

Workforce Equality Information

April 2021 – March 2022



Introduction

We are a Council that is ambitious, effective and proud to serve.

We are an organisation where we all make a positive contribution at work for the whole council. Where we never lose sight of the fact we are here to serve the people of the borough.

Stockton-on-Tees Borough Council is a Unitary Council providing a wide range of services including but not limited to refuse collection, catering, cleaning, highway maintenance, parks, museums, libraries, gardening, community transport, anti-social behaviour, community protection, adult and children's social care, education and support services.

We pride ourselves on being open, honest and fair. On leading by example. On having big plans and the determination to see them through. On delivering genuine value for money. On setting the highest standards of public service. On communicating clearly and regularly with the community we serve.

Stockton-on-Tees Borough Council's aim is to have a workforce that reflects the diversity of our residents, customers and stakeholders and we recognise that promoting equality, benefits public services for all.

This report provides a summary and analysis of Stockton-on-Tees Borough Council's workforce, excluding Local Authority Maintained Schools. The workforce profile is shown as at 31st March 2022, while the data is for the period 1st April 2021 to 31st March 2022.

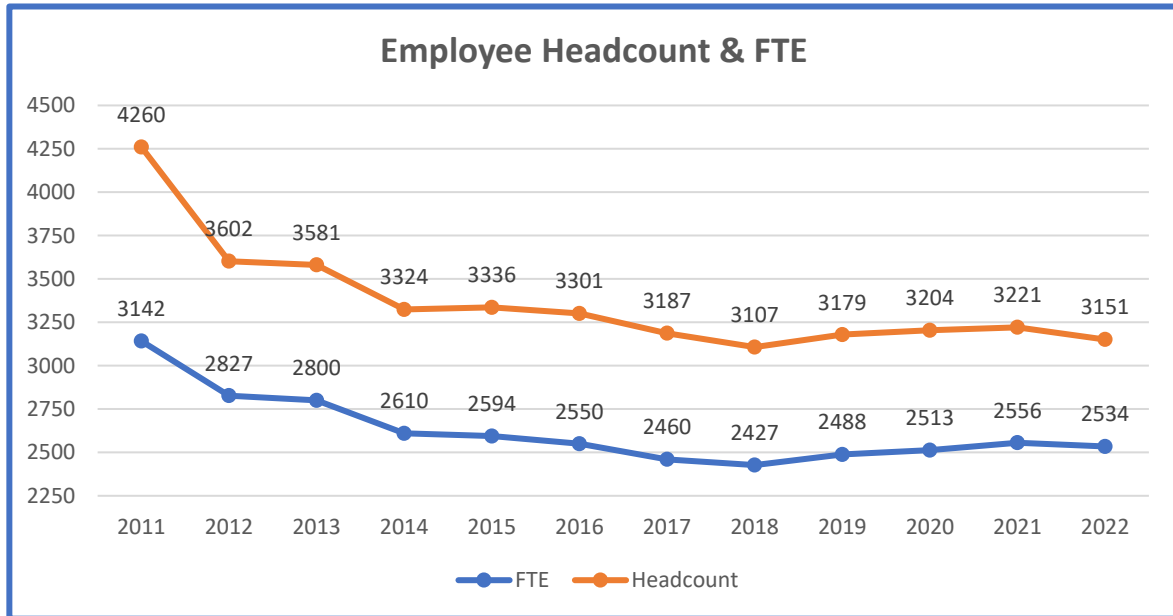
The Council has a legal duty under the Equality Act 2010 to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and promote good relations between people. As part of this Act, the public sector equality duty requires the Council to show how it is meeting its responsibilities as an employer, including a requirement to publish information regarding our workforce. This report forms part of the Council's response to that duty, providing a summary and analysis of Stockton-on-Tees Borough Council's workforce (excluding Local Authority maintained Schools) against protected characteristics.



Workforce Profile

Key facts and figures about the size, shape and characteristics of our Workforce as at 31st March 2022.

Headcount & FTE



Over the last 11 years there has been a significant reduction in our overall employee numbers - Headcount and FTE. The number of employees (headcount) has reduced by 1,109 (26.4%) from 4,260 employees as at 31 March 2011 to 3,151 employees as at 31 March 2022. Total Full Time Equivalent (FTE) employees has reduced by 608 (19.4%) from 3,142 as at 31 March 2011 to 2,534 at 31 March 2022.

