

Interim Annual Equality and Diversity Review -March 2021

Date: March 2021 **Version:** 1
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North Tyneside Council

1. Covid-19

Due to the Covid-19 pandemic, during 2020 the Equality and Human Rights Commission (EHRC) suspended planned compliance activity on the Public Sector Equality Duty specific duty reporting obligations which all public sector organisations are required to fulfil.

However, their compliance activity for 2021 was reactivated and the EHRC now require all public bodies to publish their equality objectives and information by 30 March 2021.

To enable a full financial year's data to be available North Tyneside Council usually publishes its equality objectives and information by 30 June each year. However, this year the Authority is publishing an interim report to be compliant with the requirements of the EHRC. A full report will also be published by 30 June 2021, which will include customer data.

This interim report draws on data from 2019/20.

2. Introduction

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 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](#).

We are working to make equality and diversity everyone's business. Our work led by Corporate Strategy and Customer Service, and supported by the Deputy Mayor as Cabinet Champion for equality and diversity, our Senior Leadership Team (SLT), Corporate Equality Group, the Young Mayor and Member of the UK Youth Parliament, our Human Resources 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 through the delivery of our Corporate Equality Objectives, as part of our Embedding Equality Programme.

If you require a copy of this document in a different format please e-mail anne.foreman@northtyneside.gov.uk or call 0191 643 2225.

Our highlights

Since our 2018-19 Equality and Diversity Review was published in June 2019 we have:

- Reviewed and updated our Equality and Diversity Policy and Corporate Equality Objectives.
- Introduced our Embedding Equality Programme to help to deliver our equality policy commitments and objectives by making equality everybody's business.
- Implemented our Poverty Intervention Fund, which has funded the provision of: school appropriate clothing, October half term activities for children, benefit advice and support, and hot food for older people.
- Incorporated equality considerations into the Individual Performance Reviews of all employees.
- Developed 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 that will help them to carry out their role well and to the best of their potential.
- Began the refresh of our Domestic Abuse Needs Assessment, the review of safe accommodation, preparation of our Domestic Abuse Strategy and establishment of a multi-agency Domestic Abuse Local Partnership Board.
- Achieved:
 - Gold Status Unicef Baby Friendly accreditation
 - The Continuing Excellence standard of the Better Health at Work Award - in recognition of the support and structure within the organisation to support those with mental health conditions, as well as running health campaigns across the Authority, with a particular focus on mental health and well-being.
 - Disability Confident Employer status.
- Established the Elected Mayor's Black Asian and other Minority Ethnic Communities Taskforce, enabling direct engagement with communities from across North Tyneside, and the identification of their priorities for action and change.
- Worked with North Tyneside Youth Council to establish a new committee structure including a new Equality Committee and a BAME Committee; and to support equality campaigns and initiatives led by the Young Mayor.

- Developed a new equality calendar to provide a focus for internal and external awareness raising activities sponsored by individual members of our Senior Management team.
- Continued to deliver our equality and diversity training for managers and employees throughout the Covid-19 pandemic.
- Provided practical and emotion support to Clinically Extremely Vulnerable residents through our Local Support Hub, which is run in partnership with North Tyneside Voluntary Organisations Development Agency (VODA).
- Ensured the children of key workers and vulnerable children were able to attend school throughout the pandemic.
- Successfully rolled out the government's laptop and router scheme, ensuring that in excess of 3,020 devices and 150 internet packages have been delivered to children and families in need.
- Developed a bespoke training programme (one to one, virtual or face to face) to provide families with support to use at home learning systems, including Google Classroom
- Supported school age children on free school meals through access to supermarket vouchers during the lockdowns and school holidays.
- Developed holiday provision in 2021 for some of our most vulnerable children and young people
- Implemented the Barnardo's Strategic Alliance universal mental health pilot scheme which aims to train every member of staff in all North Tyneside schools in mental health awareness.
- Established a Steering Group to address inequalities and promote equity in Covid-19 vaccination uptake.
- Undertaken on-going Covid Employee Risk Assessment to ensure due regard is given to the needs of employees with protected characteristics during the pandemic.
- Compiled a Covid-19 Equality Impact Assessment to inform our Covid-19 Recovery planning.
- Carried out regular pulse surveys to enable us to respond to the needs and concerns that the Covid-19 pandemic caused for colleagues, ensuring need was identified by protected characteristic.
- Published Covid- 19 related support and information in a variety of community languages and formats on our Covid web and Facebook pages.

- Promoted health and wellbeing across our communities, identifying and responding to inequalities caused by Covid.
- Worked with AccessAble to review 34 of our buildings to enable users to know what accessible provision is available and to inform our plans for improved accessibility.
- Provided a link from our website to a dedicated Customer Services telephone number via a BSL video interpreter to enable D/deaf customers to independently contact the Authority remotely.
- Worked with the North East Purchasing Organisation (NEPO) to procure the Authority's new translation and interpretation contracts, including on-line interpretation provision.

3. 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 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 are outlined below, alongside targets and progress to date.

3.1 Performance against our Corporate Equality Objectives

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

Key actions from 2019/20:

- a. Review, update and promote EIA guidance and documentation.
- b. Appoint new EIA 'champions' who will be trained and supported to help team members complete EIAs.
- c. Develop and implement a plan for the re-introduction of a fit for purpose electronic system for EIAs.

Progress to date:

- a. A new EIA form and guidance were developed, published on the intranet and are in use.
- b. It was agreed that Corporate Equality Group members should act as EIA Champions, however the development and roll out of this training has been delayed until 2021 due to the Covid-19 pandemic.
- c. Options for development and introduction of a new electronic system for the storage and monitoring of EIAs is progressing.

New 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.

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

Key actions from 2019/20:

- a. Undertake and implement findings from the Staff and Employee Health and Wellbeing surveys.
- b. Understand the specific equality and diversity issues arising from both surveys and make recommendations for action.
- c. Develop and promote an annual equalities events calendar, encouraging employees to contribute to the development of the activities it delivers.
- d. Ensuring that the Authority's mental health first aid approach provides increased awareness of the issues associated with specific protected characteristics.

Progress to date:

- a. The findings from both surveys have been shared and action taken. This has continued during the Covid-19 pandemic through the Employee Pulse Surveys of July and November 2020. A third Pulse Survey is being developed for April 2021.
- b. Analysis of the Staff and Employee Health and Wellbeing surveys was completed. This led to further engagement with employees with disabilities led by the Chief Executive, which informed our Employee Covid Risk Assessment process and work to develop a Workplace Support Profile and Disability Policy. During 2020 focused engagement with Black, Asian and Minority Ethnic (BAME) employees began and will continue during 2021.
- c. Equality and diversity calendars were agreed for 2019 and 2020 and awareness raising activities promoted and delivered across both years. The 2021 Equality and Diversity calendar has been agreed and activities are being delivered.
- d. Awareness raising about the impact of mental health conditions on people with protected characteristics was undertaken by our Mental Health First Aiders.
- e. The Authority has been awarded Disability Confident Employer status from 2021-2024 – this reflects the actions taken by the Authority to recruit, retain and develop employees with disabilities.

New 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.

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

Key actions from 2019/20:

- a. Continue to develop and deliver a programme of equality training.
- b. Develop a handbook to help staff consider and respond to the needs of customers and colleagues with specific protected characteristics.
- c. Ensure that our equality duties are considered as part of the review of the North Tyneside Council Constitution.

Progress to date:

- a. Participation in the Authority's equality training programme is growing with 70.1% of managers, 68.4% of employees and 66% of elected members being up to date with mandatory equality training. The provision of on-line training for managers, the roll out of devices to enable more staff to participate in on-line training and the on-going development of new learning methods have all contributed.
- b. The staff equality handbook has been published.
- c. The review of the Authority's Constitution is paused due to the Covid-19 pandemic.

