INTRODUCTION

It has been 12 months since the Council chose to combine annual reports on its workforce composition and compliance with the Equality Act 2010. This was part of a wider commitment to ensuring the increasing of the profile of equality and inclusion issues within the organisation, a topic I feel very passionate about.

During 2018 a number of staff engagement groups have been established to support and direct this work. These groups have begun to find their feet and deliver tangible improvements for the employees of Middlesbrough Council.

At the same time, a multi-agency project to refresh the current Joint Strategic Needs Assessment has progressed, and the data included in it to date has been reflected in this report. This is a key foundation stone that will enable a shared understanding of the complex, interconnected issues and opportunities affecting the town. During 2019 the Council will be focussed on developing and delivering a Social Regeneration Strategy which will set out how it will support its residents to life safer, stronger and fairer lives.

Erik Scollay
Director of Adult Social Care and Health Integration
Lead for Equality and Inclusion
PURPOSE OF THIS REPORT

1. The purpose of this report is to:
   - set out a picture of the town, using the range of equality and inclusion datasets available to compare it to the composition of the Council’s workforce;
   - provide information on how the Council complies with the Equality Act 2010; and
   - outline the steps that have been taken and those that will be taken over the next 12 months to improve equality and inclusion outcomes for the organisation’s workforce and the town, where required.

OVERVIEW OF THE TOWN’S EQUALITY AND INCLUSION KEY STATISTICS

2. The Council provides a wide range of services to people and groups who live, work or visit the town and its actions and decisions affect the lives of all people living in Middlesbrough to some degree. It is also one of the largest employers in the town.

3. Middlesbrough’s current population is estimated to be 140,6391. In Middlesbrough 11.7% of the population is estimated to be from the Black, Asian and Minority Ethnic (BAME) community. 10.7% of Middlesbrough’s residents were born outside the UK, this makes Middlesbrough the second most diverse local authority area in the North East and the most diverse in the Tees Valley. The percentage of Middlesbrough residents born outside the UK, is an increase of 6.3% since 2001. Around 26% of school age children in Middlesbrough are from the BAME community. Latest Birth data shows that around 22% of all live births in Middlesbrough are to BAME mothers, this gives some indication of the likelihood of future diversity trends of school age children, however there is a significant lag in publication of health data. This data is from 2012 – 2016 data published by ONS.

4. Middlesbrough’s population is younger than both the regional and national averages with 20.71% of the population aged 15 and under compared with 18.94% nationally. 50.6% of the local population is female, 49.4% is male. As of February 2018 5,634 or 4.01% of the town’s population were in receipt of Disability Living Allowance (DLA), an almost 47% reduction since February 2013 (10,510). It is more difficult to provide population figures around other characteristics such as sexual orientation and religion or belief, as they do not form part of any annual population statistical releases. In 2013 the integrated household survey indicated that 1.7% of the national population identifies as being gay, lesbian or bi-sexual, compared to 1.1% in the North East.

5. International Migration continues to be a topic of significance for Middlesbrough, with the availability of nationally published data giving a picture of the growth in migrant numbers in the town and the Controlling Migration Fund (CMF) project tasked the authority (and Teesside University, as a contracted party) to map

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1 Mid-year population estimates 2017 – Office for National Statistics
patterns of migration in Middlesbrough. At the forefront of challenges to the authority from International Migration is the pressure put on the education system in the town, specifically the growing proportion of pupils with a first language other than English.

6. The 2011 census is the latest source of population level data for religion and was completed seven years ago. It found that 63.2% of the local population who answered the question have a religious affiliation to Christianity, 7% of people viewed themselves as Muslim and 22.3% declared that they had no religion.

7. Nationally there is no firm statistical data on the percentage of the population that would view themselves as transgender. A number of transgender charities have attempted to estimate the number of people in the United Kingdom that identify as transgender. There is no data available that would provide a suggested Middlesbrough figure at this stage. Estimates of national figures vary based on definition. For example, some count only those planning to transition (either with or without surgery) while others take in a wider definition. This is a national data gap that the Office for National Statistics is currently considering addressing by including related questions in the next Census.

8. Middlesbrough is the sixth most deprived local authority area in England, and the most deprived local authority area in the Tees Valley. 20,078 or 63% of Middlesbrough’s children aged 0 to 17 live within a low super output area (LSOA\(^2\)) classified as being within the 20% most deprived in England.

