

Newcastle City Council

Equality, Diversity, and Inclusion Annual Report

March 2024



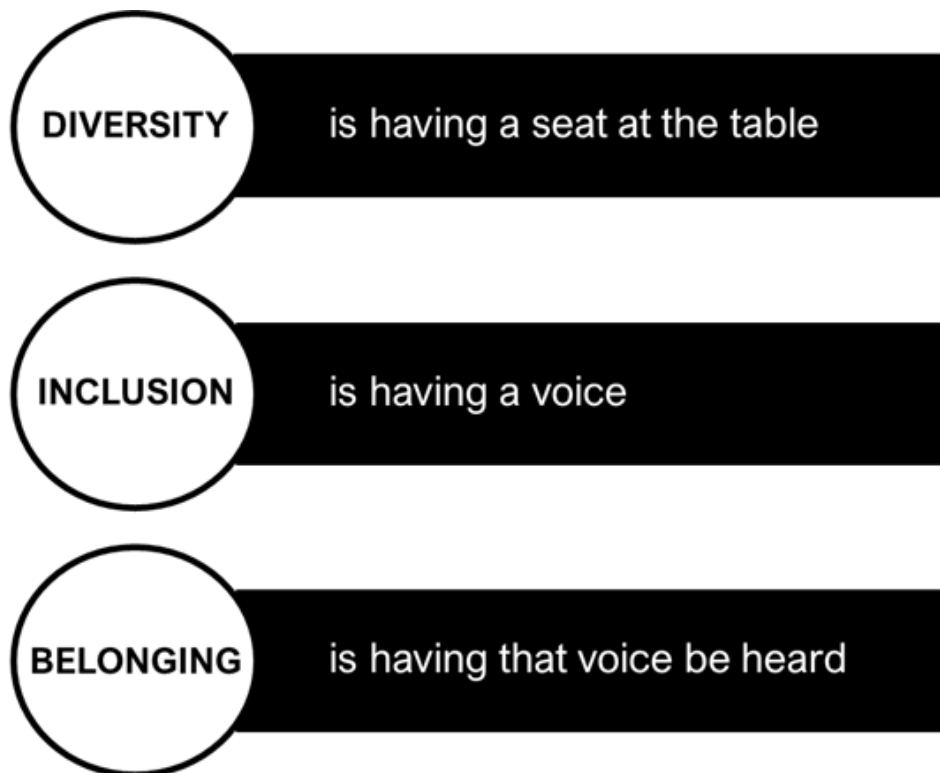
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Introduction

Equality, diversity, and inclusion is at the heart of our vision and values and is part of everything we do. The council has a critical role to play in addressing challenges of reducing inequalities and enhancing inclusion and cohesion within our communities, and we must do this against a backdrop of sustained unfair and disproportionate cuts to local authority funding from central government.

We must also ensure greater diversity, equality and inclusion within our own organisation, to lead our city by example and pave the way for a more diverse democracy, supporting better life outcomes and celebrating our vibrant and diverse communities.



Our Communities

To ensure that our approach to equality, diversity and inclusion in Newcastle continues to be effective, we need to know about the make-up of our communities. In Newcastle:

- There are approximately 300,125 people living in Newcastle.
- A population that is 51% female and 49% male
- 18.7% of residents have a long-term health problem or disability that limits their daily activities.
- 20.3% of our residents were born outside of the UK and 6% of households don't have English as their first language.
- In the 2021 Census 41% of residents reported their religion as Christian.
- The next largest religious group is Muslim at 9% which has almost doubled in the last 10 years.
- 42% of children live in poverty and 16.8% of households are in fuel poverty
- 11.4% of our residents are from a BAME background.
- 1 in 4 school children in the most recent intake in Newcastle comes from a BAME background.
- Hate crimes have increased with race related crimes making up 70% of all reported hate crimes.
- Crimes against transgender people has seen the largest increase over the last year.

We lead by example:

Newcastle will be more prosperous when opportunity is shared more widely and more fairly across all of our communities. We cannot tackle deeply engrained inequalities unless we truly understand the issues driving them, and take collective, joined-up action with residents and our partners.

Data is a powerful tool in our drive to tackle discrimination and exclusion. It allows the council to better design, adapt, monitor and evaluate policies. We are using our Health Determinants Research Collaborative and other city research assets to better understand the communities we serve and their priorities.