New 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.

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

Key actions from 2019/20:

- a. Provide guidance on the appropriate and consistent collection of equality data.
- b. Improve collection of staff equality data on our Business Management System (BMS) to increase by 50% the number of staff who complete BMS data by March 2020.
- c. Use staff equality data to inform the development of initiatives to support our commitment to make our workforce more representative of the borough's population.

- d. Use equality data to ensure service delivery and community engagement is balanced and proportionate.

Progress to date:

- a. Standard equality/demographic questions and guidance were developed and published.
- b. The number of employees providing equality data has increased but the data provided varies by characteristic. All employees with access to BMS are now asked on an annual basis to update their personal details. Managers of those employees without access are also asked to undertake the check with their employees. Further progress will be possible following installation of a planned new business management system (Appendix A contains the borough's population profile by protected characteristic).
- c. Human Resources routinely use equality data (see the summary of our 2019 and 2020 employee profile and links to other key employee data in Appendix B and our Gender Pay Gap Analysis in Appendix C) to inform its service priorities and duties, including those outlined under Objective 2.
- d. Equality monitoring data is used for these purposes, but further improvement is needed to the access and use of equality data.

New 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.

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

Key actions from 2019/20:

- a. Review and publish accessibility statements for all our public buildings.
- b. Review and act on the findings of our EIA on council communications.
- c. Deliver additional equality actions identified within our Customer Service Programme.

Progress to date:

- a. 34 building audits have been completed by AccessAble ready for publication. A working group is being established to develop an action plan to address recommendations by AccessAble.
- b. A contract was agreed with SignVideo to pilot provision of a free British Sign Language (BSL) video interpretation service enabling BSL speakers to contact the Authority's Contact Centre independently.
- c. Covid-19 guidance was published on the Authority's website in different languages and formats.

- d. Following the review of the Customer Service Programme, these actions will be progressed under the accessibility workstream of the Embedding Equality Programme.

New 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.

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

Key actions for 2021/22:

- a. Support the Elected Mayor's BAME Task Force 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.

Our corporate equality objectives will be delivered through the implementation of our Embedding Equality programme.

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.

We have therefore implemented a programme to mainstream equality and to ensure everyone is able to play an active part in the delivery of our policy commitments and equality objectives.

The programme builds on lessons from the successful mainstreaming of safeguarding and health and safety across the Authority, together with a review of our performance against the Local Government Associations Equality Framework and learning from best practice across other public sector bodies. It contains eight workstreams. The focus of each workstream is outlined below, together with the Corporate Equality Objective and LGA Framework Criteria it will enable the Authority to deliver:

1. Policy

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

LGA Equality Framework Criteria: Equality Objectives and Annual Reporting; Performance Monitoring and Scrutiny

Focus

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

2. Equality roles and responsibilities

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

LGA Equality Framework Criteria: Leadership; Priorities & Partnership Working

Focus:

- To update all relevant job descriptions to include equality responsibilities – this includes Senior Leadership Team (SLT), all managers, Corporate Equality Group and Staff Network members – monitored through Individual Performance Reviews
- Review of Corporate Equality Group Terms of Reference and membership
- Creation of Staff Networks to provide a support network and formal feedback mechanism, with time given to Chairs and Deputy Chairs to administrate the networks
- Introduction of Diversity Allies who receive additional training to answer equality queries from colleagues.

3. Data

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

LGA Equality Framework Criteria: Collecting and Sharing Information; Analysing and using data and information; Collecting, Analysing and Publishing Workforce Data

Focus

- Use and publication of primary and secondary equality data on residents, service users and staff - including gender pay gap data
- Encouraging staff to register their information on our Business Information System to allow race and disability pay gap reporting, and the assessment of progress towards our equality objectives
- Collection and recording information on residents' needs, including communication needs and use of titles and pronouns.

4. Equality Impact Assessment (EIA)

Equality Objective 1: Improve North Tyneside Council's EIA process

LGA Equality Framework Criteria: Assessing Equality Impact in Policy and Decision Making

Focus

- Review of EIA template and guidance with the inclusion of a socio-economic category
- 'Training the Trainers' for Corporate Equality Group members to roll out within service areas
- EIA training for elected members
- Creation of EIA buddies within or between service areas
- Re-establishment of an electronic system for EIA's
- EIA quality assurance and monitoring systematically undertaken by service areas.

5. Training

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

LGA Equality Framework Criteria: Learning and Development

Focus:

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

6. Equality Calendar

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

LGA Equality Framework Criteria: Fostering good community relations; Diverse and Engaged Workforce

Focus:

- Planning and coordination of internal and external equality calendar activities
- Delivery by leads from Corporate Equality Group and service areas, with an SLT sponsor
- Raising awareness and understanding of protected groups.

7. Accessibility

Equality Objective 5: Ensure our buildings and communications are accessible

LGA Equality Framework Criteria: Responsive Services and Customer Care

Focus:

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

8. External engagement

Equality Objective 6: Improve engagement with our diverse communities.

LGA Equality Framework Criteria: Understanding and Working with your Communities; Effective Community Engagement.

Focus:

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

Oversight of the Embedding Equality Programme, its implementation and monitoring rests with Corporate Equality Group, which is chaired by a member of the Senior Leadership Team.

The Authority's full Equality and Diversity Review will be published in accordance with the Authority's usual publication cycle before 30 June 2021.

Appendix:

Appendix A: Borough Profile

Appendix B: Employee Data

Appendix C: Our Gender Pay Gap Analysis

Appendix A: Borough Profile

Profile of Borough Population (compiled March 2021)

Equality Group	Number in borough	% in borough	Source
Sex			
Female	107,264	51.6	2019 – Mid-year population estimates (total borough population 207,913)
Male	100,649	48.4	
Age			
Under 16	37,593	18.1	2019 – Mid-year population estimates (total borough population 207,913)
16-24	17,885	8.6	
25-34	25,516	12.3	
35-44	27,254	13.1	
45-54	29,387	14.1	
55-64	28,175	13.6	
65-74	23,448	11.3	
75 and over	18,655	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)
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 national estimates for 2018 from the Office for National Statistics Annual Population Survey (Total borough population aged 16 and over at 2018 mid-year estimate was 168,833) See for latest https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2018
Bisexual	n/a	0.9 (est)	
Gay or lesbian	n/a	1.4 (est)	
Heterosexual	n/a	94.6 (est)	
Religion/Belief			2011 Census Religion of usual resident population (Total borough population taken from 2011 Census – 200,801)
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)
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)
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: Employee Data

The table on the following pages provides a summary and comparison of the employee data published [North Tyneside Datastore](#).

Data published on the Datastore includes our:

- Pay Policy Statement
- Senior Management Structure
- Workforce Monitoring (also by grade)
- Length of service
- New starters
- Leavers
- Learning and Development
- Flexible working requests
- Recruitment

which includes data required by the Transparency Code 2015.

Employees include permanent, temporary, casual and sessional workers, but exclude school-based employees, which is published separately.

Data accuracy:

Some of the data for employees is provided to the council on a voluntary basis, if an employee decides not to provide this data it is shown on the data sheets as undeclared. Some staff do not have access to the Business Management System but are required to complete a Council Data Collection Questionnaire annually to ensure the system is updated.

As the table shows there has been little change in our staffing profile between June 2019 and 2020, however small improvements have been made in the percentage opting to share information about their characteristics.

