**Newcastle City Council**

**Annual Equality Report**

**2019/2020**



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**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 budget planning process also assesses impact on community cohesion and on those experiencing, or at risk of, socio-economic disadvantage. This commitment to equality is reflected in policies such as our Active Inclusion Newcastle partnership to support residents least able to manage the impacts of welfare reform; the Newcastle Bursary to support students from low-income families; our commitment to community celebrations such as International Women’s Day, Chinese New Year, Pride and the Mela, our ambition to become a UNICEF Child Friendly City, and our success in the Stonewall Workplace Equality Index, where the council was placed number one in the country in 2020.

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. We know that our response to the pandemic must recognise these unequal impacts and ensure that measures put in place do not lead to an increase in discrimination and disadvantage in the coming years.

This report outlines our equality achievements over the last year and 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 latest census (please note data is the latest available) tells us that we are:

**A growing city** -

There are approximately 302,800 people living in Newcastle, up from 289,800 in 2014. This is forecast to grow to be as much as 327,000 by 2039.

**A young city** -

60,700 people (20% of the population) are aged 15-24 years old – this unusually high proportion reflects the number of students living in the city. Nearly 50,000 students are enrolled at our two universities.

**An older population** -

42,800 (14.1% of the population) are aged 65 and over.

**A diverse city** -

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

The latest figures suggest the BAME population living in Newcastle is 33,000 (13.5% of the whole population). (ONS annual population survey, 2019-20).

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% and which has almost doubled over the last 10 years.

Census 2011 data 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 44,893 total pupils in Newcastle schools, 7,180 have some form of special educational need with 1,246 having a statement of special educational need or education, health care plan. (Schools Census, January 2019).

**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 – 54,580 dependent children up until the age of 20 (29.1%) live in low-income families, compared with the England average of 19.9% (HMRC, children in low income families local measure, 2014).

**A city with mixed qualification levels** -

In 2019, 38.7% of young people achieved ‘good’ GCSE’s (grades 5-9) in 2019, below the England average of 43.2%. 9% of people aged 16-64 in Newcastle have no qualifications, this compares with 9.4% in the North East and 7.7% for Great Britain.

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

The unemployment rate has fallen to 6.2%. However, this still means 9000 residents are unemployed, and the rate in Newcastle remains significantly above the national average of 3.9%.

**Employment levels differ between age groups** –

38% of people aged 16-24 are employed, 78.9% of people aged 25-49 are employed, 42.9% of people aged 50 and over are employed.

**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

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| --- |
| 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 2018, 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**

Hate Crime is a growing issue in Newcastle as well as nationally, which is reflected in the available data.  The latest figures tell us that nationally hate crime has increased.

For 2019-20 1030 hate related incidents were recorded; a decrease in 7.2%. It is believed that the restrictions on movement due to lockdown, closure of schools and businesses had a significant impact on the figures. There is a marked shift in the proportion of incidents by protected characteristic with a 5% decrease in race, a 0.1% decrease in transphobia a 1.1% increase in faith, a 4.5% increase in homophobia, and a 0.8% increase in disability hate.

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| --- | --- | --- | --- |
| **Incident type** | **2017-18** | **2018-19** | **2019-20** |
| Race | 72.4% | 74.4% | 69.6% |
| Faith | 7.0% | 6.1% | 7.2% |
| Homophobia | 10.7% | 11.9% | 16.4% |
| Transphobia | 2.9% | 2.8% | 2.7% |
| Disability | 10.6% | 8.3% | 9.1% |

**What we are doing**

Our Community Safety Team have commissioned 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. This includes promotion of hate crime awareness and celebration of diverse community festivals in the city.

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.

We actively identify funding sources to tackle hate crime and a number of community groups have received funds from the Home Office, ‘Building a Stronger Britain Together’ fund in last two years with potential of more funding in 2020. We also signpost organisations to other potential funding streams.

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.
* Have added misogyny and alternative lifestyles/subcultures to the existing hate crime strands, and these can now be reported to SHUK and are counted in reported figures.
* Are working with Northumbria Police to increase engagement in schools on the issue of hate crime.
* We currently provide additional support and research within the council and to partner agencies on the rise in extremist narratives around COVID 19 and the associated crisis.
* Have a Counter Extremism Coordinator role, that is providing additional support to, and sharing best practice with neighbouring local authorities around hate crime and extremist activity.
* 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. As at 7/09/2020 13% of all graffiti was racist, 27.5% sexist or obscene, 53.8% general offensive and 5% other.