Through better data, insights, and engagement, we are developing evidence-based responses both within the council and across the city. With cutting-edge, real-world research underpinning all our work, we are delivering targeted interventions that will help close the gap for under-represented or disadvantaged groups.

Our Colleagues



We know that having a diverse workforce is the right thing to do, and it makes sense; diversity and inclusion brings a wide range of talents and skills into the organisation that can ignite a culture of loyalty and solidarity, increase staff retention, and improve productivity.

It also allows the council to have a better understanding of our residents, communities, businesses, and partners, if people from all backgrounds and different lived experiences are represented in our workforce.

In the council's workforce:

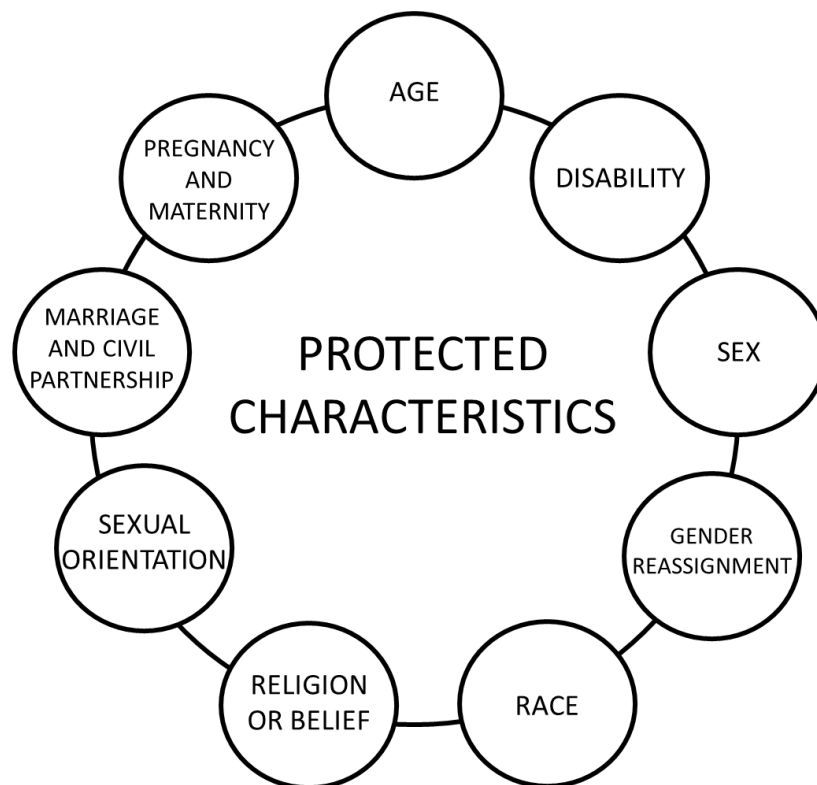
- 60% are female, 40% male
- BAME staff make up 6% of the workforce overall
- 5.2% of the workforce identify as disabled
- 2.7% of the workforce identify as LGBT+ groups
- 4% are aged 16-24
- 34% are aged 25-44
- 57% are aged 45-64
- 0.1% are aged 75 and over.
- The Gender Pay Gap shows that on average, female employees are paid 0.5% lower than males (8.3% gap nationally).
- The average ethnicity pay gap is 6.9% compared to a NE average of 9.5%

We have employee health advocates and mental health first aiders across the council who volunteer in their teams and wider workplace to make improvements to staff health and wellbeing. They do this by giving advice and signposting employees to support and information on health issues such as physical activity, healthy eating, mental wellbeing, smoking cessation, alcohol reduction and sexual health.

Our Legal Obligations

As a public body, the council must comply with the Equality Act 2010 which gives protection to individuals and groups identifying with the nine protected characteristics in the Act making it unlawful to discriminate against someone on the grounds of:

- Age
- Disability
- Sex
- Gender reassignment
- Race
- Religion or belief
- Sexual orientation
- Marriage and civil partnership
- Pregnancy and maternity



In addition, The Public Sector Equality Duty came into force in 2011, placing a duty on local authorities to:

- consider how their policies and decisions affect people with protected characteristics.
- prevent discrimination and inequality.
- promote inclusion.