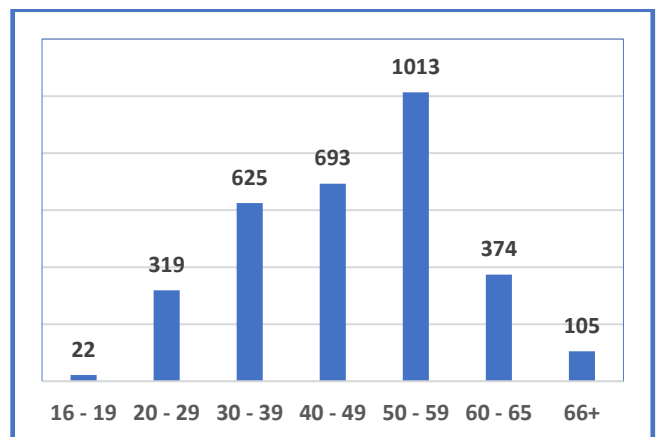
Over a similar period, the headcount of the Borough’s residents has increased by approximately 3%, from a population of 191,610 people in 2011 to 197,348 people recorded in 2021 (most recent census information available).

The Council’s workforce equality profile, looking at Gender, Age, Ethnicity and Disability remains consistent when compared to previous years, as outlined below.

Age Profile

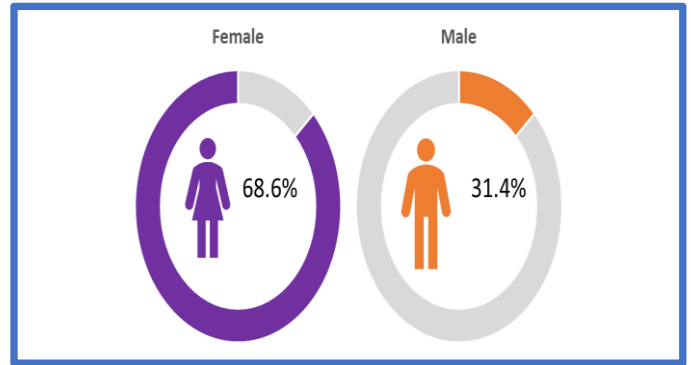
As at 31 March 2022, the data highlights that 69% of the workforce are aged 40+ (2,185 employees). 47% of the workforce are over the age of 50 (1,492 employees).

All age groups have generally remained proportionate with previous year’s figures, however due to the aging profile of the workforce, workforce planning is underway to ensure we plan for succession and loss of skills.

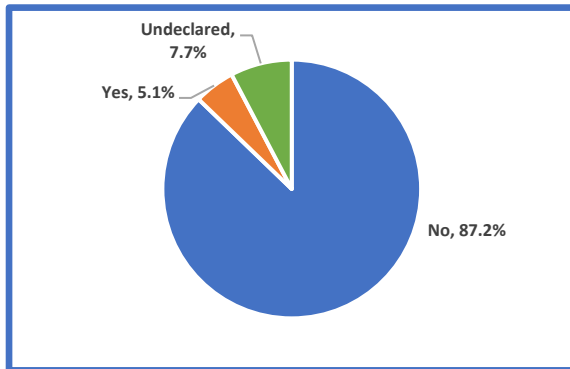


Gender

The Council has always had a predominately female workforce and the gender split has remained largely unchanged year on year with the number of females continuing to make up the greatest proportion of the SBC workforce (68.6%). This can in part be attributed to a greater number of female part-time workers across all areas of the Council and the flexible / family friendly working policies that are available.



