**Newcastle City Council**

**Annual Equality Report**

**2020/2021**



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**Contents**

|  |  |  |
| --- | --- | --- |
|  |  | **Page** |
| **Background** |  | 3 |
| **Our communities** |  | 3 |
| **Our Equality Objectives** |  | 6 |
| **Objective 1** | Work with communities to tackle hate crime and encourage reporting | 7 |
| **Objective 2** | Support vulnerable groups to access employment opportunities | 8 |
| **Objective 3** | Improve education outcomes for vulnerable children | 11 |
| **Objective 4** | Improve the health and wellbeing of our communities | 13 |
| **Objective 5** | Develop an engaged workforce | 16 |
| **Objective 6** | Increase the diversity of our workforce | 16 |
| **Next Steps** |  | 17 |

**Background**

Equality is at the heart of our vision and values, and we continue to identify and tackle inequalities within our city. Since 2010, Newcastle has faced cuts that are unfair and disproportionate at more than twice the national average. It is therefore essential that decisions we make are based on the fullest possible understanding of people and places in the city, particularly our most vulnerable residents and communities, ensuring that these groups are protected.

Our approach to tackling inequality goes beyond our statutory duty. In addition to

assessing the impact of any proposals or policies on groups with protected characteristics, our planning process also assesses impact on community cohesion and on those experiencing, or at risk of, socio-economic disadvantage.

Recently, the corona virus pandemic has created new challenges for local government and those providing public services. We know that the virus has had a disproportionate impact on particular communities and that has exacerbated existing structural disadvantages in our country. Our response to the pandemic has recognised these unequal impacts and we have ensured that measures put in place do not lead to an increase in discrimination and disadvantage in the coming years.

This report gives an update on our approach to progressing our key equality objectives to support our continued focus on tackling inequalities.

**Our Communities**

To ensure that the council’s approach to equality and diversity in Newcastle continues to be effective, we need to know about the make-up of our communities. Various sources of data, including information from the Census (please note data is the latest available) tells us that we are:

**A growing city -**

The latest ONS population estimates (2019) suggest there are approximately 300,820 people currently living in Newcastle, compared to 289,800 five years ago in 2014. We expect the population of Newcastle to increase over the foreseeable future. ONS population projections suggest this might increase to 310,906 by 2030, rising to 315,038 by 2040.

**A younger city** -

60,098 people (20% of the population) are aged 15-24 years old – this unusually high proportion reflects the number of students living in the city with nearly 50,000 students enrolled at our two universities.

**An older city -**

The ONS population projections for Newcastle indicate that the largest increase is in the later-life group, by 28.7% (12,369 people) from 43,227 in 2018 to 55,623 in 2043.

**A diverse city** -

13.4% of our residents were born outside of the UK and 5.9% of households don’t have English as their main language (Census, 2011). We are also a City of Sanctuary, welcoming people who have sought sanctuary for many years

The ethnic groups in Newcastle are White British (81.9 percent), Asian (7.3%), Other White (3.7%), Black (2.0%), Chinese (2.0%), Mixed Race (1.6%), Other Ethnic groups represent 1.5% of the population (Census, 2011).

Reported religion/belief of people in Newcastle from the Census 2011 tells us that 56.4% of people are Christian and 28.3% stated they have No religion. The next largest religion is Muslim with 6.3%, which has almost doubled over the last 10 years.

Census 2011 data also shows that younger age groups tend to be more diverse with larger proportions of people being from a BAME background.

Changing demographics mean that one in every four school children in the most recent intake in Newcastle comes from a BAME background, a proportion that has increased significantly over recent years. This means that one out of every five school children overall do not necessarily have English as their first language.

**A city with mixed wellbeing** -

18.7% of people in Newcastle have a long-term health problem or disability that limits their day-to-day activity to some degree. This compares to 17.9% of the England and Wales average. Of these just over half are limited a lot (26,661 people) and the rest a little (25,916). (Census, 2011).

Of the 41,165 total pupils in Newcastle schools, 6,384 have some form of special educational need with 1,368 having a statement of special educational need or education, health care plan. (Schools Census, January 2020).

**A city with areas of significant deprivation** -

The latest version of the Indices of Multiple Deprivation (IMD 2019) shows Newcastle’s average score among upper tier local authorities for 2019 is 32 out of 151. This compares to 53rd in 2015.

Over a quarter (25.7%) of Newcastle’s lower-level output areas (small geographical areas) are in the 10% most deprived nationally. This equates to approximately 74,702 residents based on ONS 2017-mid-year estimates.