Characteristic	31/03/2019 Number of employees	31/03/2020 Number of employees	31/03/2019 % of employees	31/03/2020 % of employees	Percentage point change
Ethnicity					
Asian or Asian British	35	40	1%	1%	0
Black / African / Caribbean / Black British	10	15	0%	0%	0
Mixed / multiple ethnic	15	20	0%	1%	1
White	2789	3275	81%	84%	3
Other Ethnic Group	0	0	0%	0%	0
Unknown	35	40	1%	1%	0
Undeclared	573	502	17%	13%	-4
Sex					
Female	2165	2424	63%	62%	-1
Male	1295	1471	37%	38%	1
Marital status					
Civil partnership	0	0	0%	0%	0
Divorced	127	156	4%	4%	0
Domestic Partner	15	15	0%	0%	0
Legally Separated	10	15	0%	0%	0
Living Together	55	83	2%	2%	0
Married	1421	1550	41%	40%	-1
Single	917	1105	27%	28%	1
Widowed	20	20	1%	1%	0
Undeclared	890	943	26%	24%	-2
Religion or belief					
Christian	1636	1,843	47%	47%	0
Buddhist	0	0	0%	0%	0
Hindu	0	0	0%	0%	0
Muslim	20	25	1%	1%	0
Sikh	0	0	0%	0%	0
Jewish	0	0	0%	0%	0
Other	15	20	0%	1%	1
No Religion or Belief	981	1191	28%	31%	3
Prefer not to say	0	0	0%	0%	0
Unknown	164	178	5%	5%	0
Undeclared	632	626	18%	16%	-2
Disability					
No	2663	3109	77%	80%	3
Yes	89	119	3%	3%	0
Undeclared	708	667	20%	17%	-3

Sexual orientation					
Bisexual	0	0	0%	0%	0
Lesbian/Gay	0	15	0%	0%	0
Heterosexual	455	539	13%	14%	1
Prefer not to say	30	31	1%	1%	0
Undeclared	2965	3306	86%	85%	-1
Age					
16–24	176	214	5%	5%	0
25-34	444	508	13%	13%	0
35-44	698	782	20%	20%	0
45-54	1092	1135	32%	29%	-3
55-64	973	1148	28%	29%	1
65+	77	108	2%	3%	1

If the total was between 10-50 the data was rounded to nearest 5 to protect privacy of individual people. If the total was less than 10 the data was rounded to zero to protect the privacy of individual people.

Appendix C: Our Gender Pay Gap Analysis

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 chosen to produce a narrative and action plan to supplement the data in order to explain any trends and address how we are working to reduce our gender pay gap. This is part of our commitment as an organisation to create equal opportunity and pay for all.

The gender pay gap figures are based on a snapshot taken of employees on the 31st March each year. As of March 31st 2020 North Tyneside Council had 3288 relevant employees (as defined by government guidance) equating to 2584 full time employees.

Gender pay gap figures have been produced in line with government guidance ([Making your gender pay gap calculations](#)) and are shown as the mean (the difference between the average earnings of males and females), median (the difference between the midpoint earnings of males and females) gender pay gap and the gender of employees by quartiles (top, upper middle, lower middle, lowest).

Gender pay gap reporting is required to include bonus pay gap reporting, however North Tyneside Council does not pay bonuses therefore it will not be discussed further.

20/21 Gender Pay Gap Figures

On the 31st March 2020 the mean gender pay gap at North Tyneside Council was 8.05% and the median gender pay gap was 0.06% (Table 1). This is an increase in the gender pay gap from the previous year (19/20) when the mean gender pay gap was 5.32% and the median gender pay gap was -0.02% (Figure 1). A negative pay gap occurs when the average pay is more for women than for men as has been seen for the median gender pay gap at North Tyneside Council 2017-2019.

Table 1: North Tyneside Council Gender Pay Gap as of the 31st March 2020.

Gender Pay Gap as of the 31st March 2020		
	Mean	Median
Hourly fixed pay	8.05%	0.06%
Bonus paid	N/A	N/A

The mean and median gender pay gap are widely different due to skewing of the data set. This is due to more males in top quartile roles with the associated higher pay, which is shown in the high mean gender pay gap. Conversely the median gender pay gap is not subject to variance as a result of extremes and this is why the median pay gap is negligible.

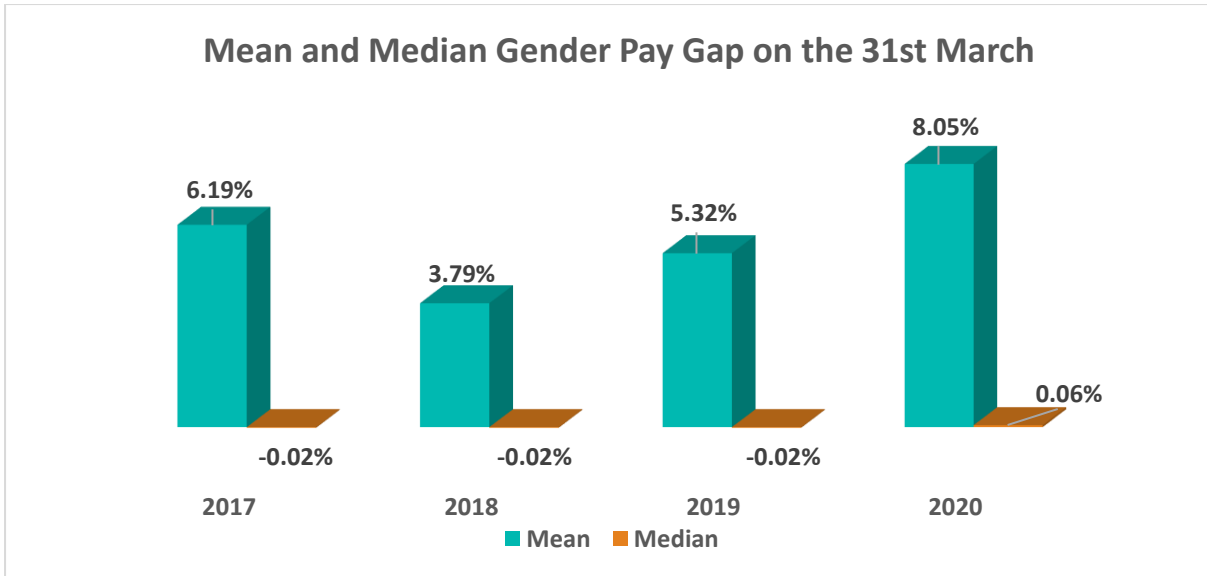


Figure 1: North Tyneside Council's Mean and Median Gender Pay Gap on the 31st March 2017-2020.

Changes 19/20 – 20/21

Between our previous snapshot on 31st March 2019 and this year's snapshot on 31st March 2020 the mean gender pay gap has increased by 2.73%, from 5.32% to 8.05% and the median gender pay gap has increased by 0.08%, from -0.02% to 0.06%. A large percentage of this increase relates to the bringing in house of services previously provided by a partner organisation. These colleagues joined the organisation in April 2019 and these transfers had a mean gender pay gap of 21.01% and a median gender pay gap of 0.29%. Between March 2019 and April 2019 North Tyneside Council's mean gender pay gap increased by 2.18% from 5.32% to 7.5% and the median gender pay gap increased by 0.09%, from -0.02% to 0.07% (Figure 2). The gender pay gap change over the next 11 months, from April 2019 to March 2020, is considerably less with a mean change of 0.55% and a median change of -0.01% (Figure 2). Monthly variances in the gender pay gap are usually much smaller (Figure 3&4), therefore it is reasonable to conclude at least some of the increase in the gender pay gap over the previous year is a result of bringing these staff members in house.