The equality duty sets out the ways we should integrate the consideration of equality and good relations into our day-to-day business. For example, in the ways we design our policies, deliver our services, and review their effectiveness. This means that we have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act by removing or minimising disadvantages suffered by people due to their protected characteristics.
- Advance equality of opportunity between people who share a protected characteristic and those who do not by taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Foster good relations between people who share a protected characteristic and those who do not by encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Moving Beyond Compliance

Our drive and commitment to EDI is not just rooted in our legal responsibilities. As well as a clear moral case for action, the productivity benefits for organisations and cities have been well documented. Advancing EDI is beneficial for all. Additional action includes:

Our Socio-Economic Duty

Newcastle City Council's approach to tackling inequality goes beyond our statutory duty as outlined in the Equality Act 2010, to the voluntary adoption of the Socio-Economic Duty (SED). In addition to assessing the impact of any proposals or policies on groups with protected characteristics, we also assess impact on community cohesion and on those experiencing, or at risk of, socio-economic disadvantage.

The council was invited to take part in the Equality and Human Rights Commission's National Socio-Economic Duty Network, as an example of good practice. This network of public bodies shares areas of good practice within the delivery of the SED, including the steps being taken by authorities, the impact this is having, and how the main barriers to tackling socio-economic inequalities effectively are managed.

Assessing Equality Impacts

As a council, we undertake a comprehensive assessment of equality impacts relating to any changes in policy, services, or procedures. To ensure that our resources are invested equitably, we carry out integrated impact assessments (IIAs).

IIAs ensure an evidence-based review is key to making decisions. This means we actively consider how our proposals are likely to affect people and places in the city, particularly our most vulnerable residents and communities.

This ensures we:

- improve our awareness and understanding of any disproportionate differences between groups of people and how our policies or practice may impact on them.
- reduce barriers to participation by taking action to mitigate or remove barriers.
- increase EDI action and awareness amongst our colleagues.
- demonstrate that decisions are transparent and based on evidence with clear reasoning.

Our Policies and Initiatives

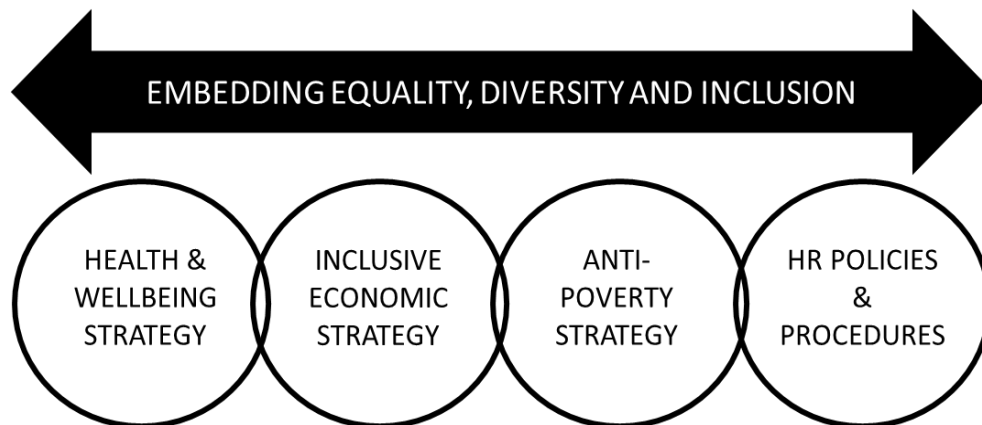
The council has a wealth of policies and initiatives in place to support the promotion of equality, diversity and inclusion, including but not limited to:

- A comprehensive Dignity at Work Policy
- Disability support for employees – Newcastle City Council has been assessed as a ‘Disability Confident’ employer and will be seeking to achieve leadership status over the next 12 months.
- Staff networks (LGBT+, Disabled and BME) 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 to promote equality and tackle discrimination.
- 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.
- Equality, diversity, and inclusion training for all staff.
- Development of neurodiversity training.
- A refreshed corporate induction which includes an equality, diversity and inclusion element.
- Five recruitment roadshows have been held across the city in the past year, with over five hundred residents, including those from diverse communities who were able to access employability support.

Our Corporate Framework

Promoting equality and tackling inequalities is at the heart of our goals at Newcastle and we recognise that this is fundamental to building a strong and inclusive local economy and a fair society

Equality, diversity, and inclusion is embedded in all we do, including through our Health and Wellbeing Strategy, Inclusive Economy Strategy, Anti-Poverty Strategy and through our HR policies and procedures.



Our Strategic Principles

All of our work is underpinned by our strategic principles:

Value lived experience

Employees and residents will be able to share their experiences and be heard.

Well-led and co-produced

We will embed inclusive decision-making in all we do, and co-design organisational and service changes to reflect the diversity of residents and colleagues.