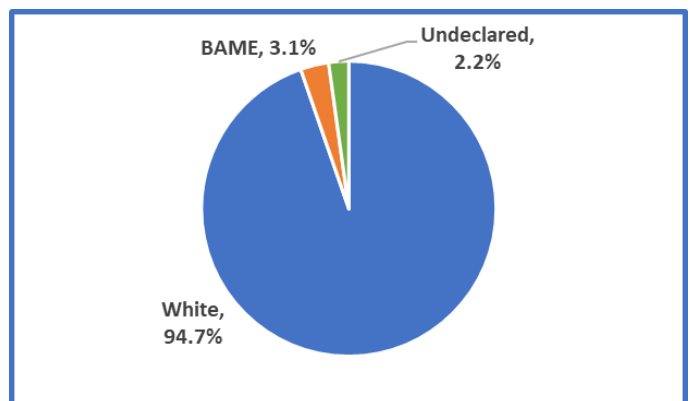
Disability



The percentage of employees who have declared a disability has remained constant at 5.1% of the workforce (161 people). 7.7% have chosen not to declare their disability status.

Ethnicity

The number of BAME employees as at 31 March 2022 was 3.1% (98 people). 2.2% of our employees have not declared their ethnicity. The percentage of BAME staff in the Council's workforce has increased over the last few years but remains below our stated aim for the diversity of our workforce to be representative of the Borough's population (5% BAME).



Recruitment & Retention

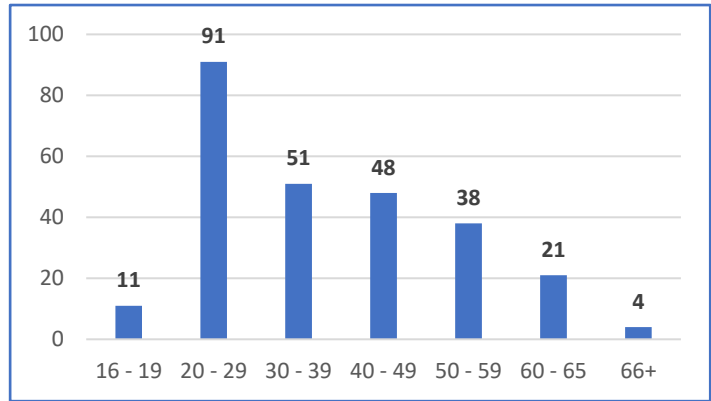
The Council strives to attract, develop and support diverse, capable and resilient employees and we look to enhance the diversity of our workforce through the recruitment and retention of under-represented groups.

NEW STARTERS – EQUALITY PROFILE

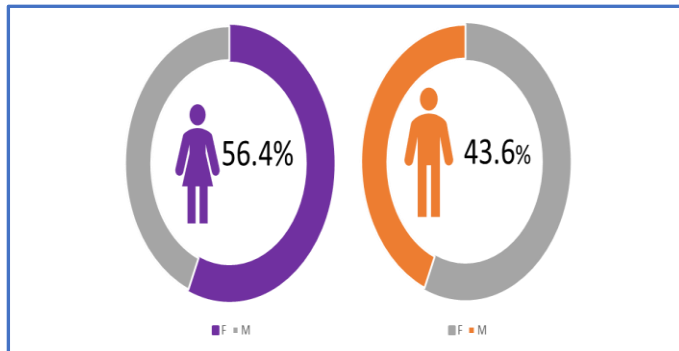
Between 1st April 2021 – 31st March 2022, the Council appointed 264 new employees to either permanent or temporary contracts. The Equality profile of our new starters is highlighted below.

Age Profile – New Starters

42% (111 people) of our new starters were aged 40+ although the highest number of new recruits were aged between 20-29 34.5% (91 people).



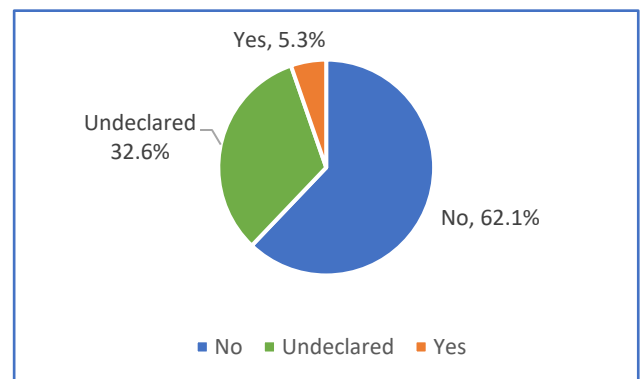
Gender – New Starters



The number of new starters who were male was a much higher percentage 115 people (43.6%) than our overall male workforce profile (31.4%). 59 of the 115 are within Community Services in roles such as wate loaders and drivers.