**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. The number of our residents in work has been at very high levels over the last few years but began to fall in late 2019.  Unemployment in the city was at 6.1% (ONS, Jan - Dec 2019), a slight 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 and for those with caring responsibilities.

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.

There is a concern that people at the bottom end of the skills/employment spectrum move backwards and forwards between work and being out-of-work without having the underlying causes such as skills problems addressed.

**What we are doing**

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, and 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.

**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.

**The Skills Hub**

This offers a one-stop shop for support with training, career and job advice. A programme of free events is available, providing workshops and practical advice, delivered by partners as well as local employers. Recent events include an apprenticeship information session where over 100 young people attended to meet with employers including: the NHS, HMRC, Northern Rail and British Engines. Many partners deliver support from the Skills Hub with specific services for young people delivered by Connexions, Newcastle Futures and Generation NE. Specialist support for BAME residents is provided by JET.

**Generation NE – Generation NE**

This is a devolved employment support programme for young people aged 18-29, led by Newcastle City Council, which has secured European Social Fund (ESF) funding, to continue until 2021. Since April 2018, it has provided support to almost 1,000 young people across the North East LEP area, of whom 164 are from Newcastle.

**Targeted Recruitment and Training (TRT)**

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.

Since April 2019, 21 new apprentices have started work in the construction sector with 52 young people completing work experience placements. Over 40 additional apprenticeships are expected on development sites where planning approval has been agreed. To prepare young people, a Construction Pathway Programme was delivered in May 2019 which provided onsite experience with offsite learning. We also held, with the support of the Skills Hub, a construction apprenticeship event at the City Library to support young people to engage with housebuilders and contractors who were recruiting apprentices.

In addition, private sector funding from developers has been secured with £181,000 in employment and training contributions to date with a further £92,000 anticipated. The funding has supported recruitment events, pre-apprenticeship opportunities, a construction fund and financial support to removing barriers to training and employment. To the end of March 2020, 76 residents have accessed the flexi fund and 59 residents have accessed the construction training fund with 31 of them going into employment.

**North of Tyne Working Homes (NTWH)**

This project began to deliver in 2019, the first major employment support initiative to operate on the North of Tyne geography. It is focused on integrating employment support into the support offered by Your Homes Newcastle (YHN) to their tenants and to offer employment support earlier in the tenancy to those who need it. Within Newcastle, the programme is delivered in partnership by Newcastle Futures and YHN. During 2019 it engaged with 161 social housing tenants, supporting 18 people into work.

During 2019, we worked with Northumberland and North Tyneside Councils and the local Carers organisations to develop a project to support carers and others returning from a long-term career break to access employment opportunities. This project received funding from the North of Tyne Combined Authority and will begin to deliver in 2020.

**The Mental Health Trailblazer**

This has been delivered alongside our neighbouring local authorities, provided individualised and intensive support focussing on job search and job matching, alongside clinical therapies such as individual and group counselling or Cognitive Behavioural Therapy. The aim was to move individuals closer to work or into paid employment once they felt well enough.  The project completed in December 2019 having supported 1461 individuals, all of which had mental health issues and were receiving therapies, and of those 386 were over 50. A total of 277 individuals secured employment.

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

**What we know**

In order to assess educational outcomes for vulnerable children we look at the Attainment 8 and Progress 8 measures.

**Attainment 8** measures 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.

Data tells us that in 2019, the attainment 8 score for LAC pupils is 23.4. This is lower than the attainment 8 score of 43.6 for all Newcastle pupils but higher than the national average of 19.1 for LAC.

The attainment 8 score for SEND pupils is 26.0. This is lower than the attainment 8 score of 43.6 for all Newcastle pupils and slightly lower than the national average for SEND pupils of 27.6.

The attainment 8 score for Disadvantaged pupils is 33.7. This is lower than the attainment 8 score of 43.6 for all Newcastle pupils and lower than the national average for disadvantaged pupils which is 36.7

**Progress 8** aims to capture the progress that pupils in school make 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 progress 8 score for LAC pupils is -1.05 compared to -0.27 for all Newcastle pupils. This means that LAC pupils have made less progress than their peers locally. However, this is higher than the national figure for LAC pupils of -1.23

The progress 8 score for SEND pupils is -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 lower than the national figure for SEND pupils of -0.62.