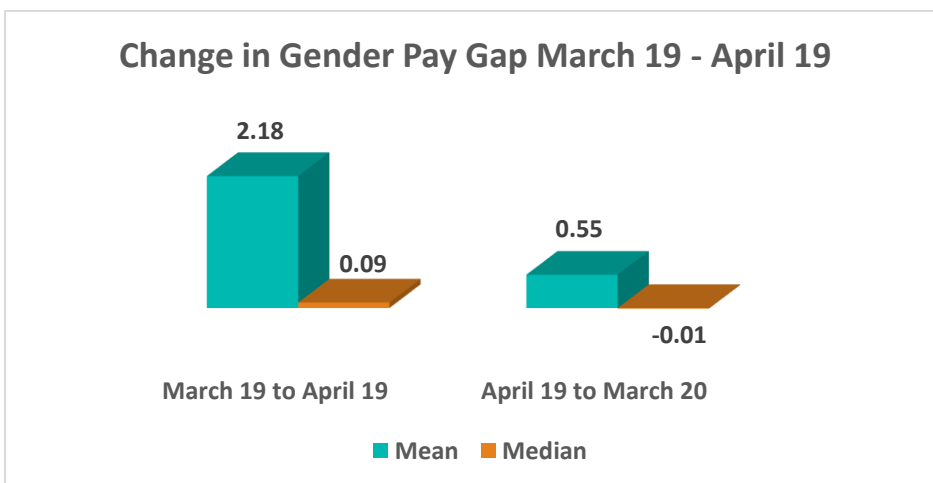


Figure 2: Percentage point change in North Tyneside Council's gender pay gap March 19-April 19 and April 19-March 20.

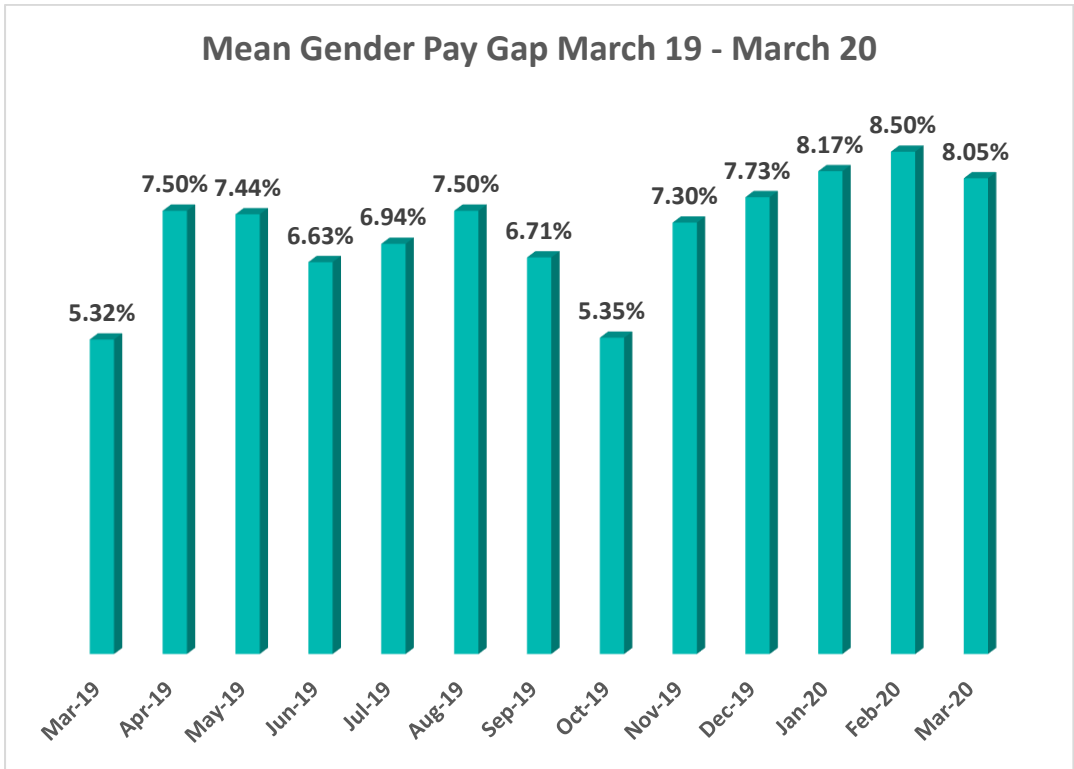


Figure 3: North Tyneside Council's mean gender pay gap by month March 19-March 20.

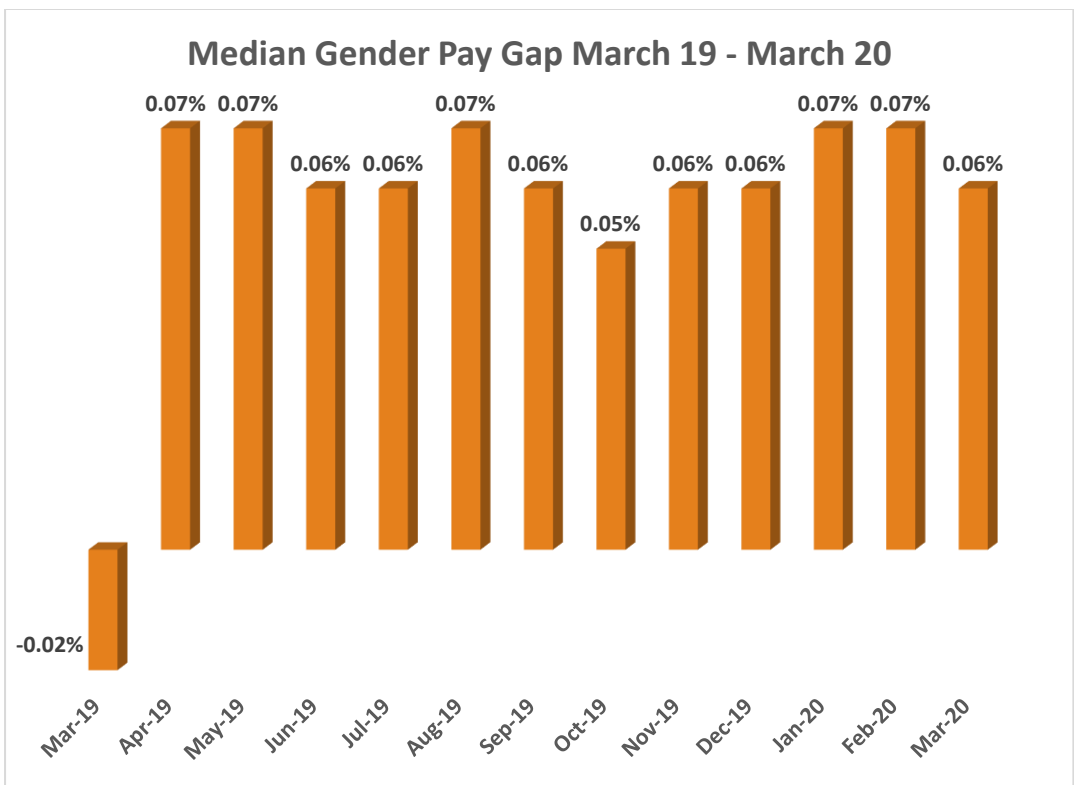


Figure 4: North Tyneside Council's median gender pay gap by month March 19 - March 20.

Quartiles

At the time of the snapshot on the 31st March 2020 61.42% of the top quartile employees, 63.70% of the upper middle quartile, 55.40% of the lower middle quartile and 81.95% of the lowest quartile employees were female (Figure 5). The number of female employees in all quartiles has decreased slightly since 2018 (Figure 6).