Levels of child poverty in Newcastle continue to be well above the national average –

In the United Kingdom at the end of the financial year 2020, the [proportion of children](https://www.gov.uk/government/statistics/children-in-low-income-families-local-area-statistics-2014-to-2020/children-in-low-income-families-local-area-statistics-fye-2015-to-fye-2020#proportion) aged under 16 in low income families was 19% and 16% for those living in absolute power. In Newcastle the figures are 31.1% and 27.2% respectively. (Annual Official Statistics on the number of children living in low-income families across the UK for financial year ending (FYE) 2020).

**A city with mixed qualification levels** -

In 2020, 46.4% of young people achieved ‘good’ GCSE’s (grades 5-9) in 2020, below the England average of 49.9%. 8.6% of people aged 16-64 in Newcastle have no qualifications, this compares with 8.1% in the North East and 6.4% for Great Britain.

The changes to the way GCSE grades were awarded in 2020 (with centre assessment grades replacing exams) means 2020 pupil attainment data should not be directly compared to pupil attainment data from previous years for the purposes of measuring year on year changes in pupil performance.

**A city where unemployment has reduced significantly but it remains too high** -

Until 2020 unemployment rates were steadily decreasing in the city but still higher than the national average. However, Unemployment in the city rose to 6.7% (ONS, Jan - Dec 2020), an increase from its lowest level of 5.3% in the year to March 2019.

**Our Equality Objectives**

Under the Equality Act 2010, we are required to identify key equality priorities which are also as known Equality Objectives. These objectives help us to meet the equality law by:

* Eliminating unlawful discrimination, harassment and victimisation
* Advancing equality of opportunity between people who share a protected characteristic and those who do not
* Fostering good relations between people

|  |
| --- |
| Guidance from the Equality and Human Rights Commission highlights that equality objectives should be viewed as part of an organisations business planning process. Our approach to refreshing the objectives included a review of equality analysis undertaken as part of the of the Council’s Cumulative Impact Assessment (CIA) and robust evidence from the Newcastle Future Needs Assessment.  The Cumulative impact report is carried out every year as part of the budget process. The report considers the emerging cumulative impacts of our budget proposals and how these will affect our residents, preventing any unfair discrimination against people with protected characteristics. The information and evidence used to inform the CIA draws on the individual impact assessments and identifies contextual issues that could impact on those groups e.g., Government decisions, or wider economic, social and environmental conditions. |
| The key areas of inequality emerging from the CIA include:   * Poverty and economic opportunities for diverse groups * Health and wellbeing of diverse communities * Educational attainment for vulnerable children * Hate crime and community cohesion.   In addition to this, key issues have emerged from our workforce planning data and staff survey. This includes:   * how the workforce mirrors the make-up of the community and * Ensuring all staff are engaged |

Taking all of the above into consideration, in January 2019, the council, in consultation with the public and key partners agreed a new set of equality objectives (for a summary of measures which underpin the objectives, see Annex 2).

We are required by law to review these objectives every four years.

**Objective 1: Work with communities to tackle hate crime and encourage reporting**

**What we know**

The impact of COVID-19 and the ensuing social and health crisis over the last year has impacted the patterns of hate crime across the city, with a shift in the areas of usually high reporting, such as the city centre to suburban areas, with a change from stranger related incidents to those where the parties are more likely to be neighbours.

For 2020-21 1087 hate related crimes in Newcastle were recorded, an increase of 5.5% on 2019-20. Key events affecting the wider community during that year have sometimes led to an escalation of community tensions with an increase of hate crimes as a result. For example, the murder of George Floyd led to significant extremist activity and reaction by the extreme far right provided an atmosphere with an increase in race hate.

**Types of hate crime by year**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **%** | **2017-18** | **2018-19** | **2019-20** | **2020-21** |
| Race | 72.4% | 74.4% | 69.6% | 72.4% |
| Faith | 7.0% | 6.1% | 7.2% | 6.4% |
| Homophobia | 10.7% | 11.9% | 16.4% | 15.9% |
| Transphobia | 2.9% | 2.8% | 2.7% | 1.8% |
| Disability | 10.6% | 8.3% | 9.1% | 8.6% |

**What we are doing**

Our Community Safety Team continue with the commissioning of Stop Hate UK to manage our third-party hate crime reporting system for Newcastle.  We work closely with the Communications Team to promote our work in the community, and to cascade urgent and important messages through a range of media channels; most recently media content was promoted during January and February 2021 to promote awareness of hate crime and reporting services available.