The progress 8 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 of -0.4

**What are we doing?**

Our focus is on building on the strong start pupils make in primary school. We do this through strong, collaborative working within trusts, within the Promise Board and its sub-committees and through peer to peer challenge from headteachers. There are a range of targeted LA and DfE funded projects supporting secondaries covering transition, core subjects, leadership and early intervention. Attendance across the city is a significant challenge. We are rolling out a successful attendance project which supports parents by addressing the barriers to attendance. This work involves bringing external agencies together in a "Team around the School" so that parents can be signposted to effective support.

Challenges remain, particularly in terms of attendance and participation in learning; this has been exacerbated through COVID-19. We know that the impact of COVID-19 on learning has not been equally felt. In addition, Newcastle schools are developing carefully targeted support for pupils from September to mitigate the impact of learning loss through the pandemic.

**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.

**Mental Health**

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 2013/14 and 2018/19 shows us that:

* There are an estimated 46,207 people aged 16 plus with a common mental health disorder in Newcastle;
* There has been an increase the number of people with a new diagnosis of depression recorded in GP practice registers (18+ population) from 2,145 to 3,982;
* there is an increase in the number of people on GP practise registers recorded as having depression from 14,197 to 24,408;
* However, those with Severe mental illness recorded on GP practice registers (all ages) has remained consistent over the time period.

**Suicides**

* In 2016-18 (latest data) the rate of suicides increased to 10.6 per 100,000 from 9 per 100,000 in 2015-17. The England average is 9.6 per 100,000.
* There are higher rates of suicide in the Male population at 17.7 per 100,000 compared to females at 3.6 per 100,000 in 2016-18.

**Targeted work with men**

Our social marketing campaign, #BeAGameChanger uses the power of Football as a vehicle for engaging men in conversations around mental health. This is achieved using a population-based approach to promote good mental health and reduce ill health. The aim of the campaign is to promote conversations about emotions and low mood to help improve mental health, and encourage help seeking behaviour where appropriate. Predominant target audiences are men under the age of 50. Using a range of mediums including social media platforms and podcast, traditional press (newspapers, radio, TV), match day activity, community and workplace events, and a dedicated #BeAGameChanger webpage to encourage men to talk openly about mental health

**Sexual health**

We lead The Sexually Healthy Newcastle Partnership - working with partner organisations across the city to: deliver excellent sexual and reproductive health services, deliver workforce training and support those living, working and studying in Newcastle to be sexually healthy. This means having healthy and consensual relationships, looking after their sexual health, reducing rates of HIV and other sexually transmitted infections, reducing unwanted pregnancies and challenging the stigma and embarrassment that can often surround sexual health by enabling people to talk it and ask for the help they need.

In September 2019, we conducted a comprehensive sexual health needs assessment, identifying strengths and gaps around sexual health in the city. This is being used to shape services and address gaps in provision.

Newcastle is the only local authority in the country that has a specialist learning disability and sexual health nurse, providing specialist contraception and sexual health services to people with a learning disability and training for the workforce. We are also the only local authority in the North East to have a comprehensive programme of training through training, supporting the workforce across the city to be more confident addressing issues of sexual health and relationships with their client group.

Newcastle City Council is supporting schools with the introduction of statutory relationships education in primary schools, and relationships and sex education (RSE) in secondary schools from September 2020. The city council have signed up to a statement in support of RSE that is inclusive of LGBTQ+ identities.

Since lockdown, we have worked hard to ensure that sexual health services remain accessible, particularly to vulnerable communities. We have ensured that:

* DIY STI testing kits are available for vulnerable groups through MESMAC, Shine, GAP/MAP, Streetwise and the Angelou Centre.
* 15 community pharmacies across the city are providing free condoms, ensuring provision in areas of high levels of deprivation.
* Pharmacies supply EHC (emergency hormonal contraception) via telephone consultation.
* Streetwise have offered a new Mobile C-Card and M-Card service, delivering condoms and period products to young people’s doors.
* New partnership working between Public Health, the three Community Family Hubs and New Croft Sexual Health Service has led to the development of a new outreach contraception and sexual health service at the three hubs, providing DIY STI testing, pregnancy testing, contraception and EHC. The three hubs also now provide condoms and period products to their service users.
* A new webpage [www.newcastle.gov.uk/sexualhealthinlockdown](http://www.newcastle.gov.uk/sexualhealthinlockdown) lists all of the sexual health provision across all providers during the current COVID-19 pandemic, while new Sexually Healthy Newcastle social media channels have been created to share messages and keep Newcastle residents updated with how they can access support.