In the top and upper middle quartiles men are paid a mean hourly wage of £0.96 and £0.13 more, respectively, than women (Figure 7 &9). In the lower middle and lowest quartiles women are paid a mean hourly wage of £0.08 and £0.43 more, respectively, than men (Figure 9).

This corresponds to a mean gender pay gap in the lowest quartile of -5.1%, in the lower middle quartile of -0.7%, in the upper middle quartile of 0.9% and the top quartile of 4.1% (Figure 11).

In the top and lowest quartiles men are paid a median hourly wage more of £2.00 and £1.25, respectively, than women (Figure 8 &10). In the upper middle and lower middle quartiles women are paid a median hourly wage more of £0.48 and £0.06, respectively than men (Figure 10).

This corresponds to a median gender pay gap in the lowest quartile of 16.1%, in the lower middle quartile of -0.5%, in the upper middle quartile of -3.1% and the top quartile of 9.5% (Figure 12).

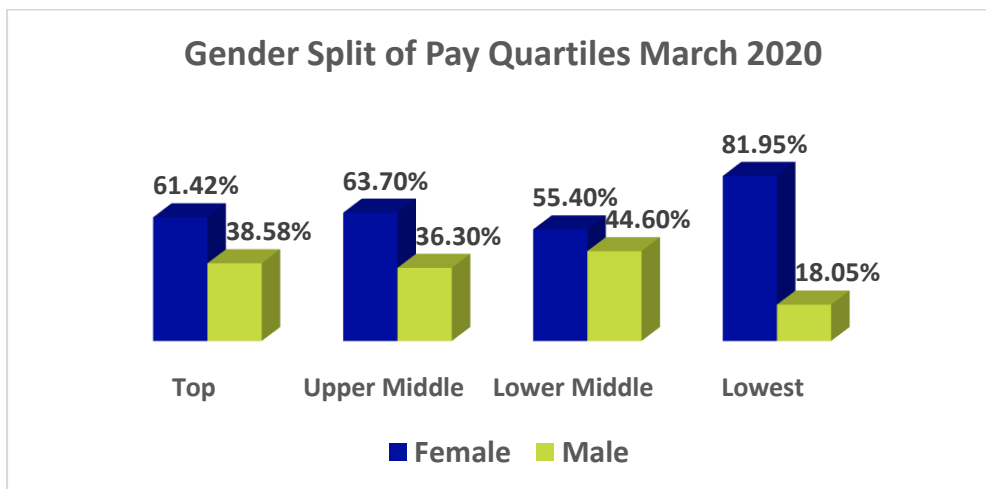


Figure 5: North Tyneside Council gender split of pay quartiles 31st March 2020.

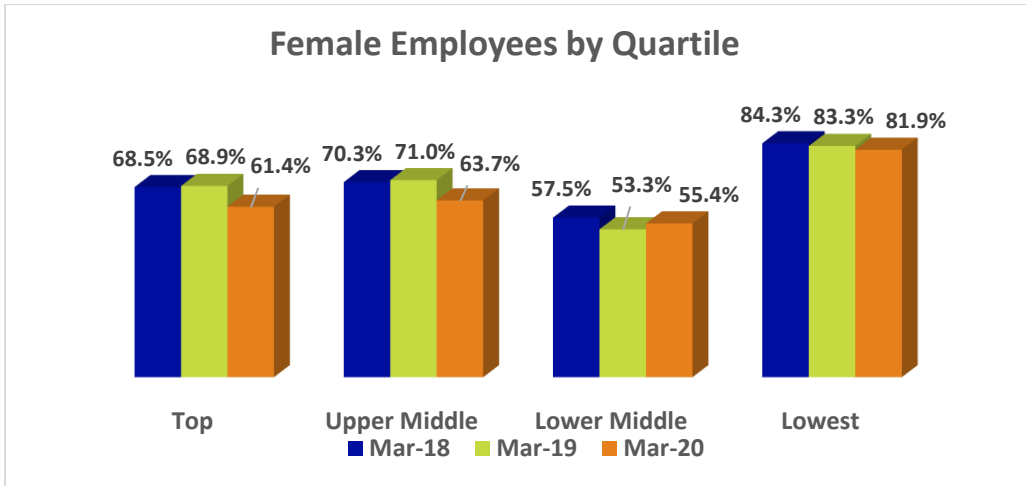


Figure 6: North Tyneside Council female employees by quartile March 2018-2020.

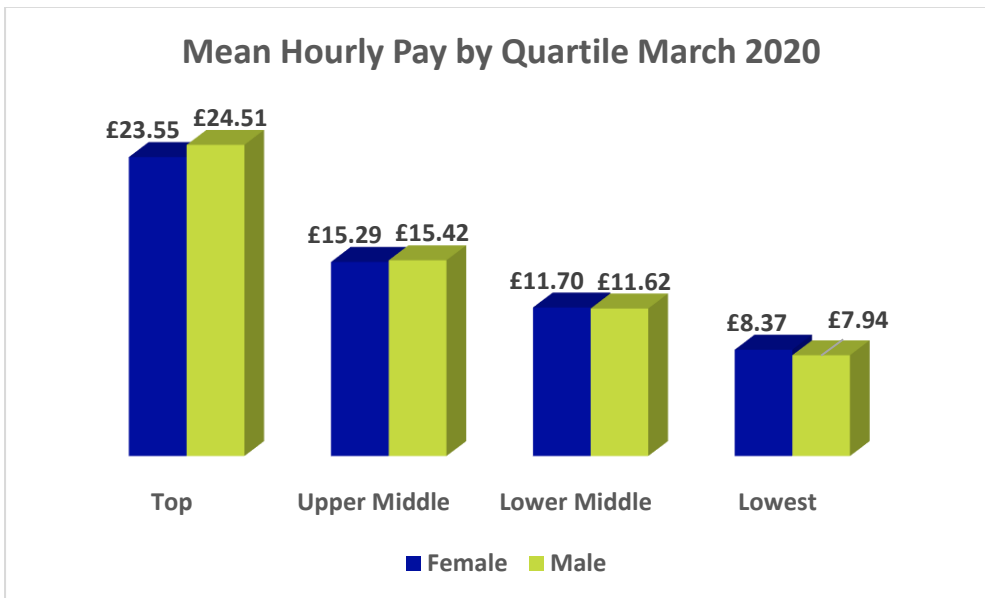


Figure 7: North Tyneside Council mean hourly pay by quartile March 2020.

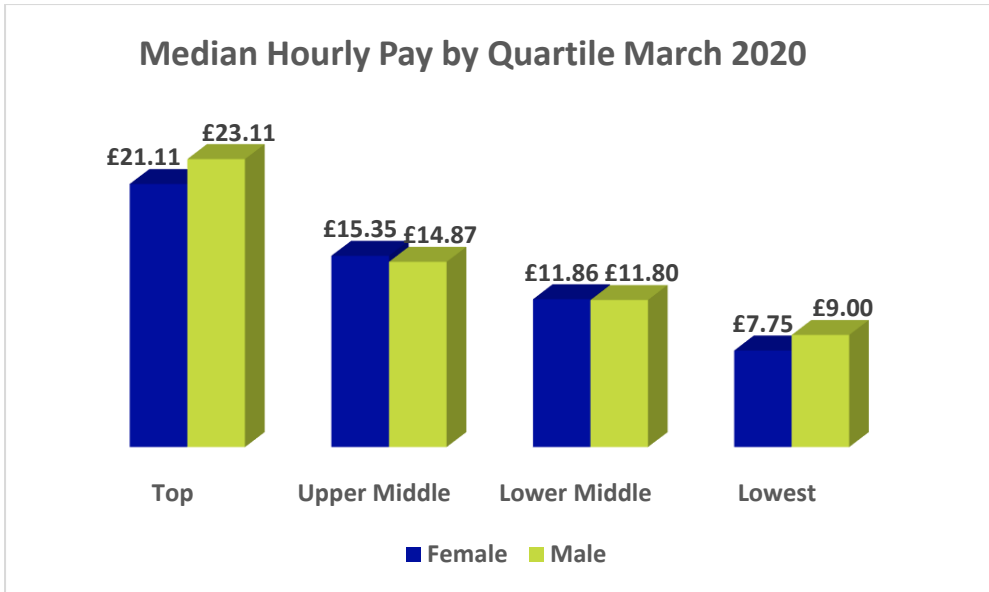


Figure 8: North Tyneside Council median hourly pay by quartile March 2020.

