senior Leadership Team, at Director level and above, we have 5 females and 4 males.

Currently, indeed since 2019, 62% of our workforce are female (higher than the borough figure of 52%) and 38% are male (the borough figure is 48% [ONS 2020 Mid-](#)

[Year Population Estimates](#)). This compares to 68% females and 32% males in 2017 (Source: [Datastore](#)).

The percentage of females at senior levels of the organisation remains high. The number of females in our North Tyneside Senior Pay Scales¹ has increased by 8 percentage points since 2020 from 50% to 58% (Source: [Datastore](#)).

In our Soulbury Pay Scales we have 81% females and 19% males (Source: BMS Management System 2022). Our Soulbury pay scales are specific to education roles which are mainly Education Psychologists and School Improvement Officers. Historically the nature of these roles tended to be more attractive to females.

3% of colleagues declare themselves as having a disability (Source: [Datastore](#)); however the percentage of people with disabilities and long term conditions living in the borough is 21% (Source: [Office for National Statistics 2011 Census](#)).

2% of colleagues identify as being from ethnically diverse backgrounds (Source: [Datastore](#)); lower than the borough population at 3.4% (Source: [Office for National Statistics 2011 Census](#)).

1% of colleagues declare as being LGBT+ (Source: [Datastore](#)); lower than the population living in North Tyneside, which is estimated at 4% (Sources: [Office for National Statistics 2020](#) and [Gires 2011](#)) .

Colleagues in the 16-24 age range have a higher representation in our Apprenticeship Programmes.

There is a higher proportion of colleagues in the age range 45-54 years in senior roles in the organisation.

Recruitment

Our recruitment policy and practice is currently under review, however, recruitment into the organisation 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.

We are a Disability Confident Employer 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.

¹ 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.

The proportion of female applicants for jobs has increased by 13 percentage points from last year (from 40% in 2021 to 53% in 2022) which is more in line with level of applications received from females during 2017 to 2020 (Source: [Datastore](#)). The proportion of male job applicants has decreased by 12 percentage points this year, standing at 37% compared to 49% in both 2020 and 2021 (Source: [Datastore](#)). This may be a result of more vacancies in the Health and Social Care and Catering Services to which more females than males apply.

The proportion of applicants who declared a disability was 6% which is an increase of 1 percentage point over the previous year (Source: [Datastore](#)).

Job applications from candidates who declared that they were from ethnically diverse backgrounds increased from 3% last year to 6% this year (Source: [Datastore](#)).

Applications from candidates who declared that they were LGBT+ was 6%, contributing to an overall increase of 2 percentage points over the last 5 years (Source: [Datastore](#)).

50% of applicants declared they were married or in a civil partnership compared to 41% the previous year (Source: [Datastore](#)).

New Starters

The proportion of females who have joined the Authority increased by 6 percentage points between 2021 and 2022 (56% to 62%) (Source: [Datastore](#)).

The proportion of 16-24 year olds in our workforce (18% in 2022) has increased by 3 percentage points since last year and 5 percentage points since 2017, helped by the introduction of our apprenticeship programme (Source: [Datastore](#)).

1% of colleagues declared themselves as LGBT+ on our BMS System; in 2019 none had made this declaration (Source: [Datastore](#)).

Leavers

In 2021/22 337 staff left the Authority.

Over the past two years there has been no change in the proportion of females and males leaving the Authority (40% males and 60% females) (Source: [Datastore](#)).

The proportion of women who have left the Authority since 2017 has decreased by 11 percentage points, balanced by an 11 percentage points increase in male leavers (Source: [Datastore](#)).

There has been an increase in the proportion of disabled staff leaving the Authority from 3% in 2021 to 5% in 2022 (Source: [Datastore](#)).

The proportion of ethnically diverse staff leaving has remained fairly static at 3% for the last 5 years, apart from a drop to 1% of leavers in 2021 (Source: [Datastore](#)).

Flexible Working

All our employees are given the opportunity to request flexible working. In 2020 19% of those requesting flexible working were males, however this has decreased this year by 8 percentage points, while increasing by the same amount for females who now make 89% of all requests (Source: [Datastore](#)).

The proportion of disabled colleagues requesting flexible working has seen a slight decrease from 5% in 2021 to 4% in 2022 (Source: [Datastore](#)). A greater proportion of requests come from colleagues aged 45-54 at 31% in 2022 (Source: [Datastore](#)). This is likely to be a result of life changes in this age group.

The Authority is currently undertaking an assessment of our ways of working, aiming to learn from what has worked well for services in terms of new or different working arrangements during the pandemic. The outcome of this assessment is yet to be published.

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 2021 is attached at Appendix B and includes an action plan to address the gaps identified.

We are in the process of producing a Race Pay Profile that will be published once the data has been verified and assessed.

Learning and Development

The Authority is currently reviewing its learning and development offer to ensure it continues to support the priorities of the organisation and the desired culture change, as well as ensuring all our workforce are supported to be their very best and reach their full potential.

The Authority has seen a significant increase in engagement with learning and development for males in the last year from 22% in 2021 to 32% in 2022 (Source: [Datastore](#)). This 10 percentage point increase brings take up into line with 2020 figures (31%) (Source: [Datastore](#)). In comparison, female engagement with learning and development has seen a decline over the last year (from 78% in 2021 to 68% for 2022), but this again brings female engagement into line with data from 2018 – 2020 (Source: [Datastore](#)).

Engagement levels amongst those team members identifying as disabled or with a long-term condition has remained constant over the past five years at 3%; in line with the workforce disability profile of 3% (Source: [Datastore](#)).

In terms of the age profile, all age groups have seen an increase in engagement levels in learning and development over the last year with the exception of 45 – 54-year-olds, where there has been a 23 percentage point drop from 50% in 2021 to 27% in 2022 (Source: [Datastore](#)). However, when looking at past data this 27% is generally in line with data from 2018 – 2020 (Source: [Datastore](#)).

Engagement with people who identify as LGBT+ or heterosexual has remained constant for the last two years at 1% for LGBT+ and 15% for heterosexual (Source: [Datastore](#)).

In addition to the quantitative data collected by the Authority, a review of post learning evaluation data is carried out 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 this is acted upon and adjustments put in place.