Shared responsibility

It is everyone's responsibility to eliminate inequality, recognise and respect difference, and treat everyone with dignity and respect.

Equality Benchmarking Tools

Benchmarking equality and diversity allows us to distinguish what we are doing well from those that need improvement. We will undertake two assessments to drive aspirations, measure progress, provide an objective basis on which to plan our EDI actions. These are:

1. Equality Framework for Local Government

The purpose of the Equality Framework for Local Government (EFLG) remains to help organisations, in discussion with local partners including local people, review and improve their performance for people with characteristics protected by the Equality Act 2010.

By using the EFLG organisations can also be helped to deliver on the Public Sector Equality Duty (PSED). The EFLG continues to encourage local adaptation with a focus on local issues and problems, and prompts learning from, and the spreading of, good practice.

2. Diverse by Design

We are currently undertaking the Diverse by Design framework which is also produced by the Local Government Association. This outlines fifteen key steps which are fundamental in helping local government employers embed fair values, systems, and behaviours throughout their organisation. This includes:

- Data collection and analysis
- Redefining equality and fairness
- Senior diversity champions
- Agreeing how to talk about equality, diversity, and inclusion
- Rethinking recruitment processes
- Engaging managers and staff

They will help us to:

- Go beyond initiatives and compliance.
- Understand what change is needed and why
- Be clear about how this will improve the organisation for employees, communities, and partners.
- Inform our approach to refreshing our statutory equality objectives (equality priorities)
- Inform the content of our Workforce Plan (our People Plan)

Our Priorities: A Framework for Positive Change

Equality, Diversity, and Inclusion Strategy

We are working to develop an effective EDI strategy for the council. This will drive change within our organisation and the city, whilst always ensuring that our colleagues, partners and residents remain at the heart of our thinking and decision making. To ensure effectiveness, our EDI strategy will be embedded into the corporate framework and championed at every level within the organisation. This strategy will clearly articulate our ambition and priorities, highlight key actions and bring together the EDI actions already embedded within existing council strategies. We want the Council to be a beacon of best practice for EDI and this strategy will become our roadmap for this transformation.

Anti Racism- Race Charter

We are making an active and conscious effort to have conversations about what it means in practice to be anti-racist – both as an organisation and across the city. This is an important milestone in our ongoing effort to combat racism in our city. This includes work to develop a race charter to articulate our stance on racial discrimination and to reinforce our vision of the inclusive city we aspire to be. We will engage and work with and people experiencing all forms of racism to develop a charter that reflects the lived experiences of our communities. The Charter will outline the key actions that are needed to redress inequality in our city and which complements our support for UNISON's Anti-Racism Charter.

Diverse Curriculum

In an increasingly divided world, education is the key for Newcastle and our future generations to build a fairer and more inclusive society. That's why we are engaging with Newcastle schools to explore the feasibility of introducing a more diverse curriculum in our schools.

Black History Month

We are proud to support and celebrate Black History Month which helps to recognise and celebrate the important people and events in Black History that helped to shape our country and city. It's also an opportunity for residents to learn more about the lives and legacies of black people in Newcastle.

Corporate EDI Board

We have established a EDI Board, led by the Chief Executive and Director of Workforce and Development, to provide clear strategic leadership of EDI programmes of work and action plans. The Board brings together representatives of equality groups, including colleagues with a range of different lived experiences to ensure all voices are heard and can influence our policy and practice.

As well as steering the council's overall approach to equality, diversity, and inclusion, the Board will provide powerful advocacy for inclusive practices in the city's communities and businesses. The Board will report to the Cabinet Member for EDI

on EDI related issues in the city, including those faced by specific communities and/or groups.

Lesbian, Gay, Bisexual and Transgender Communities

We know that LGBT+ people continue to face discrimination, abuse and even violence for being who they are. Reports of violent attacks and hate crime against LGBT+ people, show hate crime against transgender people has quadrupled in recent years. Therefore, raising awareness and advancing education on matters affecting the LGBT+ community is paramount. We are facilitating equality and diversity training for all Councillors and Officers.

As well as taking a zero-tolerance approach towards discrimination, we also proactively mark dates across the LGBT+ calendar, including Pride Month, LGBT+ History Month, Lesbian Visibility Week, Transgender Day of Remembrance, and International Day Against Homophobia, Biphobia and Transphobia.

Sexual Harassment

We recognise the endemic nature of harassment, abuse, and violence faced by women in society. We recently raised awareness of the issues and have become a White Ribbon accredited council.