**Health and Wellbeing of BAME communities**

**Cervical Screening**

A number of GP practices across the city are now signed up to the Cervical Screening Saves Lives ‘No Fear’ initiative. This involves promoting the services they offer to make cervical screening less daunting for women especially those from BAME communities (e.g. taking cultural sensitivities into account). As a result, there has been a 4% increase in uptake rates in the first year.

The second phase of the programme involves working with hairdressers, beauty salons, leisure centres and childcare providers to promote cervical screening and to offer discounts to those who take up their appointments. This approach has already proved successful in Middlesbrough and learning is being shared.

**BAME Public Health Steering Group**

This partnership group led, organised and chaired by Public Health, started in June 2019 and includes NHS, VCS and local authority partners. This group focuses on key BAME health priorities and needs and includes culturally sensitive consideration of risks associated with different health-seeking behaviours and potential solutions. This group is also working to inform the creation of new BAME health profiles/data sets to better understand risk factors, inequalities and trends within Newcastle’s BAME population as well as identifying current gaps in ethnicity data.

**Health Access Card**

We have led on the development of a ‘health access card’ resource for Newcastle working in partnership with the Regional Refugee Forum and HAREF. The card includes details of where to go for all types of health and wellbeing needs including emergency, urgent, GP, pharmacy and mental health as well as a range of community services. This is intended to be used by asylum seekers and refugees as well as professionals supporting them or anyone wishing to make referrals.

An evaluation of the Newcastle Health Access Card for asylum seekers and refugees is being carried out in collaboration with Newcastle University and Public Health England to measure its effectiveness with both professionals and service users and any impact it may have had. The resource is also being updated and translated into the top languages.

**Smoking**

Linked to the Newcastle Smoke Free Alliance work, a 'niche tobacco' fact sheet has been developed for professionals (including information on chewing tobacco, shisha and bidis) highlighting the health risks, myths and legality linked to these products. Tailored training on illegal tobacco and second-hand smoke has also been developed and delivered to professionals working with BAME communities to increase knowledge levels and raise awareness of the dangers so as to inform and educate others.

**COVID-19**

Key public health messages were developed in collaboration with the VCS (Haref and Riverside Community Health Project) for BAME communities around Covid-19 during early lockdown. This included up to date, simple guidance on the importance of staying at home, social distancing, symptoms, self-isolating, shielding and vulnerable 'at-risk' groups which were then translated into some of the top languages. Videos by bi-lingual BAME community leaders and workers were then developed for social media. Translated languages included: Bengali, Urdu, Hindi, Arabic, Romanian, Czech and Romani. The videos were viewed over 30,000 times with a reach of 106,000. We Received thanks from some Roma community members in Romania, Germany and Poland, who expressed how grateful they were to have had information in their dialect. We also issued safe fasting messages on our social media platforms and stay at home/social distancing guidance during Ramadan and the festival's celebrations.

**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.

As part of this journey we have also worked closely with staff to create ‘Value Champions’ within the authority. 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.

The Newcastle Manager Programme has been developed to equip all managers with the skills and competencies necessary for effective staff management. A package of training and support has been developed to make sure all managers have a common understanding of their role, the tools/skills to undertake it and contribute to overall staff engagement.

Everyone should understand how the work they do contributes to the success of the city and the council. This plan provides a basis for employee objective setting, review and personal development through our ‘My Conversation’ process.

Over the next 6 months we plan to undertake a series of engagement and survey activities with all staff and will be particularly seeking the views of BAME staff. This will enable us to explore any specific needs especially in light of the disproportionate effect of the Covid pandemic on BAME people. Following on from this we will develop an action plan to tackle any potential issues relating to BAME staff.