Disability – New Starters

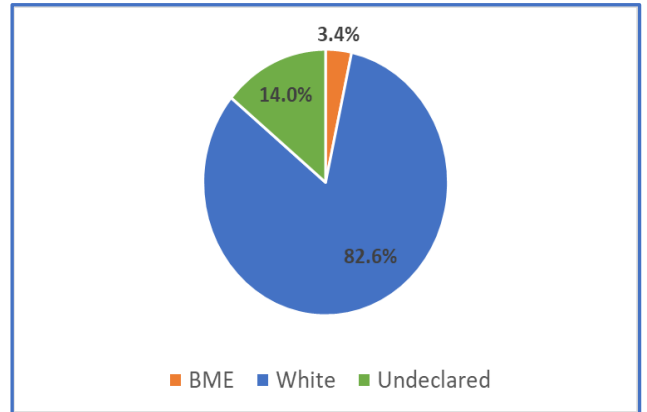
14 (5,3%) of our new starters declared a disability, this is consistent with the current percentage of our workforce (5.1%). 86 (32.6%) did not declare or did not wish to declare a disability. We have begun to address this issue via North East Jobs as the default option on the equal opportunities form was 'prefer not to say' we have moved this option further down the list and have begun to see more new starters declare their disability status.



Ethnicity – New Starters

9 people (3.4%) of our new starters declared themselves from a BME origin, this is higher than our current workforce as a whole (3.1%).

14% were undeclared which is considerably higher than the current workforce (2.2%) however as with disability data we have addressed the issue on NE Jobs and have also undertaken an exercise to update some of this information.



LEAVERS – EQUALITY PROFILE

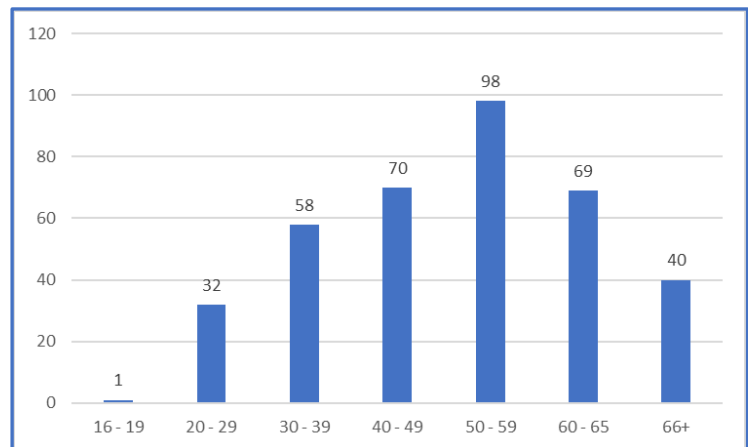
Between 1st April 2021 – 31st March 2022, 368 Employees left the Council.

The Equality Profile of our leavers is highlighted below.

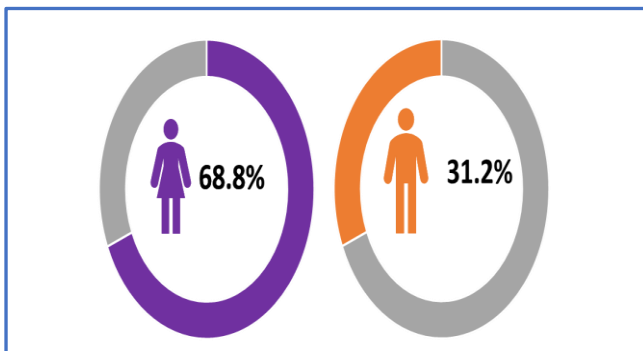
Age Profile – Leavers

207 people (56%) of leavers were over the age of 50 which is a higher proportion than that of our overall workforce in these age bands. This mirrors what is happening nationally as people are retiring early following Covid.

139 people (64%) of voluntary resignations were from employees under the age of 50.



