

Workforce Equality Information

April 2023 – March 2024



Introduction

Our mission is to be a bold, brave and innovative Council.

Our mission is to be a bold, brave and innovative Council. Together with our partners we will make sure Stockton-on-Tees is a fair and equal place, where everyone is proud to live and work, where our communities flourish and people feel they belong. We want everyone in our Borough to participate in building a brighter future for all of us.

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, leading by example, having big plans and the determination to see them through, delivering genuine value for money, setting the highest standards of public service and 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 2024, while the data for new starters and leavers is for the period 1st April 2023 to 31st March 2024.

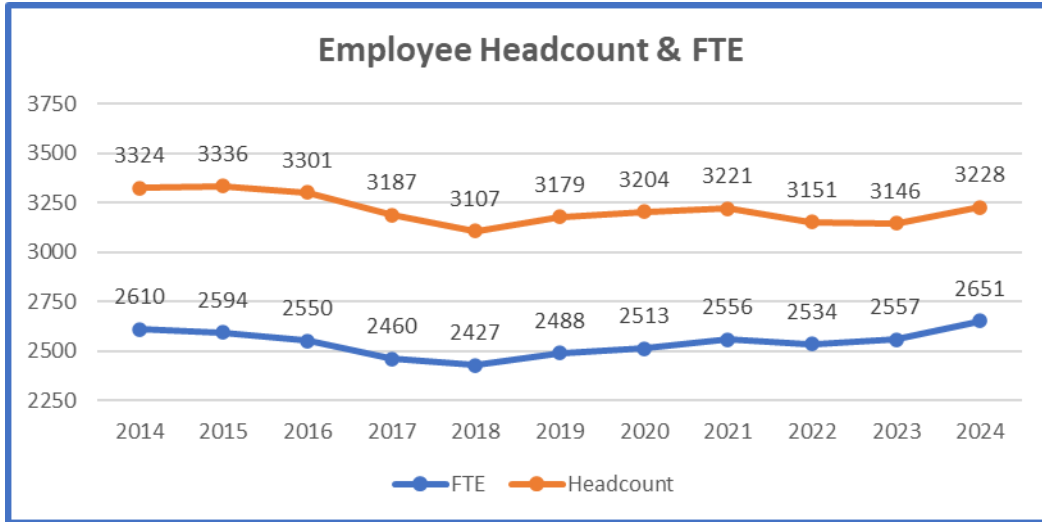
The Council has a legal duty under the Equality Act 2010 to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and promote good relations between people. As part of this Act, the Public Sector Equality Duty requires the Council to show how it is meeting its 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 as defined by the Equality Act 2010.



Workforce Profile

Key facts and figures about the size, shape and characteristics of our Workforce as at 31st March 2024.

Headcount & FTE



Over the last 10 years our headcount and FTE has remained fairly static with a with a slight downward trend.

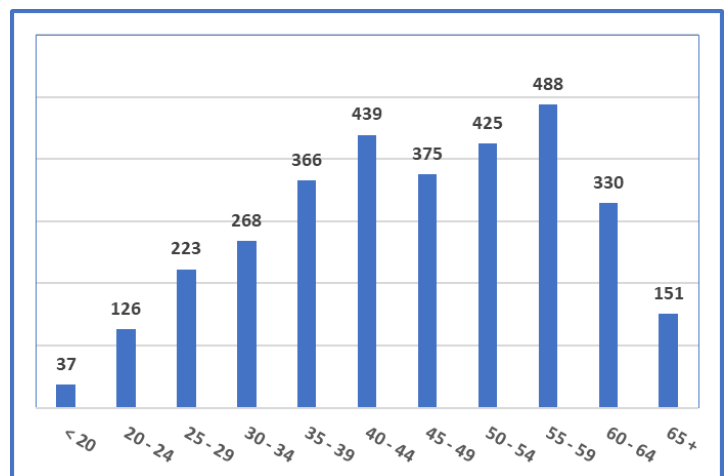
Over a similar period, the headcount of the Borough’s residents has increased by approximately 3%, from a population of 191,610 people in 2011 to 197,348 people recorded in 2021 (most recent census information available).