**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**

During Nov/Dec 2019 we undertook a piece of exploratory research to look at what it is like for people from different backgrounds to work at the Council. Following on from an initial survey, we planned for the research to involve focus group discussion, anonymous posting of comments and where requested, a one to one confidential interview. Unfortunately, due to the COVID pandemic we were unable to complete this stage of the research

We plan to revisit this project over the coming year. One of the main aims of the research is to explore why some groups from different backgrounds are underrepresented at the Council and uncover any potential barriers people may face in accessing employment with us.

In addition to this we are working with our NHS partners to host a BAME specific recruitment fair. This will enable us to promote the Council as an inclusive employer and encourage people from BAME backgrounds to consider working for us, whilst also gauging BAME people’s perception of the Council as an employer.

Recently we have revised and updated a 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. Over the next six months we will also explore options for providing specific anti-racism and unconscious bias training to staff.

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.

Over the next six months we plan to look at implementing a reverse mentoring scheme whereby BAME staff have the opportunity to raise awareness and discuss BAME issues with senior managers across the organisation. We will also explore role model and ally initiatives.

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

**Equality, diversity and inclusion achievements and initiatives**

We are proud of our equality achievements and initiatives. The following gives an outline of some of our key areas of work over the past year.

**Support to Black Lives Matters**

The Council recognises that the murder of George Floyd in the United States, has understandably led to hurt and anger, with the depth of public concern expressed over the last few months about ingrained, systemic racial profiling and racism that exists against BAME, especially black, people in Britain.

The Council supports the Black Lives Matter campaign and will continue to celebrate diversity, listen to our communities and work with minority groups to make space for conversations to take place that can shape our City going forward.

**Holocaust Memorial Day**

HMD in 2020 marked the 75th anniversary of the freedom of Auschwitz and 25 years since the Genocide in Bosnia. This theme, ‘Stand Together’ explored how genocidal regimes through history have torn communities apart by separating certain groups and how this can be challenged by individuals who have stood together with their neighbours, friends and family to speak out against oppression. In Newcastle, a variety of arts, film, performance, poetry, music, spoken events and exhibitions were held.

**Hate Crime Awareness**

National Hate Crime Awareness Week took place on the 12th October. Over the week-long campaign, the Council held a number of planned events and social media activity to reiterate the council’s stance that hate crime will never be accepted and that Newcastle is a safe place, a city of sanctuary, and somewhere that is inclusive of everybody without exception. A rainbow flag was hoisted as a symbol of acceptance of all people.

**Show Racism the Red Card**

This took place in October and in Newcastle, we used the day to promote and encourage people to report hate crime. Newcastle City Council commissions a third-party reporting service, Stop Hate UK. This gives people complete anonymity when reporting incidents and can be done using online platforms. In addition to this we held a ‘cake not hate’ event with the Newcastle BAME Women’s Network. The event provided the opportunity for support and advocacy in tackling abuse, discrimination and exploitation. Politicians, council staff and staff from Northumbria Police also attended the event to answer questions and listen to any concerns.

**Child Friendly City**

Newcastle continues to be one of the first cities in the UK to join the Unicef UK Child Friendly City Programme. The programme theme badges were identified in October 2017 during the discovery phase of the three-year programme by local children and young people. The children and young people agreed the badges: Safe and Secure, Healthy and Equal and Included. An action plan was developed by children, young people and other stakeholders.  Newcastle has now moved into the delivery phase of the programme.

Connecting with children and young people from across the city is fundamental to the success of the programme.  A youth steering group has been created called the Young People’s Union. This is open to any young person aged between 11 and 18 years who lives, learns or works in Newcastle.  The group have written and published their first newsletter, developed a youth participation consultation tool, and agreed who will become youth champions to represent each theme area.

The Young Peoples Union are currently engaging with schools and youth projects cross the city to develop a sustainable communication network as well as developing working relationships with key stakeholders and organisations, to encourage children and young people’s priorities to be listened to and acted upon.

**Dementia Friendly City**

Our Dementia Friendly City work has gathered pace in the last 12 months. We have worked with partners from business, retail, statutory agencies, academia and the voluntary and community sectors. Our cross-cutting work highlights the importance of considering and involving people living with dementia in planning and service design that go beyond traditional health and social care services. A dedicated ‘Dementia’ page has been set up on Information Now.