We continue to work in partnership with the voluntary sector (including LGBT organisations, faith, community, and disability groups) on developing solutions, projects and awareness raising campaigns to tackle all types of hate crime. We are also working in partnership with Nexus to tackle hate crime on public transport.

In addition to this we:

* Chair the Newcastle Hate Crime and Community Tensions Monitoring Group that works with many diverse partners in the city to raise awareness of hate crime and to tackle issues at its core.
* Work to promote the addition of misogyny to the offence type for hate crimes.
* Our Envirocall Team aim to remove all hate speech and offensive, racist and sexist graffiti within 2 working days of it being reported. Where this is not possible, it is painted over.  In 2020, 15.5% of all graffiti was racist, 19.8% sexist or obscene, 35.2% general offensive and 27.5% other. With a rise in covid specific graffiti being evident (blaming a New World Order or a conspiracy for Covid) , it is believed that this is what has led to the increase in the “other” category.

**Objective 2: Support vulnerable groups to access employment opportunities**

**What we know**

We are working to ensure all our residents can contribute to and benefit from economic growth and have a lead Cabinet Member for inclusive economy. The number of our residents in work has been at very high levels over the last few years but has been affected by the impact of the COVID-19 pandemic and restrictions. Unemployment in the city rose to 6.7% (ONS, Jan - Dec 2020), an increase from its lowest level of 5.3% in the year to March 19.

We remain concerned that economic inactivity rates are relatively high for large numbers of residents with complex issues and health conditions, BAME communities, younger people, older people and for those with caring responsibilities. This has been exacerbated by the impact of COVID-19. For example, the number of 18–24-year-olds on out of work benefits rose to over 3,000 in July 5.6%, almost double the number and rate the previous year. While the level fell towards the end of the year as economic activity increased, there is a risk that too many young people will have difficulties accessing employment opportunities and could become long term unemployed, with significant implications for their future well-being.

The BAME employment rate in Newcastle (53.1%) is lower than the North East (55.8%) and also lags behind the England average (66.2%). The BAME 16+ unemployment rate continues to be higher in the North East (10.7%) and Newcastle (9.8%) compared to the England average (6.6%). Additionally, a greater proportion of the city’s BAME residents aged 16-64 are economically inactive (41%), exceeding both the North East (37.5%) and England (29.0%) averages.

**What we are doing**

Our immediate priority is to support the post-COVID recovery of the city, in a way that enables people to access employment and skills that they need to thrive and that supports people to adapt well to the new ways of working and delivering services that have emerged through the pandemic.

We recognise that being in good quality employment isn’t just good for people financially; it provides security, dignity, self-respect, and hope for the future. It promotes both physical and mental well-being. We want Newcastle to be a city where everyone, regardless of background or circumstances, has a choice of good quality, fairly paid job opportunities. The following outlines the initiatives we are working on to address these issues.

**Jobs @ Skills Hub**

In response to the impact of the pandemic, we have enhanced and changed the service provided by the Skills Hub. We have developed an online and telephone-based service, Jobs@SkillsHub that offers remote access to all the services of the Skills Hub. The Skills Hub is a one-stop shop for support with training, career and job advice - through Newcastle Futures, Your Homes Newcastle, the National Careers Service, the Council’s Careers Advice team and other partners. This includes specialist support for residents who are not native English speakers provided by JET, for disadvantaged women through the Millin Centre, and targeted support for people with mental health barriers through the Moving on Tyne and Wear project.

In addition, Jobs@SkillsHub provides a free job matching service for residents seeking work and employers looking to fill vacancies. This is a new service developed to respond to the large amount of change in the labour market.

**Restart and Youth Employment Partnership**

In response to the significant increase in unemployment amongst young people during the year, we have worked in close partnership with the North of Tyne Combined Authority (NTCA), DWP and other partners to promote Kickstart opportunities, which are six-month paid work experience roles for 18–24-year-olds. We are also developing a ‘Youth Employment Partnership’ project across the combined authority area, that will better join up the offer to young people – especially those furthest from the labour market.

**Digital Inclusion: Access to Devices**

As the delivery of services and training moved online due to social distancing rules, we recognised the risk that this would exclude many people from accessing the support that they needed. We worked with NTCA to loan 132 laptops and tablet devices through partner to priority out of work residents who needed them to be able to access online services as part of their journey to employment.