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

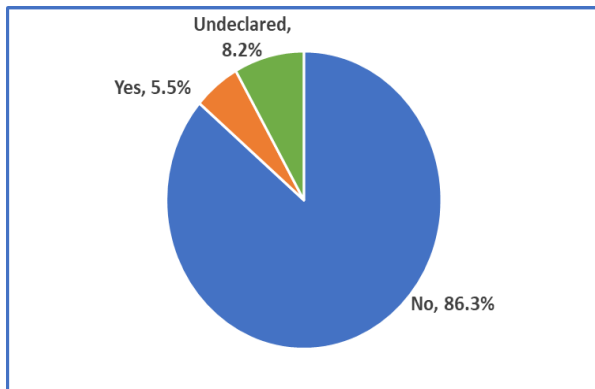
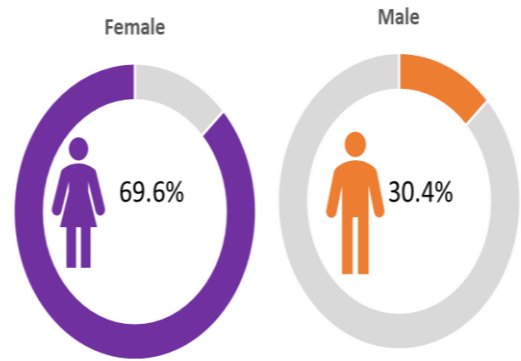
As at 31 March 2024, the data highlights that 68% of the workforce are aged 40+. 43% of the workforce are over the age of 50.

The percentage of employees aged over 40 has decreased slightly from last year and the number of employees under 20 has increased which may be due to the Council’s apprenticeship programme, however the council still has an aging workforce and 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 (69.6%). 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.

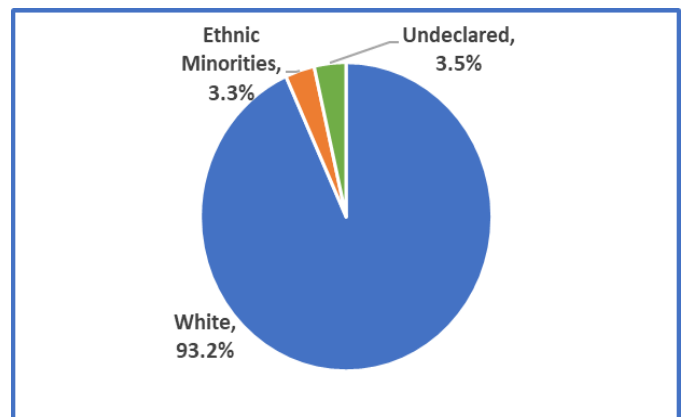


Disability

At 31 March 2024 the percentage of employees who have declared a disability has remained the same at 5.5% of the workforce. 8.2% of employees have chosen not to declare their disability status which has increased from 7.9% last year.

Ethnicity

The number of employees from ethnic minority backgrounds at 31 March 2024 was 3.3%. 3.5% of our employees have not declared their ethnicity. The percentage of staff from ethnic minority backgrounds has increased from 2.7% last year, however this still and remains below our stated aim for the diversity of our workforce to be representative of the Borough's population (5% from ethnic minority backgrounds).



Recruitment & Retention

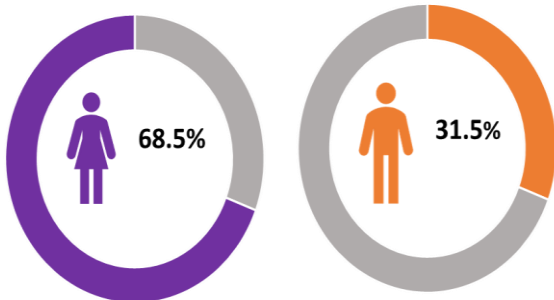
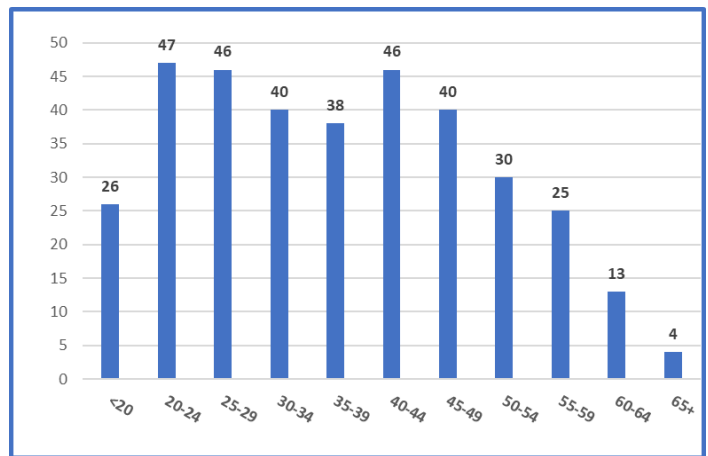
The Council strives to attract, develop and support diverse, capable and resilient employees and we look to enhance the diversity of our workforce through the recruitment and retention of under-represented groups.