We proactively challenge any sexism, sexual harassment and abuse as an integral part of our duties both to our staff and elected representatives of the city. We will intervene early and challenge attitudes and beliefs that normalise sexual violence. Sexual harassment can impact anyone however women and girls are much more likely to be the victims. Sexual harassment All Party Parliamentary Group for UN Women reported that 80% of all UK women (and 97% of women under 25) are subject to routine sexual harassment and abuse. We strongly believe that all employers must do more and take action to ensure that women and girls are safe and respected.

This means that women and girls, and any staff impacted must be supported to speak up about sexual harassment, abuse and violence. In order to achieve this we have developed a robust draft sexual harassment policy which will consult on with trade unions and staff. This policy will not only be our policy but will act as a model policy for all employers in the city.

Once the policy has been agreed with our staff and partners we will develop and deliver training and awareness raising materials on preventing, challenging, and reporting sexism, sexual harassment, and sex discrimination. This will ensure staff and elected members know how to challenge and report any incidents of sexual harassment that they experience, or witness as bystanders. We will also ensure staff and managers have access to an independent service to support and provide help to anyone experiencing sexual harassment.

Roma Holocaust

Roma and Sinti was the second largest number of victims exterminated by the Nazis, after the Jewish community. The Roma Holocaust represents a unique chapter in the Holocaust, characterised by the systematic persecution, discrimination, and genocide of the Roma and Sinti communities during World War II.

We officially acknowledge 2nd August as a commemorative day for the Roma Holocaust within our city and promote education and awareness about the Roma Holocaust on this day, ensuring that the unique experiences and historical injustices faced by the Roma and Sinti communities are recognised and understood.

Disabled People

As we continue to learn to live with Covid, the disproportionate impacts on disabled people are still compounding existing inequalities. Disabled people continue to encounter barriers to education, services, health care, work and access to support and care at home. Disabled people are also more likely to face discrimination and negative attitudes, be a victim of crime and experience problems with housing and transport.

We are currently a member of the **Disability Confident Scheme** which recognises our commitment to successfully employing and retaining disabled people, and people with long term health conditions within our workforce. Over the next 12 months we will take the next step to becoming a Disability Confident Leader.

Our **Community Champions Programme** continues to work with disabled communities to help improve information about Covid, vaccines and the impact of the pandemic. This has included working with disability charities and organisations in the city to understand concerns and barriers to accessing vaccines and to spread information. Our Champions created and distributed accessible information on how to stay safe and a group of champions with learning disabilities created a short film about looking after your mental health in the wake of the pandemic, which has been shared widely.

Looking forward we will work more closely with people with learning disabilities and neurodiversity to address barriers to engaging in health services and improve health literacy.

The **Newcastle Street Charter** was initiated and led by blind and partially sighted people and local sight loss organisations. It was developed in consultation and with the support of disabled people and other groups and organisations. The Charter aims to remove or reduce the barriers that disabled people and others with mobility issues face in our city and sets out actions and commitments that everyone involved will abide by. We are in regular contact with disability groups across the city on any potential developments and operational issues which emerge relating to disabled peoples' needs.

Our accessible communications plan and toolkit is currently being refreshed, ensuring our communications are inclusive for all. The plan and toolkit will be designed for our colleagues who are involved in or who have responsibility for the authoring, commissioning, publication and / or provision of information. It will also be

relevant to colleagues who have any contact with residents, carers, service users, or Newcastle's external stakeholders and partners.

Our Statutory 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 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 includes 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.

We are required by law to review these objectives and we will do this later in the year.

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

Newcastle continues to be one of the safest, large UK cities. Newcastle City

council co-ordinates the Safe Newcastle partnership and ensures that all partners take responsibility for improving community safety and tackling crime and antisocial behaviour. Police recorded Hate crimes have increased by 0.3% compared to the previous 12 months. For change over time see table below:
Types of hate crime by year:

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Race	72.4%	74.4%	69.6%	72.4%	71.2%	71.8%
Faith	7.0%	6.1%	7.2%	6.4%	5.5%	5.9%
Homophobia	10.7%	11.9%	16.4%	15.9%	18.0%	16.6%
Transphobia	2.9%	2.8%	2.7%	1.8%	3.4%	4.1%
Disability	10.6%	8.3%	9.1%	8.6%	7.6%	7.9%

Objective 2: Support vulnerable groups to access employment opportunities.