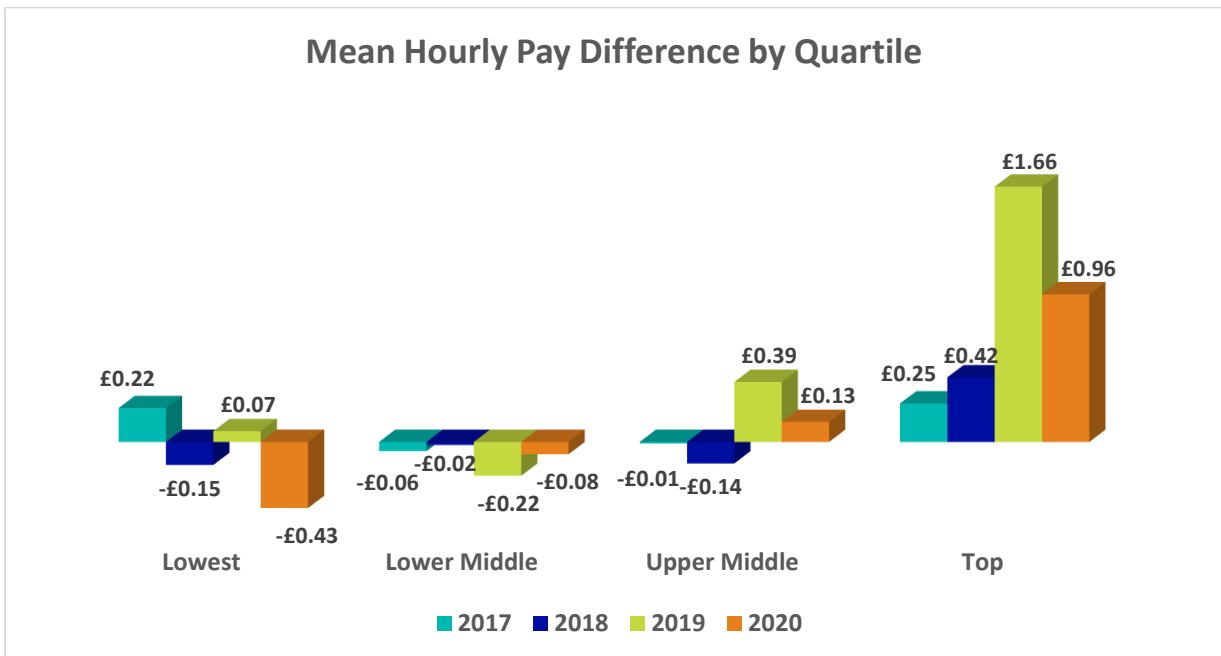


Figure 9: North Tyneside Council's mean hourly difference in pay between males and females by quartile 2017-2020.

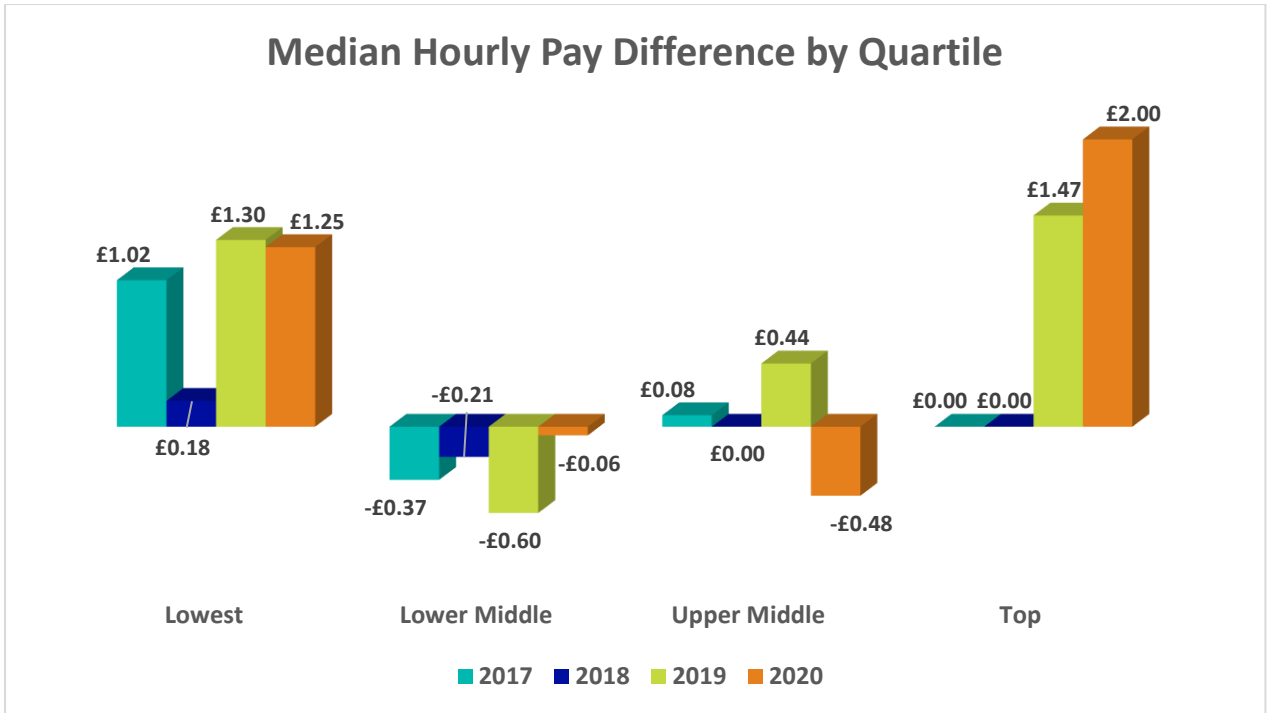


Figure 10: North Tyneside Council's median hourly difference in pay between males and females by quartile 2017-2020