**North of Tyne Community Led Local Development (NT CLLD)**

This is a locally managed £2.1m European funding programme that targets the most disadvantaged neighbourhoods in Newcastle upon Tyne and Wallsend. It encourages communities to develop and deliver projects that support local people to overcome barriers to employment and self-employment and support local businesses to grow.

So far local CLLD projects have supported around 360 people to overcome their barriers to employment, including: 208 women, 117 people with disabilities, 39 carers, 94 people over 50 years old and 101 people from BAME communities. In addition to this 87 people have explored entrepreneurship as an option for them and 40 local businesses have been supported to grow.

**Newcastle Futures support into employment**

Newcastle Futures Ltd delivered the ESF funded Generation NE employment support programme for young people aged 18-29 in partnership with 5 other partners including local authorities and Princes Trust, which came to an end in March 2021. Operating since April 2018, it provided support to almost 1,229 young people across the North East LEP area, of whom 353 were from Newcastle.

Futures also deliver support for social housing tenants through the North of Tyne Working Homes project, and online job search support through Tyne Online. In total during 20/21, 604 job seekers registered on these projects, rations, with 220 being supported into employment.

**Targeted Recruitment and Training**

This is our approach to securing training, work experience placements and job opportunities through the use of planning agreements and conditions and in the procurement of goods and services and includes apprenticeships.

In addition, private sector funding from developers has been secured with £224,000in employment and training contributions to date with a further £49,000 anticipated. The funding has supported recruitment events, pre-apprenticeship opportunities, a construction fund and financial support to removing barriers to training and employment. During 20/21, 74 residents accessed the construction fund, achieving 73 qualifications, and 31 have since secured employment. The Removing Barriers Fund has also supported 77 out of work residents, with travel costs, food or clothing to enable them to complete work experience placements or to take up a job offer.

**Carers Return to Work**

During 20/21, the North of Tyne Combined Authority Carers Return to Work project began delivery. This is a service delivered in Newcastle by Newcastle Carers, aiming to support people to return to work after a gap due to long-term caring responsibilities. During the year, it worked with 30 residents, of whom four moved into employment and four into education or training.

**Supported Employment**

Our supported employment service provides support for people who have asylum seeker/refugee status and people who are known to adult social care to enable them to gain employment. It also has some supported commercial activity which provides employment opportunities to those faced with significant inequity in the jobs market. The service is currently undergoing review, aiming to refocus resources to provide more support to people with learning disabilities and autism.

**Objective 3: Improve education outcomes for vulnerable children**

**What we know**

To assess educational outcomes for vulnerable children we look at the Attainment 8 and Progress 8 measures. These have been chosen because there are readily available national benchmarks for comparison.

**Attainment 8**

This measures the average attainment (i.e., the standards or grades reached) of pupils in up to 8 qualifications including English, maths, three further qualifications that count in the English Baccalaureate (EBacc) and three further qualifications that can be GCSE qualifications (including EBacc subjects) or any other non-GCSE qualifications on the DfE approved list.

A change in method for awarding GCSE grades has impacted greatly on the results and as a result data should not be directly compared to attainment data from previous years for the purposes of measuring changes in student performance.

Data tells us that in 2020, the attainment 8 score for children in care in Newcastle was 21.8. This is lower than the attainment 8 score of 47.6 for all Newcastle pupils but higher than the national average of 21.4 for children in care.

The attainment 8 score for pupils with special educational needs and/or disabilities (SEND) was 29.0 in 2020. This is lower than the attainment 8 score of 47.6 for all Newcastle pupils and slightly lower than the national average for SEND pupils of 30.7.

The attainment 8 score for disadvantaged pupils is 38.6. (disadvantaged pupils includes pupils known to be eligible for free school meals in any spring, autumn or summer term; accessing alternative provision or pupil referral unit census at any point in the past 6 years (from year 6 to year 11); or are looked after children for at least one day or have been adopted from care.

This is lower than the attainment 8 score of 47.6 for all Newcastle pupils and lower than the national average for disadvantaged pupils which is 40.2. To help put this difference of -1.6 points into context, this equates to 0.2 (one fifth) of a GCSE grade on average.

