**Equalities and Diversity Cabinet Report 8 June 2021**

**APPENDIX C - NTCA Equality Objectives 2021 – 2025**

**Introduction**

NTCA is required to publish equalities objectives every four years and provide regular updates on our progress. In line with good practice and based on expert advice from the EHRC we have produced the examples below for consideration and comment. Our objectives will sit alongside our refreshed equalities policy and an internal action plan to guide activity across the organisation.

**1. Equality priority issue: Workforce diversity**

As a new organisation we have the opportunity to build a workforce that fully reflects the talents and skills of the North of Tyne. We are committed to monitoring diversity within our workforce and ensuring we reflect all the communities we serve. This applies to recruitment, retention and progression and the make-up of our senior leadership team.

**Equality objective:** We have a diverse team that reflects the demography of our area, including targets for representation from all groups with protected characteristics.

**Action:** Publish our equalities information and our Gender Pay Gap reports as well as actively promoting our equality ambitions in recruitment.

**Measure:**

* We will have established a baseline for all protected characteristic groups across the North of Tyne by December 2021
* There is increasing similarity between workforce profile and North of Tyne community profile year-on-year to ensure we effectively reflect the communities we serve.
* We will consider ways to measure how our staff experience diversity when they work for us.

**2.** **Equality priority issue: Staff confidence around equalities**

Anecdotal evidence suggests that of staff report having a lack of confidence in relation to equality issues. This will affect our ability to deliver our ambitions for a more inclusive economy, as well as to influence our partners effectively on equality. Our aim is for all staff to be confident in their ability to influence all our delivery partners and stakeholders to embrace our equalities ambitions.

**Equality objective:** To improve the confidence of NTCA staff in relation to equalities, ensuring staff feel included and we have collective zero tolerance to all forms of discrimination.

**Action:** Make clear links between our Organisational Development Strategy, our values & behaviours programme and cross-reference with our work programme, individual objectives, and Equality Impact Assessment’s. Add a further question to our pulse survey to monitor progress on equalities confidence amongst staff.

**Measures:**

* Increase % of staff who describe themselves as confident in relation to equalities year-on-year
* Increase in % of employees who feel included and part of their team year-on-year
* Increase in % of employees who feel they are included and valued year-on-year
* Decrease the number of employees who perceive bullying and discrimination as an issue year-on-year
* Consider the use of COM-B ('capability', 'opportunity', 'motivation' and 'behaviour') model, or equivalent tool, to understand and drive these improvements in confidence

**3. Equality priority issue: Employment levels amongst groups experiencing disadvantage**

The evidence available shows that women, single parents, some ethnic minorities and disabled or deaf residents are more likely to experience low pay, insecure work and lack of opportunity in relation to skills. 50% of working age people in the North of Tyne with disabilities are in employment compared to 79% of working age residents with no disabilities. 72% of white people in NTCA are employed compared to 54% of residents of from all other ethnic backgrounds. Young people experience specific inequalities: 60% 20-24 year olds are in employment compared to the England average of 67%.[[1]](#footnote-1)

**Equality objective:** To increase the % of each group of these participants in our jobs and skills programmes by 2% over 2 years.

**Action:** To achieve this objective we will target our Investment Fund, procurement activity and any additional recovery funding at these groups, using the positive action provisions in the Equality Act 2010.

**Measure:** Increase in each population group accessing our jobs and skills programmes by 2% over 2 years. We will also look any increase in employment in North of Tyne overall.

**4. Equality priority issue: In-work poverty in the North of Tyne**

In-work poverty is one of the main challenges faced by the North of Tyne. In 2020 22.5% of the workforce were earning less than the ‘real’ living wage. Women are disproportionately represented in groups of low earners.[[2]](#footnote-2) The prevalence of zero hour contracts is a third higher than the UK average across 2020: 4.1% compared to 3% of people in employment. At the height of the pandemic the North East had one of the highest levels of workers in shutdown sectors at 36%.

**Equality objective:** To reduce the prevalence of in-work poverty within the North of Tyne by 5% by June 2025, with specific focus on women, workers from minority ethnic backgrounds and disabled/Deaf residents.

**Action:** To achieve this objective we will target our Investment Fund and any additional recovery funding at these groups, using the positive action provisions in the Equality Act 2010. We will also use our social value policy to enable procurement which specifically improves the provision of good work and good jobs.

**Measures:**

* 75 organisations sign-up to NTCA’s Good Work Pledge by January 2022
* Reduction of in-work poverty in North of Tyne by 5% by June 2025
* A plan to update this measure with target priority cohorts in the coming months

**5. Equality priority issue: Co-design and co-production**

NTCA is committed to making sure our communities of place, identity and interest shape our work. Using the priorities and supporting activities described above we will ensure that there is evidence of effective involvement, engagement, co-design and co-production in a significant proportion of NTCA programmes. This includes a specific focus on groups which are often rarely heard including Deaf/disabled people, refugee and asylum seekers and people experiencing socio-economic disadvantage. We will consider an Equalities Assembly to support this work.

**Objective:** We will increase the involvement of these communities in our work via our forthcoming Poverty Truth Commission. We will ensure the experience these groups have when engaging with our consultation/engagement processes is good quality measuring this using a survey to collect and compare to a baseline.

**Action:** Use the outcomes of the Poverty Truth Commission to increase awareness of NTCA’s values in terms of engagement. The Poverty Truth Commission will also show more clearly that we are listening to and adopting feedback from staff and residents. Clearly explain how involvement from our communities has improved services across the North of Tyne.

**Measure:**

15% of all products and projects in NTCA are co-designed or co-produced by June 2023, based on current estimates of equivalent work.

NTCA Cabinet to consider Overview and Scrutiny Committee's recommendations on co-design and co-production, informing a potential framework for NTCA practice from Summer 2021 onwards. The effectiveness of the framework to be assessed through seeking feedback from participants, partners and Members.

1. NTCA Skills Plan 2021 <https://www.northoftyne-ca.gov.uk/wp-content/uploads/2020/09/New-AEB-Skills-Plan-2021.pdf> [↑](#footnote-ref-1)
2. NTCA Skills Plan, March 2021 [↑](#footnote-ref-2)