Despite increases in the employment rate and decreases in the economically inactive rate for ethnic minority residents in the city, there are still disparities. In 2023, the employment rate for ethnic minority residents in Newcastle (62.4%) was lower than the North East (66.9%) and England (69.3%) averages. The ethnic minority 16+ unemployment rate continues to be higher in the North East (8.3%), compared to the Newcastle (7.3%) and England average (6.4%). Additionally, a greater proportion of the city's ethnic minority residents aged 16-64 were economically inactive (32.8%), exceeding both the North East (27.1%) and England (25.9%) averages.

Objective 3: Improve education outcomes for vulnerable children.

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.

Data for children in care has not yet been published, so we have included the indicative information available to us. It is subject to change, but the published data does not usually vary significantly from our indicative data.

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. 2019 data is the closest 'normal' set of data.

Data tells us that in 2023, the attainment 8 score for children in care in Newcastle was 21.8. This is lower than the attainment 8 score of 42.6 for all Newcastle pupils but higher than the national average of 19.5 for children in care. Note that this data is indicative. Published DfE data for young people in care is expected in April 2024.

The attainment 8 score for pupils with special educational needs and/or disabilities (SEND) was 23.4 in 2023. This is lower than the attainment 8 score of 42.6 for all Newcastle pupils and lower than the national average for SEND pupils of 28.1.

The attainment 8 score for disadvantaged pupils is 32.0. (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 42.6 for all Newcastle pupils and lower than the national average for disadvantaged pupils which is 35.0. 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.

In 2023 the P8 score for Newcastle pupils who were in care was -0.92 compared to -0.40 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 -1.26. Note this is indicative data. Published DfE data for young people in care is expected in April 2024.

The P8 score for SEND pupils was -1.10 compared to -0.40 for all Newcastle pupils. This means that SEND pupils have made less progress than their peers locally. This is also below the national figure for SEND pupils of -0.62.

The P8 score for disadvantaged pupils is -0.97 compared to -0.40 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 -0.57.

Grade 4 or above in both English and maths GCSEs: This measure looks at the percentage of pupils achieving grade 4 or above in both English and maths GCSEs. To count for this measure a pupil would have to achieve a grade 4 or above in maths and either English literature or English language. It is important because a grade 4 pass in English and maths is a minimum requirement for apprenticeships and for many post 16 courses.

In 2023 16.7% of Newcastle pupils who were in care achieved a grade 4 or above in both English and maths compared to 57.9% for all Newcastle pupils. This is also lower than the national figure for pupils who were in care of 20.0%. Note that this is indicative data. Published DfE data for young people in care is expected in April 2024.

The % of SEND pupils achieving a grade 4 or above in both English and maths was 22.4% compared to 57.9% for all Newcastle pupils. This is also below the national figure for SEND pupils of 30.5%.

In 2023, 38.9% of disadvantaged pupils achieved a grade 4 or above in both English and maths compared to 57.9% for all Newcastle pupils. This is also lower than the national figure for disadvantaged pupils which was 43.5%

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.

There are an estimated 46,207 people aged 16 plus with a common mental health disorder in Newcastle.

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

- There is an increase in the number of people on GP practise registers recorded as having depression from 28,465 in 2020/21 to 2021/22 30,046.
- There has also been a slight increase in the number of people on GP practise registered recorded as having a mental health diagnosis between 2020/21 to 2021/22, such as those diagnosed with schizophrenia, bipolar affective disorder and other psychoses.

Suicides:

- In 2020-22 (latest data) the rate of suicides for Newcastle increased to 11.8 per 100,000 from 11.3 per 100,000 in 2019-21. The England average is 10.3 per 100,000.
- There is a higher rate of suicides observed in the male population at 17.7 and 5.9 females per 100,000.

Objective 5: Develop an engaged workforce

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 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 ethnic minority staff and 53% of disabled staff.

Objective 6: Increase the diversity of our workforce

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.

Our current workforce is as follows:

- 60% are female, 40% male
- BAME staff make up 6% of the workforce overall
- 5.2% of the workforce identify as disabled
- 2.7% of the workforce identify as LGBT+ groups
- 4% are aged 16-24
- 34% are aged 25-44
- 57% are aged 45-64
- 0.1% are aged 75 and over.
- The Gender Pay Gap shows that on average, female employees are paid 0.5% lower than males (8.3% gap nationally).
- The average ethnicity pay gap is 6.9% compared to a NE average of 9.5%