

Workforce Equality Information

April 2022 – March 2023



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 Networks we currently have 8 employee networks:



- Disability Network
- Race Equality Network
- LGBTQ+ Network
- Young Network
- Carers Network
- Domestic Abuse Support Network
- Health Network
- Sports, Leisure and Social 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

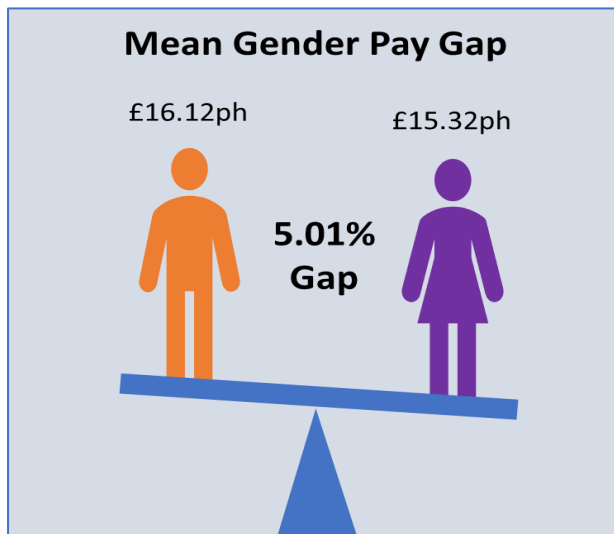
Equal Pay legislation requires for men and women to receive equal pay for; the same or broadly similar work, work rated as equivalent under a job evaluation scheme, or work of equal value. In line with this we have established pay and grading structures, founded on evaluation of job roles using job evaluation, 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 – 2023

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 5.01% (2023). 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 to the current rate of 5.01% in 2023.

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	21 and over	21 to 22	21 to 24	18 to 20	Under 18	Apprentice
April 2024 to March 2025			£11.44			£8.60	£6.40	£6.40
April 2023 to March 2024	£10.42			£10.18		£7.49	£5.28	£5.28
April 2022 to March 2023	£9.50			£9.18		£6.83	£4.81	£4.81
April 2021 to March 2022	£8.91			£8.36		£6.56	£4.62	£4.30
April 2020 to March 2021		£8.72			£8.20	£6.45	£4.55	£4.15
April 2019 to March 2020		£8.21			£7.70	£6.15	£4.35	£3.90
April 2018 to March 2019		£7.83			£7.38	£5.90	£4.20	£3.70
April 2017 to March 2018		£7.50			£7.05	£5.60	£4.05	£3.50
October 2016 to March 2017		£7.20			£6.95	£5.55	£4.00	£3.40
April 2016 to September 2016		£7.20			£6.70	£5.30	£3.87	£3.30

Action Plan 2023-24

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.
- Implement a consistent policy for the use and recruitment of Volunteers across Council services.
- 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.
- 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 Disability, Race Equality, LGBTQ+, Young Employee, Carers, Domestic Abuse Support, Health and Sports, Leisure & Social networks. 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.
- To Introduce a new Powering our Future Programme which is an ambitious and long-term vision for the future of Stockton-on-Tees Borough Council.

Our mission is to be a bold, brave and innovative Council. Together with our partners our aim is to 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.

Key missions

Powering Our Future sets an outcome-focused direction for the council and is based around 5 key missions:

- Colleagues
- Communities
- Partnerships
- Transformation
- Regeneration