We have continued to develop the range of information and direct support available from the Grainger Market Pop-Up Space, including a very successful pilot ‘Pop-Up Blood Pressure’ screening clinic with the School of Pharmacy at Newcastle University. The Dementia Space has been used for information and advice sessions, carer support, arts and craft taster sessions, reminiscence work with Tyne and Wear Museum Service and the promotion of health, wellbeing and home-safety initiatives.

We are working with partners to promote inclusion for people living with dementia in marginalised groups including the LGBT and BAME communities, people living with early-onset dementia (diagnosed before the age of 65). The Dementia Friendly City work will be included in the rescheduled PRIDE event in 2021.

Recently, the COVID pandemic has brought the needs of people living with dementia and their families into the spotlight, both those living at home in the community and people living in residential care. We have worked closely with partners to maintain vital service delivery and develop new ways of working as part of the crisis response. As we move out of lockdown, we are working with our partners to review the learning from the pandemic, and to reactivate our partnerships and ambitions to make Newcastle a leading example of a ‘Dementia Friendly City’.

**Age Friendly City**

Newcastle upon Tyne is focussing on adapting the city’s infrastructure and services to demographic change. We have incorporated ‘becoming an age friendly city’ as a cross-cutting theme in our Wellbeing for Life Strategy. A multi-agency group which brings together local partners in academic, public, private and voluntary sectors with expertise in ageing issues acts as a key network and resource for driving forward the work in Newcastle. Older citizens are championing, supporting and co-producing local developments. The long-established Elders Council is a significant partner, with other community groups also contributing to many developments.

**Newcastle Street Charter**

The Newcastle Street Charter was initiated and led by blind and partially sighted people and local sight loss organisations. It has been developed in consultation and with the support of disabled people and other groups and organisations in the city.

Our Street Charter is divided into sections that highlight the main issues disabled people face when negotiating the built environment in Newcastle. It 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. In February 2020 a consultation event took place to review the Charter with recommendations made to improve the charter further.

**Accessible Bus Day**

Newcastle City Council, working in partnership with North East bus operators and other partners held a special event to showcase accessibility on local bus services. Operators, Go North East, Arriva and Stagecoach displayed a range of their latest accessible buses at the Royal Victoria Infirmary in September, enabling people to discuss bus accessibility issues directly with staff and see the accessible buses up close.

Affordable, accessible bus travel is vital to the city’s economy and even more important as we work to encourage more people out of their cars on to public transport to reduce congestion and improve air quality. The event was an opportunity for people, who might be unsure about using public transport, to come along and find out more. We know that for many people this kind of support and reassurance can make a big difference in terms of their confidence in using public transport, which in turn can have a huge impact on their independence and quality of life.

**City of Sanctuary**

Newcastle has retained a positive approach as a City of Sanctuary to the integration

and inclusion of those seeking refuge and migrating to our city. City of Sanctuary has worked in partnership with the Voluntary and Community sector to coordinate the response provided to new arrivals and those seeking to make Newcastle their home. Newcastle Schools, Universities, Health Services and the Arts and Cultural sector have been able to engage with issues relating to those seeking refuge, and have been encouraged to embed ways of working that promote integration and inclusion. Through City of Sanctuary engagement work we have sought to better understand and promote the voices of those seeking refuge in our city. Outputs from these ongoing engagements will guide the focus and tailoring of future City of Sanctuary activities.

**International Women’s Day**

International Women’s Day will took place on the 8th March 2020. The main events were organised by the Women’s 100 group which consists of representatives from the Council, universities, voluntary sector, Tyne and Wear Museums and Police. Activities included a pop-up choir, film screenings and art exhibitions. Elsewhere as part of IWD, Newcastle City Council held the annual ‘This Girl Can’ campaign event at Exhibition Park.

**Stonewall Workplace Equality Index**

The LGBT charity, Stonewall annually ranks the country’s top employers for LGBT inclusion, and this year Newcastle City Council rose to first place out of over 500 employers across the UK. This is the highest position the council has ever achieved since first entering the index in 2007. The ranking also makes Newcastle City Council the first local authority to achieve this. In addition to this we were recognised as one of Stonewall’s best Trans-Inclusive Employers and top performing staff network. At the Stonewall North East Awards, the council won Best Employer of the year.