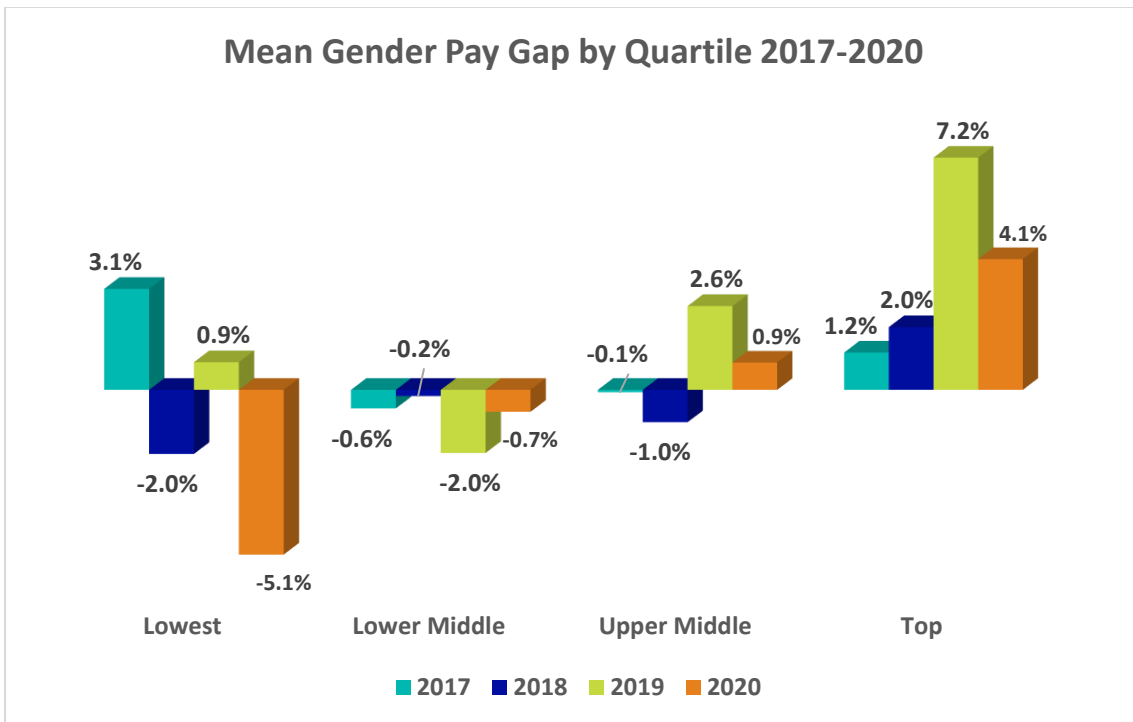


Figure 11: North Tyneside Council's mean gender pay gap by quartile 2017-2020 .

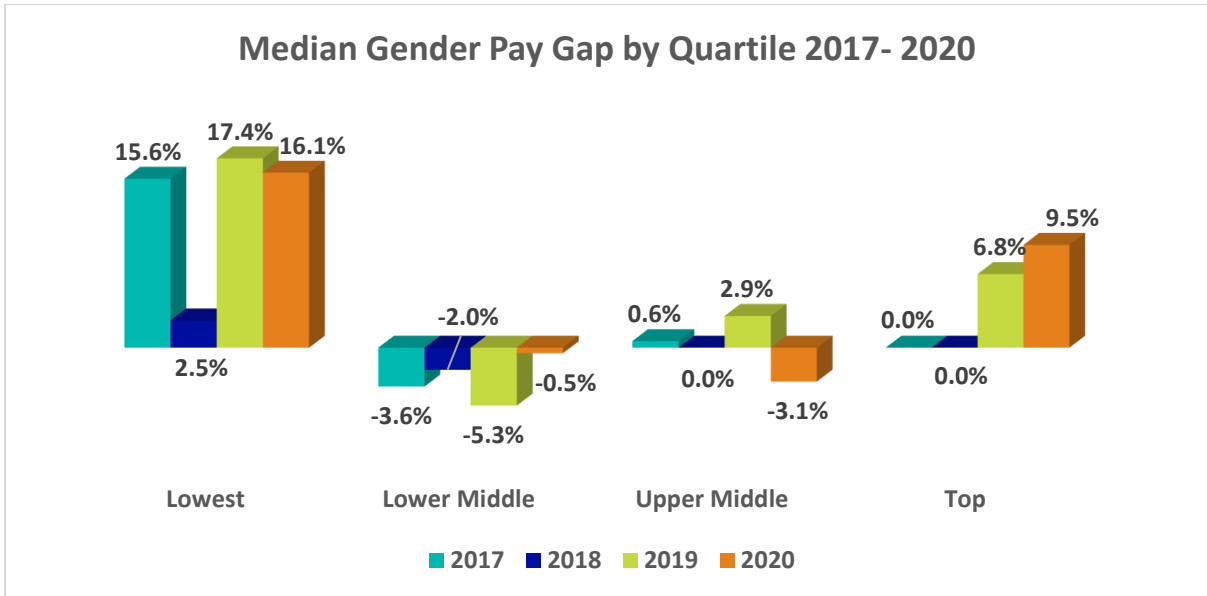


Figure 12: North Tyneside Council's median gender pay gap by quartile 2017-2020 .

Comparison by Age

Gender pay gaps are found nationally to be larger amongst older workers. North Tyneside Council's gender pay is highest in the over 60's age range at 13.93% compared with a negative pay gap found for the 20's age range of -16.09%. North Tyneside Council has an older workforce, and this will have an impact on the gender pay gap. As younger workers join the organisation this should play a role in reducing the gender pay gap.

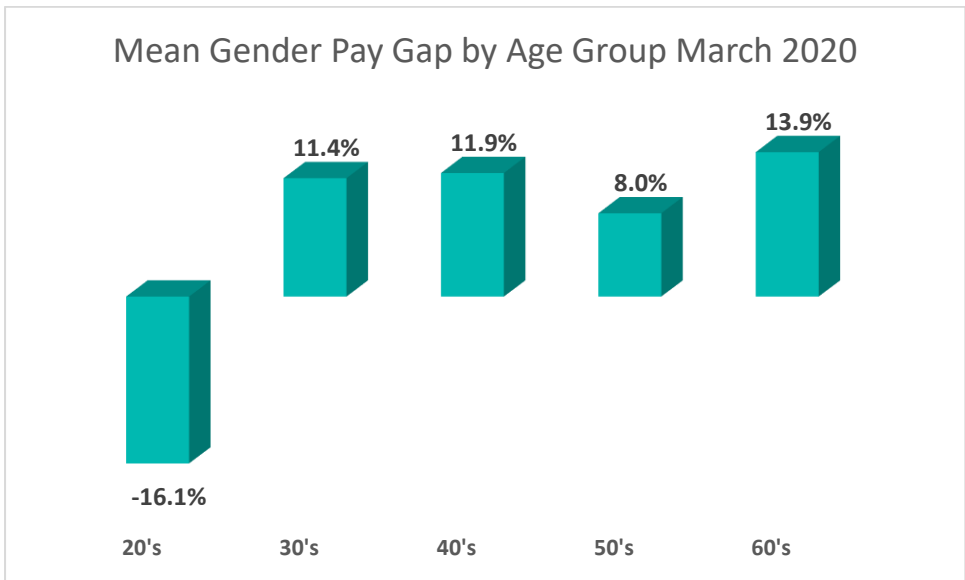


Figure 13: North Tyneside Council mean gender pay gap by age group March 2020.

Comparison with other Local Authorities

Comparison Local Authorities for North Tyneside Council were selected based on close geographical proximity and similar employee numbers. For the 20/21-year comparator councils were restricted due to many councils not yet having reported their

gender pay gap. Redcar & Cleveland Borough council has been used, despite being further afield and therefore not usually a comparator council. Newcastle County Council has been included despite having substantially more staff, making the comparisons less useful. The 20/21 comparison shows that North Tyneside Council had the largest mean gender pay gap of the Local Authorities compared at 8.1%, with next highest being 3.2% (Figure 14). North Tyneside Council had the 2nd lowest median gender gap at 0.06% (Figure 14).