**Progress 8**

This aims to capture the progress that pupils in school make from the end of primary school, typically age 11, to the end of secondary school (key stage 4), typically age 16. Progress 8 (P8) takes various factors about different pupils into account, such as their previous attainment in early years for example. If a pupil makes the expected progress, then the P8 score for that child will be 0 (zero) – they have performed no better and no worse than expected of similar pupils nationally. If a child has an average P8 score of +0.5 this means that in each of their 8 best GCSE subjects, they have scored half a grade higher than expected on average. A child with a P8 score of **-**1.3 has scored on average one-and-a-third grades lower in their subjects than similar children nationally.

The P8 measure was not published by the DfE for 2019/20 so the data detailed below is the most recent data available and relates to 2018/19.

The P8 score for Newcastle pupils who were in care was -1.05 compared to -0.27 for all Newcastle pupils.  This means that children in care made less progress than their peers locally. However, this is higher than the national figure for pupils who were in care of -1.23

The P8 score for SEND pupils was -0.69 compared to -0.27 for all Newcastle pupils.  This means that SEND pupils have made less progress than their peers locally. This is also just below than the national figure for SEND pupils of -0.62.

The P8 score for disadvantaged pupils is -0.72 compared to -0.27 for all Newcastle pupils.  This means that disadvantaged pupils have made less progress than their peers locally. This is also lower than the national figure for disadvantaged pupils which was -0.4.

It is worth noting that pupil grades for the summer of 2020 and 2021 are based on Teacher Assessed Grades (TAGs) rather than the result for formal written examinations because of Covid-19 restrictions. Current government policy (as at July 2021) is that there will be a return for formal written examinations for the summer examination series of 2022.

Whilst Newcastle schools have implemented carefully targeted support for pupils to mitigate the impact of learning loss through the pandemic, we do not know yet the full impact of Covid-19 on learning and particularly the attainment gap between vulnerable children and their peers.

**What are we doing to improve the examination outcomes of our children?**

Whilst examination outcomes are not the sole purpose of an education system, they are an important key to future pathways into employment, training or education for a great many school leavers. Working closely with schools, Public Health and trade unions, participation in learning has been our priority throughout the COVID-19 pandemic. We have worked hard to support schools to stay open during this very challenging year and been very successful with this.

Whilst attendance rates have been impacted as a result of the pandemic the city’s attendance rates have been higher overall than national comparators. As an illustration of this success, during the period March – July 2021 (the summer term just finished) average attendance across all of the city’s schools was 93% compared with a national benchmark of 89%. The detail of this can be seen in the chart below:

This reflects the joined up working across schools and services to ensure pupils were supported to attend school, or to be educated remotely when this was required.

We continue to have strong, collaborative working within Trusts, within the Promise Board and its sub-committees, and through peer-to-peer challenge from headteachers. The focus of this collaborative work in the second half of the summer term 2021 has been to ensure the schools curricula have been reviewed to take into account the disrupted learning of pupils. This will mean that pupils’ learning can be accelerated as the 2021/22 academic year starts.

There is a range of targeted LA and DfE funded projects in schools across the city covering areas such as transition, core subjects, leadership and early intervention. Examples of these projects include the Social Workers in Schools (SWIS) project and the ISEIP (In-School Enhanced Inclusion Programme – to reduce exclusions and develop inclusive practice in mainstream secondary schools). The Team Around the School project – to establish clear pathways for schools to access early intervention support for families – will enter its second year in September following some notable early impact in 2020/21 during the pandemic.

Over the summer of 2021, many children accessed activities as part of the City’s Best Summer Ever programme and or DfE-funded catch-up programme being delivered by some schools. These programmes support children’s recovery from the effects of disruption through increased opportunities to socialise with other children and offering experience of a variety of learning and cultural activities.

**Objective 4:** **Improve the health and wellbeing of our communities**

Newcastle’s population has a growing proportion of older people, more people who have complex needs and greater numbers of people with recognised learning and physical disabilities. Some of our key priorities for improving wellbeing and health of vulnerable groups include a focus on mental health, sexual health and the health and wellbeing of BAME communities.

We know that people from different backgrounds can experience more mental health issues than people from some other groups. Currently we know that men in Newcastle experience a higher rate of suicide than women.

Data from the Quality Outcomes Framework between 2018/19 to 2020/21 shows us that:

* There are an estimated 46,207 people aged 16 plus with a common mental health disorder in Newcastle.
* There is an increase in the number of people on GP practise registers recorded as having depression from 24,515 in 2018/19 to 28,465 in 2020/21
* There has also been a slight increase in the number of people on GP practise registered recorded as having a mental health diagnosis between 2018/19 to 2002/21, such as those diagnosed with schizophrenia, bipolar affective disorder and other psychoses.