Gender - Leavers

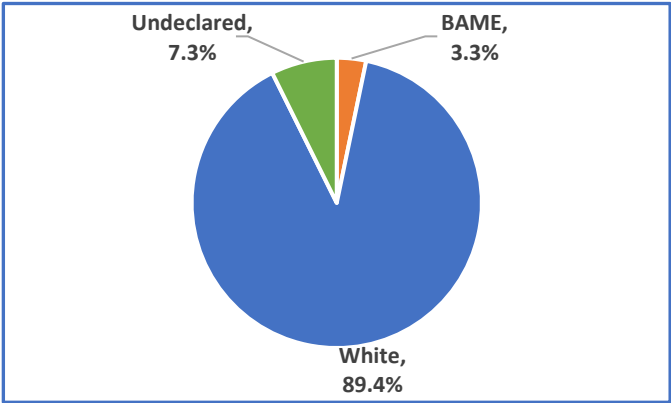
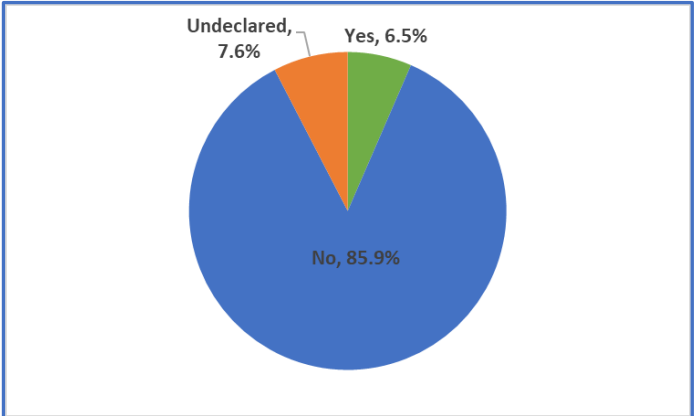


The Gender split of our leavers is almost exactly the same as our general Workforce Gender Split with 68.8% of leavers being female.

Disability - Leavers

24 (6.5%) of our Leavers had a declared disability which is slightly higher than our total percentage of employees with a disability. The reasons for leaving vary but in the main are due to voluntary resignations (10) or retirement (5).

Overall, the Disability profile of the Council remains static at 5.1%.



Ethnicity

12 employees (3.3%) of our leavers were from a BAME background, which is proportionate to our overall workforce profile (3.1%). 10 of the 12 were due to voluntary resignations, 2 voluntary redundancies.

Employee Engagement

SBC Culture Statement

Stockton-On-Tees Borough Council is an organisation where all staff are trusted, supported and valued to make a positive contribution at work. Where we never lose sight of the fact that we are here to serve the people of the borough. This means we want this to be a place where:

- Everyone's views and opinions are encouraged, heard and properly considered.
- We share responsibility for our own learning and development and are encouraged and supported to do so by others.
- We work hard and feel comfortable to suggest new ideas, ways of working and to take managed risks.
- We feel a strong sense of belonging to the whole Council and our skills, knowledge and experience are used to benefit the organisation as a whole.

This is a place where...

- We are valued, trusted and supported.
- We are heard.
- We take responsibility for our own development.
- We work hard
- We are not afraid to try something new
- We belong

Employee Forums

The Council continues to promote and support the use of our Employee Forums which represent:



- Black and Minority Ethnic (BAME) Employee Forum
- Disability Employee Forum
- Lesbian, Gay, Bisexual, Transgender Q+ Employee Forum
- Young Employee Forum
- Carers Employee Forum

The forums are led by employees and provide an environment for discussing appropriate issues of mutual interest, allow consultation & scrutiny with the Council on a range of matters, and raise awareness and celebrate diversity.

Consultation with Trade Unions & Councillors

The Council works in partnership with the Trade Unions and meets regularly with representatives to discuss issues affecting the Council and its workforce – including any matters in relation to Equality. The Trade Unions can also provide a range of support to their members on individual workplace or personal issues.