NEW STARTERS – EQUALITY PROFILE

Between 1st April 2023 – 31st March 2024, the Council appointed 355 new employees to either permanent or temporary contracts. The Equality profile of our new starters is highlighted below.

Age Profile – New Starters

44.5% of our new starters were aged 40+ although the highest number of new recruits in a specific age band were aged between 20-24 which accounted for 13.2% of our new recruits.

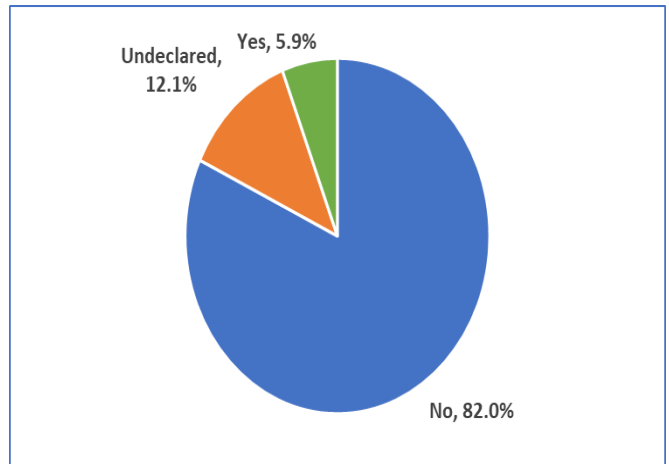


Gender – New Starters

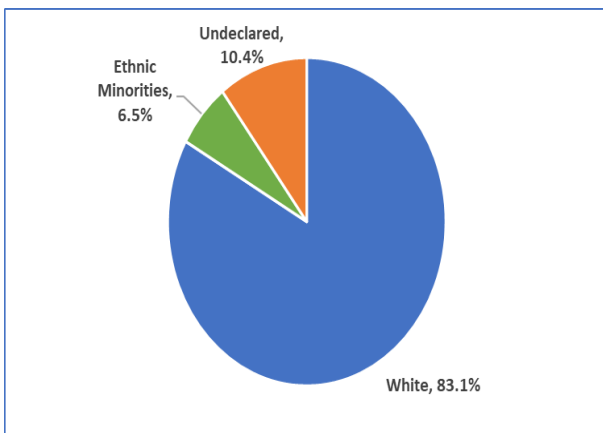
The gender of new starters between 1 April 2023 and 31 March 2024 is broadly representative of our current workforce. We recruited a high number of Catering Assistants, Social Workers and Support Workers during the year which are traditionally female dominated roles.

Disability – New Starters

5.9% of our new starters between 1 April 2023 and 31 March 2024 declared a disability, this is consistent with the current percentage of our workforce which is 5.5%. 12.1% did not declare or did not wish to declare a disability which is higher than our current workforce (8.2%).



Ethnicity – New Starters



6.5% of our new starters declared themselves from a BME origin, this is much higher than our current workforce as a whole (3.3%) and significantly higher than our new starters last year (3.7%) which is really positive.

10.4% were undeclared which is considerably higher than the current workforce (3.5%) however we plan to undertake an exercise to update this information.