**Suicides**

* In 2018-20 (latest data) the rate of suicides for Newcastle increased to 11.8 per 100,000 from 10.5 per 100,000 in 2017-19. The England average is 10.4 per 100,000.
* There is a higher rate of suicides observed in the male population at 15.4 and 4.9 females per 100,000.

Our social marketing campaign, #BeAGameChanger uses the power of Football as a vehicle for engaging men in conversations around mental health A recent addition to the Be A Game Changer campaign is the launch of their new text support service.

To support the campaign, Newcastle United Foundation launched a free mental health text support service to provide Newcastle football fans who are struggling to cope with issues such as anxiety, loneliness and suicidal thoughts. Fans can access support 24/7 by texting BAGC to 85258.

**Training initiatives**. Training packages have been offered to the workforce to engage and improve awareness in topics such as mental health awareness, suicide awareness, suicide support, self-harm and Mental Health First Aid.  Newcastle’s allocation was delivered by the training provider MIND as part of the North East Training Hub funding allocation. The Connecting with People training offer across Newcastle has increased availability of training for emotional resilience and self harm. Alongside bespoke training courses there has been an increase in MECC training and the roll out of the MECC Mental Health package.

**Suicide Awareness Tins.** An allocation of 200 suicide resource tins have been distributed across Newcastle. Each tin contains a range of resources to increase awareness of suicides, self-harm and mental health along with signposting details to appropriate services. Specific organisations and locations were chosen to host the tins linking in with multiple partners and community organisations across Newcastle

**Employee Mental Health Advocates.** Newcastle City Council and YHN have trained over 30 EMHA to promote and champions mental health and wellbeing initiatives across the local authority. The initiative aims to provide support for any local authority staff who may be experiencing low levels of wellbeing and mental health concerns.

**Sexual health**

Sexual health services have had to adapt to the way they deliver services throughout the pandemic, with many moving away from face-to-face consultations to mainly telephone appointment service, prioritising urgent cases. Nationally and locally there has been a decrease in all sexual health and contraception activity within sexual health services. Of particular concern is the decline in attendance of young people to access sexual health provision, as well as the worry regarding access for some of our most vulnerable populations, particularly as these groups are more likely to be affected by STIs and poorer sexual health outcomes.

A recent sexual health consultation carried out by the public health team to inform the redesign of our sexual health prevention and support services in Newcastle will aim to address this inequity of access to sexual health services. MESMAC and SHINE have continued to offer 9-5 support via telephone, email and social media. DIY HIV/STI testing has been provided and online group sessions for vulnerable women have been facilitated over Zoom, including sexual health sessions with Roma women, refugees and asylum seekers. One to one client work has continued along with support around HIV testing, PrEP, sexual identity, safer sex, among other concerns. During the last year Mesmac have also seen an increase in client work with LGBT+ asylum seekers and refugees who are seeking asylum on grounds of their sexuality.

**COVID-19**

The unequal risks and impacts of COVID-19 have demonstrated the importance of engaging with all our diverse communities, ensuring our communications are accessible and inclusive and improving our understanding of the varied cultural contexts of people’s lives. We have created multiple language videos targeting vital public health messages towards BAME communities, specifically in Bengali, Urdu, Hindi, Arabic, Romanian, Czech and Romani. This has been achieved by working in partnership with Connected Voice Health and Race Equality Forum (Haref), Riverside Health Project and Northumbria Police. Translated public health messages were also issued during Ramadan, Eid and Diwali working in partnership with faith leaders.

In response to the disparate effects of COVID-19 on our communities, we have continued and are expanding our Community Champions Project to include, disabled and young people. Champions have been recruited from a diverse range of backgrounds, with the main aim of ensuring a dialogue with specific communities around public health messages and to build insight into COVID related concerns, beliefs and behaviours. More recently we have focused on vaccine inequalities to encourage vaccine take up amongst all of our communities, including a dedicated community vaccination day for the black African community.

**Objective 5: Develop an engaged workforce**

**What we know**

We are committed to having an engaged workforce, ensuring that all employees have a voice and can get involved and shape the future of our services and how we deliver them. Our most recent staff survey staff (2017) showed high levels of agreement with employees feeling valued, listened to and respected.

Data from this survey tells us that 58% of employees feel fully engaged. This compares to 68% of LGBT staff, 63% of women, 59% of men, 61% of BAME staff and 53% of disabled staff.