**Trans Lives North East**

Over the last year we have continued to work closely with local transgender

organisations to raise awareness of the issues that trans people face on a daily basis. In November 2018 the council joined with the NHS and other partners (police, universities, unions and LGBTI groups) to come together to organise a ground-breaking conference, aimed at raising awareness and understanding of the needs of the local trans community. This work is ongoing and further conferences are planned for 2021.

**Diversity Role Models - North East of England Hub Launch Event**

Diversity Role Models is an LGBT+ inclusion charity that deliver workshops in schools to students, teachers, governors and parents. The work helps schools to be an inclusive and safe space for their students and supports young people with the confidence and skills to challenge homophobic, biphobic and transphobic bullying. people.

They recently opened their North East Hub and are running a project to bring funded student workshops to schools in Tyne and Wear. This project will help bring the work to as many young people as possible and support schools across the county with their preparation and delivery of the new RSE statutory requirements that are due to come into effect in September 2020. The council hosted a launch event on the 14th January with the aim of raising awareness of Diversity Role Models and the funded project in the NE.

**Next Steps**

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

**Annex One– Workforce Statistics – trend from April 2019 to April 2020**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Age Range** | **Number 6116** | **%** | **Number 6078** | **%** |  |
| 16 To 24 | 289 | 4.7 | 251 | 4.1 |  |
| 25 To 44 | 2104 | 34.4 | 2076 | 34.2 |  |
| 45 To 64 | 3561 | 58.2 | 3532 | 58.1 |  |
| 65 To 74 | 161 | 2.6 | 216 | 3.6 |  |
| 75 and over | less than 10 | - | Less than 10 | - |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Gender** | **Number** | **%** | **Number** | **%** |
| Female | 3603 | 58.9 | 3603 | 59.2 |
| Male | 2512 | 41.0 | 2434 | 40 |
| Prefer to self-describe | Less than 10 | - | Less than 10 | - |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Disability** | **Number (April 2019)** | **%** | **Number (April 2020)** | **%** |
| No | 5693 | 93 | 5652 | 92.9 |
| Non-Declared | 15 | 0.24 | 25 | 0.4 |
| Yes | 398 | 6.5 | 391 | 6.4 |
| Prefer not to say | 10 | 0.16 | 10 | 0.2 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Sexual Orientation** | **Number (April 2019)** | **%** | **Number (April 2020)** | **%** |
| Bisexual | 44 | 0.7 | 49 | 0.8 |
| Gay Man | 42 | 0.68 | 43 | 0.7 |
| Heterosexual / Straight | 4368 | 71.4 | 4481 | 73.7 |
| Lesbian / Gay Woman | 48 | 0.78 | 47 | 0.7 |
| Prefer not to say | 754 | 12.3 | 666 | 10.9 |
| Non-Declared | 853 | 13.9 | 787 | 12.9 |
| Other | Less than 10 | - | Less than 10 | - |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Ethnic Origin** | **Number (April 2019)** | **%** | **Number (April 2020)** | **%** |
| Asian, Any Other Background | 13 | 0.21 | 14 | 0.23 |
| Asian, Bangladeshi | 29 | 0.47 | 29 | 0.47 |
| Asian, Indian | 41 | 0.67 | 39 | 0.64 |
| Asian, Pakistani | 40 | 0.65 | 40 | 0.65 |
| Black, African | 73 | 1.19 | 77 | 1.26 |
| Black, Any Other Background | less than 10 | - | Less than 10 | - |
| Black, Caribbean | less than 10 | - | Less than 10 | - |
| Chinese | 21 | 0.34 | 21 | 0.34 |
| Mixed, Any Other Background | less than 10 |  | 13 | 0.21 |
| Mixed, White & Asian | 10 | 0.16 | 11 | 0.18 |
| Mixed, White & Black African | less than 10 | - | less than 10 | - |
| Mixed, White & Black Caribbean | 11 | 0.17 | Less than 10 | - |
| Non-Declared | 135 | 2.2 | 124 | 2.04 |
| Other Ethnic Group | 18 | 0.29 | 23 | 0.37 |
| Prefer not to say | 13 | 0.21 | 26 | 0.42 |
| White, Any Other Background | 103 | 1.68 | 99 | 1.62 |
| White, British | 5538 | 87.2 | 5496 | 90.4 |
| White, Irish | 40 | 0.65 | 41 | 0.67 |

**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 LGB  Age profile of workforce  Gender Profile of the workforce (including trans and non-binary identities) |