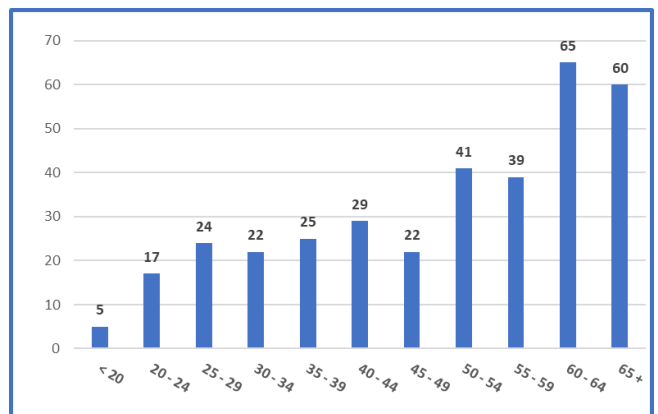
LEAVERS – EQUALITY PROFILE

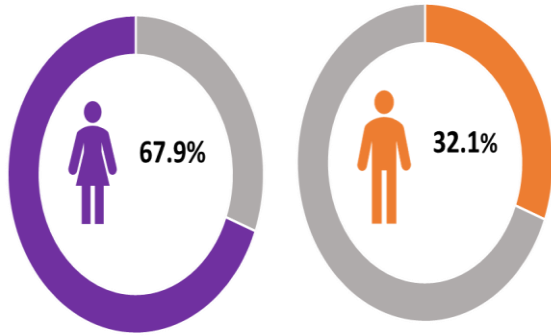
Between 1st April 2023 – 31st March 2024, 349 Employees left the Council.

The Equality Profile of our leavers is highlighted below.

Age Profile – Leavers

58.7% of leavers were over the age of 50. 47.0% were over 55. We have seen an increase in early retirement figures post covid that has not yet reduced to pre-covid rates.



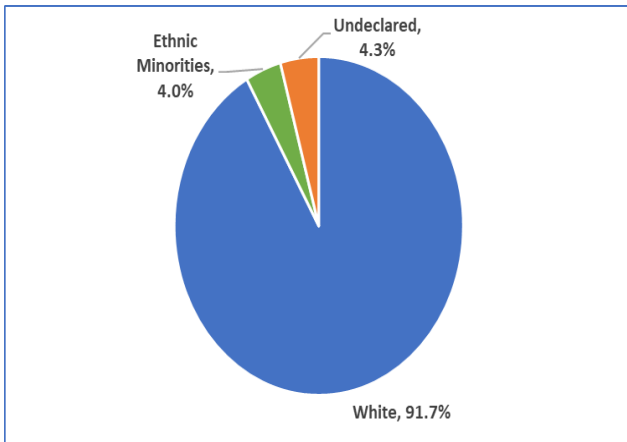
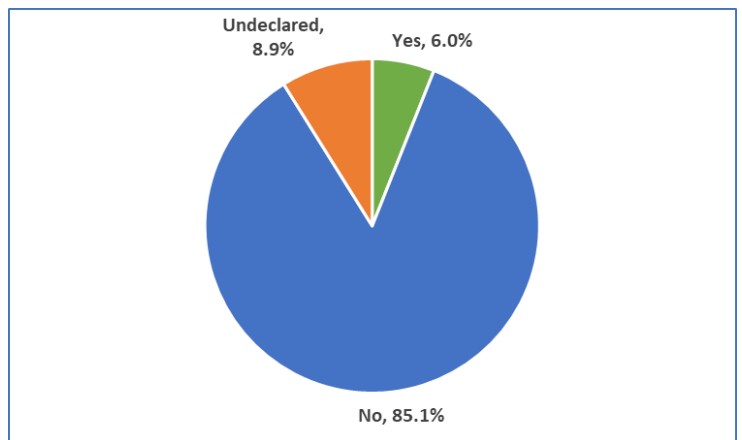


Gender – Leavers

The Gender split of our leavers is consistent with our general Workforce Gender Split with 67.9% of leavers being female.

Disability - Leavers

6% of our Leavers had a declared disability which is higher than our total percentage of employees with a disability (5.5%). The reasons for leaving vary but in the main are due to voluntary resignations.



Ethnicity - Leavers

4.0% of our leavers were from an ethnic minority background, which is slightly higher than our overall workforce profile (3.3%). Almost all of the leavers were voluntary resignations.

Employee Engagement

Stockton-on-Tees Borough Council 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 Networks we currently have 8 employee networks:



- Health & Wellbeing Network
- Race Equality Network
- LGBTQ+ Network
- Young Network
- Carers Network
- Sports, Leisure and Social Network
- Women's Network

The networks 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.