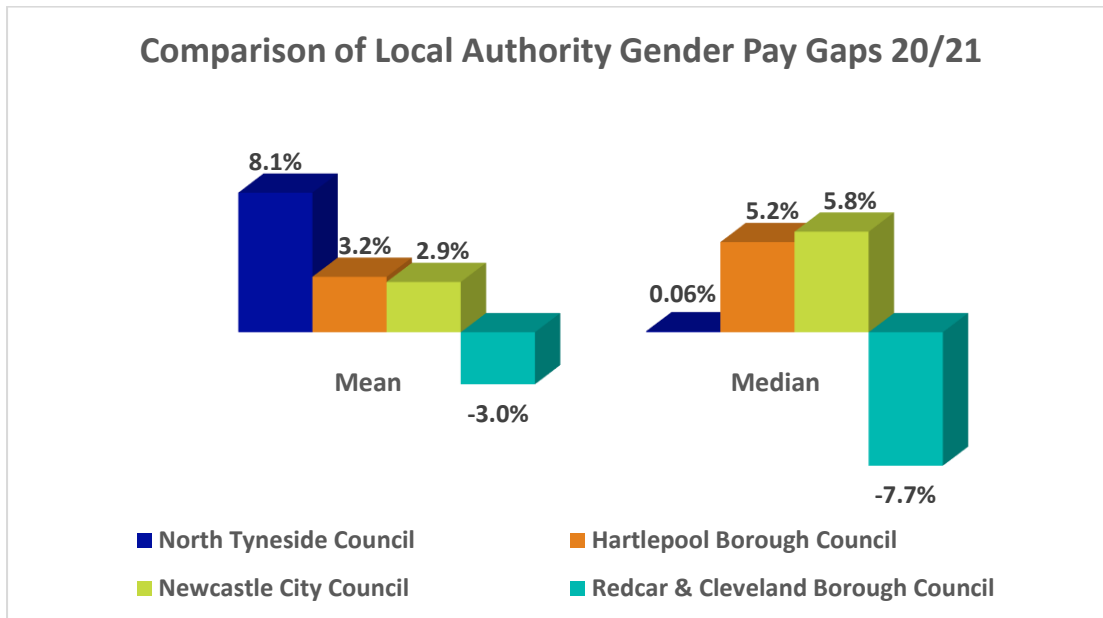


Figure 14: Mean and median gender pay gap comparisons for 20/21 between different Local Authorities.

When comparing Local Authorities with similar sized workforces and close geographical proximity North Tyneside Council had the lowest mean gender pay gap for the years 17/18 and 18/19 with the 3rd lowest for the year 19/20 (Figure 15). Compared to these same Local Authorities North Tyneside Council has had the lowest mean gender pay throughout the period 17/18-19/20 (Figure 16).

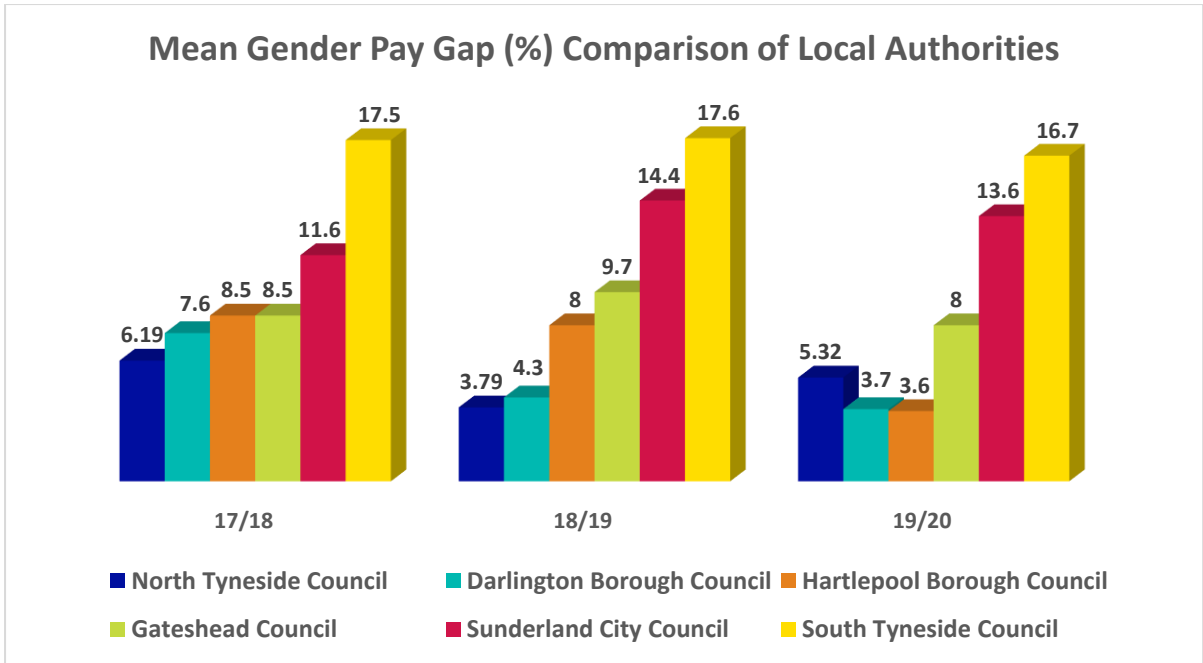


Figure 15: Mean gender pay gap (%) comparisons of Local Authorities 17/18 – 19/20.

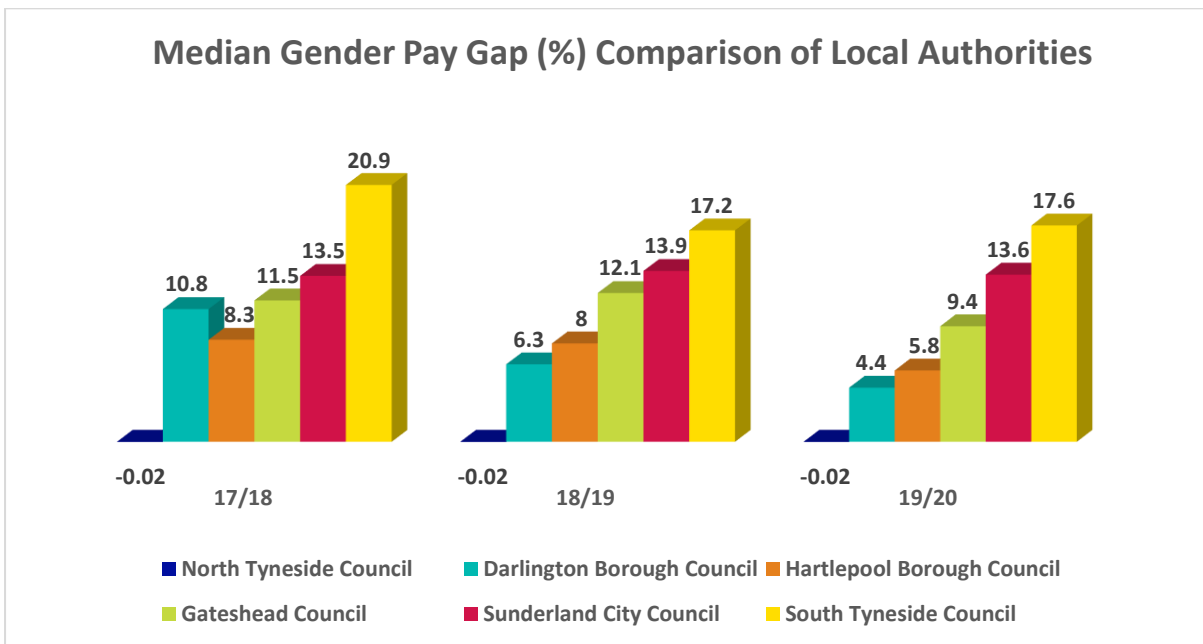


Figure 16: Median gender pay gap (%) comparisons of Local Authorities 17/18 – 19/20.