**What we are doing**

We continue to work with employees to develop and implement organisational values to ensure everyone is clear about what is expected of them as the organisation continues to change. Our Values Champions are responsible for embedding our values, Proud, Fair and Ambitious and are role models for inspiring others to demonstrate the expected behaviours each day.

**Objective 6: Increase the diversity of our workforce**

**What we know**

We know that having a diverse workforce is not only the right thing to do but also makes good business sense. Diversity and Inclusion brings into the organisation a wide range of different talents, using different sets of skills that can ignite loyalty and increase retention and productivity. It also allows us to have a better understanding of our customers if people from all backgrounds are represented in our workforce.

**For our current workforce profile please see Annex one.**

**What we are doing**

We are currently revising our fully comprehensive equality and diversity online training package which will be rolled out to all staff later in the year as a mandatory requirement to complete.

We have been working with our NHS partners to host a range of career events for BAME communities which we also used to promote us as inclusive employers and encourage people to consider working for us. People attending had the opportunity to speak to staff, view current vacancies, learn how to set up job alerts, how to complete a good application form and find out about volunteering opportunities. Staff representatives from the NHS and all neighbouring councils were available to answer any questions.

We also have staff networks (LGBT, Disabled and BAME) in place which offer support and practical advice to colleagues and managers. The network is available to assist in influencing council strategy, policy and procedures with regard to promoting equality and tackling discrimination.

There are a number of employee health advocates and mental health first aiders across the council who volunteer to help in their team and workplace to make improvements to staff health and wellbeing. They give advice or signpost employees to support or information on health issues such as physical activity, healthy eating, mental wellbeing, smoking cessation, alcohol reduction or sexual health.

Other policies and initiatives that are in place to support the promotion of equality of opportunity include:

* Disability support for employees
* A range of initiatives, guidance and support for employees experiencing mental ill health including a 24-hour helpline
* Special leave relating to disability
* Special leave for anyone transitioning or wishing to transition at work
* A suite of ‘work-life balance’ policies which can enable employees to work flexibly depending on their personal circumstances.
* Better Health at Work Award

**Next Steps**

Progress on our equality priorities will be detailed in the Annual Equality report which will be published every March. This information will also be available on the equality pages of the Council Website.

**Annex One– Workforce Statistics – trend from April 2019 to April 2021**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Age Range** | **Number April 2019** | **%** | **Number April 2020** | **%** | **Number April 2021** | **%** |  |
| 16 To 24 | 289 | 4.7 | 251 | 4.1 | 191 | 3.2 |  |
| 25 To 44 | 2104 | 34.4 | 2076 | 34.2 | 1954 | 33.4 |  |
| 45 To 64 | 3561 | 58.2 | 3532 | 58.1 | 3463 | 59.2 |  |
| 65 To 74 | 161 | 2.6 | 216 | 3.6 | 231 | 3.9 |  |
| 75 and over | less than 10 | - | Less than 10 | - | Less than 10 | - |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Gender** | **Number April 2019** | **%** | **Number April 2020** | **%** | **Number April 2021** | **%** |
| Female | 3603 | 59 | 3603 | 59 | 3438 | 59 |
| Male | 2512 | 41 | 2434 | 40 | 2359 | 40 |
| Prefer to self-describe | Less than 10 | - | Less than 10 | - | Less than 10 | - |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Disability** | **Number (April 2019)** | **%** | **Number (April 2020)** | **%** | **Number**  **(April 2021)** | **%** |
| No | 5693 | 93 | 5652 | 93 | 5429 | 93 |
| Non-Declared | 15 | 0.2 | 25 | 0.4 | 38 | 0.7 |
| Yes | 398 | 7 | 391 | 6 | 363 | 6 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Sexual Orientation** | **Number (April 2019)** | **%** | **Number (April 2020)** | **%** | **Number (April 2021)** | **%** |
| Bisexual | 44 | 0.7 | 49 | 0.8 | 43 | 0.7 |
| Gay Man | 42 | 0.7 | 43 | 0.7 | 43 | 0.7 |
| Heterosexual / Straight | 4368 | 71 | 4481 | 74 | 4405 | 75 |
| Lesbian / Gay Woman | 48 | 0.7 | 47 | 0.7 | 43 | 0.7 |
| Prefer not to say | 754 | 12.3 | 666 | 10.9 | 611 | 10.4 |
| Non-Declared | 853 | 13.9 | 787 | 12.9 | 688 | 11.7 |
| Other | Less than 10 | - | Less than 10 | - | Less than 10 | - |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Ethnic Origin** | **Number (April 2019)** | **%** | **Number (April 2020)** | **%** | **Number (April 2021)** | **%** |
| Asian, Any Other Background | 13 | 0.2 | 14 | 0.2 | Less than 10 | - |
| Asian, Bangladeshi | 29 | 0.5 | 29 | 0.5 | 27 | 0.5 |
| Asian, Indian | 41 | 0.7 | 39 | 0.6 | 36 | 0.6 |
| Asian, Pakistani | 40 | 0.7 | 40 | 0.7 | 40 | 0.7 |
| Black, African | 73 | 1 | 77 | 1 | 74 | 1 |
| Black, Any Other Background | less than 10 | - | Less than 10 | - | Less than 10 | - |
| Black, Caribbean | less than 10 | - | Less than 10 | - | Less than 10 | - |
| Chinese | 21 | 0.3 | 21 | 0.3 | 20 | 0.3 |
| Mixed, Any Other Background | less than 10 | - | 13 | 0.2 | 12 | 0.2 |
| Mixed, White & Asian | 10 | 0.2 | 11 | 0.2 | 9 | 0.2 |
| Mixed, White & Black African | less than 10 | - | less than 10 | - | Less than 10 | - |
| Mixed, White & Black Caribbean | 11 | 0.1 | Less than 10 | - | Less than 10 | - |
| Non-Declared | 135 | 2 | 124 | 2 | 123 | 2.0 |
| Other Ethnic Group | 18 | 0.3 | 23 | 0.4 | 19 | 0.3 |
| Prefer not to say | 13 | 0.2 | 26 | 0.4 | 26 | 0.4 |
| White, Any Other Background | 103 | 1.7 | 99 | 1.6 | 94 | 1.6 |
| White, British | 5538 | 87 | 5496 | 90 | 5290 | 91 |
| White, Irish | 40 | 0.7 | 41 | 0.7 | 39 | 0.6 |