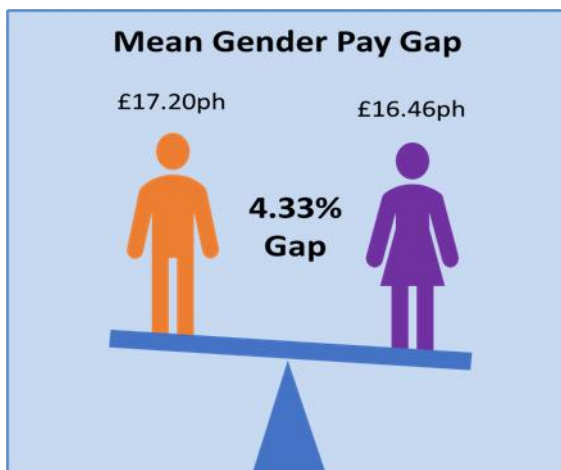
Pay

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 – 2024

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 4.33% (2024). 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, 5.8% in 2022, 5.01 in 2023, to the current rate of 4.33% in 2024.

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:

National minimum wage rates of pay

Year	23 and over	25 and over	31 and over	21 to 22	21 to 24	18 to 20	Under 18	Apprentice
April 2024 to March 2025	X	X	£11.44	X	X	£8.60	£6.40	£6.40
April 2023 to March 2024	£10.42	X	X	£10.18	X	£7.49	£5.28	£5.28
April 2022 to March 2023	£9.50	X	X	£9.18	X	£6.83	£4.81	£4.81
April 2021 to March 2022	£8.91	X	X	£8.36	X	£6.56	£4.62	£4.30
April 2020 to March 2021	X	£8.72	X	X	£8.20	£6.45	£4.55	£4.15
April 2019 to March 2020	X	£8.21	X	X	£7.70	£6.15	£4.35	£3.90
April 2018 to March 2019	X	£7.83	X	X	£7.38	£5.90	£4.20	£3.70
April 2017 to March 2018	X	£7.50	X	X	£7.05	£5.60	£4.05	£3.50



Powering Our Future

The Powering Our Future programme is a new and ambitious long-term vision for the future of Stockton-on-Tees.

Our mission is to be a bold, brave and innovative Council. Together with our partners we will make sure Stockton-on-Tees is a fair and equal place, where everyone is proud to live and work, where our communities flourish and people feel they belong. We want everyone in our Borough to participate in building a brighter future for all of us.

There are a number of key Missions that are part of the Programme however, the main Mission that relates to our employees is the Colleagues Mission. The key themes to this mission are:

- Organisational Culture
- Communications and Engagement
- Smarter Working
- Attract and Retain
- Happy and Healthy Workforce
- Workforce Planning
- Workforce Development

Each of the themes have been developed into workstreams and form the basis of our Workforce Strategy. We encourage employees from across the Council to participate and have their say in the workstreams to help shape the organisation for the future.

Action Plan 2024-25

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.
- Address the issue of employees, particularly new starters, who have responded as 'undeclared' on their equality data sheets.
- Participation in the Skills for Care Social Care Workplace Racial Equality Standard (SC-WRES) programme and to commence action planning to improve our commitment to racial equality.
- Maintain Disability Confident Leader status, act as a champion within our local business communities and support others to update and maintain their award.
- Continue to promote and recruit to Apprenticeship opportunities, ensuring opportunities are open to all and promoted within diverse communities across the borough.
- Continue to promote the use and recruitment of Volunteers across Council services.
- Actively promote recruitment opportunities to minority groups within our communities, promoting the Council as an Employer of Choice, engaging with organisations representing minority groups in the borough.
- Improve and develop our relationships with schools and colleges in the borough to assist with attracting under represented groups.
- Continue to review our HR Policies to ensure they are fit for purpose.
- Continue to provide Equality & Diversity training to our workforce.
- Retain the Armed Forces Covenant Gold Award which acknowledges those organisations that stand out as a champion and continue to be an advocate for the Defence Community.
- Support the Health & Wellbeing, Race Equality, LGBTQ+, Young Employee, Carers, Sports, Leisure & Social, Women's networks. Encourage involvement and raise awareness through employee induction, employee engagement events, service away days, training and articles in our weekly newsletter.
- Support the Domestic Abuse, Wellbeing and Disability & Inclusion Champions across the organisation who are available to signpost employees to local resources and support.
- Create a Careers at Stockton microsite which will be an accessible platform to promote the wide range of opportunities available at the Council.
- As part of the Powering Our Future programme, we are working on our culture statement and behaviours to ensure that they align with our ambitions