Pay

Equal Pay

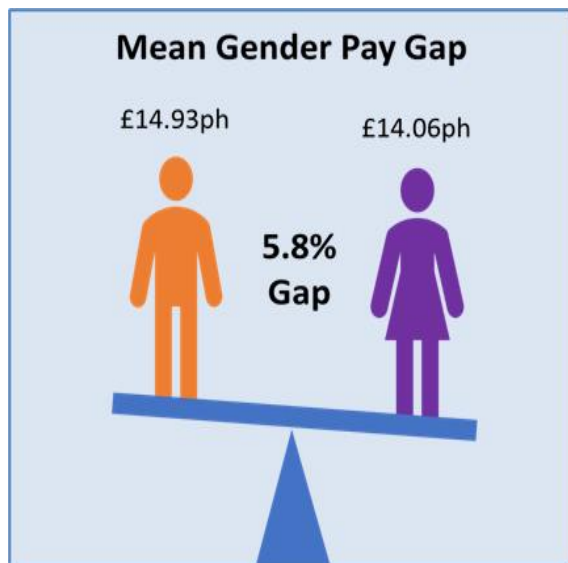
Equal Pay legislation requires for men and women to receive equal pay for; the same or broadly similar work, work rated as equivalent under a job evaluation scheme, or work of equal value. In line with this we have established pay and grading structures, founded on evaluation of job roles using job evaluation, which ensures a fair and transparent approach to pay and the same grading of jobs which are rated as equivalent work, regardless of any protected characteristic.

Gender Pay Gap Report – 2022

Stockton-On-Tees Borough Council as a Public Sector organisation with over 250 employees is required, by Gender Pay Gap legislation introduced in April 2017, to publish statutory calculations every year showing how large the pay gap is between their male and female employees. Details of the full report are available on our Internet.



Mean Gender Pay Gap:



The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees is 5.8%. The Council's positive percentage pay gap means that women employed by the Council, on average receive a lower hourly pay rate than men employed by the Council. On a positive note, the pay gap has reduced year on year from 11.7% in March 2018, 9.3% in 2019, 7.4% in 2020, 7.3% in 2021, to the current rate of 5.8%.

We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work.

Rather it is as a result of the type of roles in which men and women undertake within the organisation and the salaries that these roles attract.

Apprenticeship rates of pay:

Since 1st April 2016 the salaries attributable to apprentices within the Council are paid at the National Minimum Wage relating to age instead of the National Apprentice Wage. The different rates of hourly pay are outlined below:

	25+	23+	21-22	21 - 24	18 - 20	Under 18	Apprentice
April 2019	£8.21			£7.70	£6.15	£4.35	£3.90
April 2020	£8.72			£8.20	£6.45	£4.55	£4.15
April 2021		£8.91	£8.36		£6.56	£4.62	£4.30
April 2022		£9.50	£9.18		£6.83	£4.81	£4.81

Action Plan 2022-23

Stockton-on-Tees Borough Council's aim is to have a workforce that reflects the diversity of our residents, customers and stakeholders and we recognise that promoting equality, benefits public services for all. In order to achieve this aim, we have developed the following action points:

- Produce annual workforce data for the Council and Directorates to identify trends and areas of concern to assist in workforce planning decisions.
- Maintain Disability Confident Leader status and act as a champion for Disability Confident within our local and business communities and support others with to update and maintain the award.
- Continue to promote and recruit to Apprenticeship opportunities, ensuring opportunities are open to all and promoted within diverse communities across the borough.
- To liaise with other services to develop a policy for the use and recruitment of Volunteers across Council services and actively promote volunteering opportunities through Catalyst <https://www.catalyststockton.org/>
- To remain an "Employer of Choice" ensuring a workforce culture and environment that support employee well-being and attracts and retains employees with the right values and behaviours to service the people of the borough. Actively promote recruitment opportunities to minority groups within our communities, promoting the Council as an Employer of Choice.
- Continue to review our HR Policies to ensure they are fit for purpose.
- Continue to provide Equality & Diversity training to our workforce.
- The Council has been awarded the Armed Forces Covenant Gold Award which acknowledges those organisations that stand out as a champion and advocates for the Defence Community.
- Support the Disability, BME, LGBTQ+, Young Employee and Carers Forums. Encourage involvement and raise awareness through employee induction, employee engagement events, service away days, training & KYIT articles.
- The Council have recruited Domestic Abuse Support Champions across the organisation who are available to signpost employees to local resources and support. The Champions are supported by the Council's Human Resources Team.
- The Council have recruited Well-Being Champions to implement and support a range of health and well-being activities across the organisation. They will raise awareness of services and activities, promote lifestyles and positive mental health, whilst also supporting the Better Health at Work (BHAW) programme awareness through employee induction, employee engagement events, service away days, training & KYIT articles.