**Annex two – Measures to Underpin Objectives**

|  |  |  |
| --- | --- | --- |
| **Equality Aim (how this relates to the General Duty)** | **Objective** | **How will this be measured** |
| Foster good relations between people who share a characteristic and those who do not and Eliminate unlawful discrimination, harassment and victimisation. | **Objective 1: Work with communities to tackle hate crime and encourage reporting.** | Recorded hate crime and incident data from Northumbria Police broken down by age, gender, disability, LGBT, religion and BAME. |
| Advance equality of opportunity between people who share a characteristic and those who don’t | **Objective 2: Support vulnerable groups to access employment opportunities** | This can be evidenced from ONS data with breakdowns of unemployment, employment rates, employment type by protected characteristics. |
| Advance equality of opportunity between people who share a characteristic and those who don’t | **Objective 3: Improve education outcomes for vulnerable children** | **Attainment 8** – This measure the average achievement of pupils in up to 8 qualifications including English, maths, three further qualifications that count in the English Baccalaureate (EBacc) and three further qualifications that can be GCSE qualifications (including EBacc subjects) or any other non-GCSE qualifications on the DfE approved list. The measures are for SEND and LAC pupils  **Progress 8 -** Progress 8 aims to capture the progress that pupils in a school makes from the end of primary school (typically age 11) to the end of key stage 4 (typically age 16). It is a type of value added measure, which means that pupils’ results are compared to the progress of other pupils nationally with similar prior attainment. The greater the Progress 8 score, the greater the progress made by the pupil compared to the average for pupils with similar prior attainment. The measures are for SEND and LAC pupils |
| Advance equality of opportunity between people who share a characteristic and those who don’t | **Objective 4: Improve the health and wellbeing of our communities** | This can be evidenced by suicide and self-harm statistics.  Sexual health statistics analysed by protected characteristics. |
| Foster good relations between people who share a characteristic and those who do not | **Objective 5: Develop an engaged workforce** | Engagement score analysed by protected characteristic from the Staff Survey |
| Foster good relations between people who share a characteristic and those who do not  Advance equality of opportunity between people who share a characteristic and those who don’t | **Objective 6: Increase the diversity of our workforce** | Workforce monitoring data:  Number of employees reporting themselves to be from backgrounds other than ‘White: white British”  Number of employees from BAME backgrounds  Number of employees reporting themselves to have a disability  Number of employees reporting themselves to be LGB  Age profile of workforce  Gender Profile of the workforce (including trans and non-binary identities) |