9. The health of people in Middlesbrough is generally worse than the England average. Life expectancy for both men and women is lower than the England average. Within Middlesbrough life expectancy is 12.5 years lower for men and 11.6 years lower for women in the most deprived areas of the town, compared to the least deprived areas. The overall life expectancy for males and females in Middlesbrough is lower than both national and regional comparators, 79.58 years for females in 2014-16 which showed a general upward trend in this measure since 2011-13 when it was around 78 years. This was similar with male life expectancy with an overall increase from around 73.5 years in 2011-13 to 75.75 years in 2014-16, again consistently lower than national and regional comparators.

10. The Joint Strategic Needs Assessment contains detailed information on educational attainment of the town’s children, analysing outcomes by gender and ethnicity. This shows that there are significant differences in outcomes achieved by children. At Key Stage four (GCSE and EBacc) boys are being outperformed by girls, BAME children are achieving higher than the town wide average grades, children from more privileged backgrounds are much more likely to achieve good grades in English and Maths. However in all subjects and all key stages in our primary schools, the LA gap between disadvantaged and non-disadvantaged pupils is narrower than the national gap.

\(^2\) A Lower Layer Super Output Area (LSOA) is a geographic area designed to improve the reporting of small area statistics in England and Wales.
11. The Joint Strategic Needs Assessment for Middlesbrough sets out in great detail the outcomes across a key range of issues for the people of Middlesbrough and where these outcomes differ for people from different backgrounds. This data is used to inform commissioning intentions in line with the Public Sector Equality Duty.

COUNCIL CUSTOMERS

12. As part of steps to improve understanding of who is accessing the Council’s online services to ensure that they are inclusive, Middlesbrough Council gathers equality monitoring data on those who have registered for a MyMiddlesbrough account. My Middlesbrough is an online account offered by the Council to the public to allow them to access online services such as, reporting issues, benefits applications, paying their council tax and many other services.

13. My Middlesbrough has been active since November 2016 and in this time a total of 27,450 forms were completed, which when cleansed to remove duplicate clients resulted in a total of 26,240 records to provide analysis of the profile of current users.

14. In addition to duplicate records there are a number of other caveats to be taken into account when using this data to draw conclusions about access to Council service. It should be noted that while there are a large number of services accessed through this, it is not the only access route, nor does it contain all services. Also customers are able to say prefer not to say for these questions. Finally users of MyMiddlesbrough may not necessarily live within the town.

15. Whilst some of the demographics may show us significantly higher numbers than those seen in nationally published statistics such as the mid-year population estimates, or the census, it is important to note that it is a small cohort and may not be truly representative of the makeup of the entire town.

16. 55.67% of forms where a gender was selected were completed by females, this is somewhat higher than the mid-year population estimates gender breakdown for the town population.

17. 76.49% of people stated that they were White or White British, 84.97% of females and 74.80% of males, with 23.61% of those who did not state a gender. The next highest proportion of people stated that they were Asian or Asian British (6.55%) with 3.94% of females and 10.50% of males with 2.62% of those who did not state a gender. 1.57% of people stated that they were Black or Black British, with 1.03% of females and 2.35% of males. 12.57% of people did not state, and 1.50% preferred not to say. The remaining breakdown of ethnicity were around 1% or lower across Gypsy/Traveller/Irish Traveller, Mixed or Multiple Ethnicity and Other Ethnic group.
18. 73.87% of people stated that they were heterosexual, with 77.75% of females, 77.63% of males and 22.90% of those who did not state a gender. 1.53% stated that they were Gay or Lesbian, with 1.35% of females, 1.90% of males and 0.60% of those who did not state a gender. 0.80% of people stated that they were Bisexual, with 1% of females, 0.64% of males and 0.27% of those who did not state a gender. 13.40% of people did not state their sexuality, 9.84% of females, 8.31% of males and 70% of those who did not state a gender. 10.40% preferred not to state a sexuality, 10.06% of females, 11.52% of males and 6.23% of those who did not state a gender.

19. 36.03% of respondents stated that they were Christian, with 39.07% of females, 36.13% of males and 23.79% of those that did not state a gender. 32.86% of people stated that they had No Religion, with 36.86% of females, 31.86% of males and 9.02% of those who did not state a gender. 6.01% of people stated that they were Muslim, with 3.30% of females, 10.04% of males and 2.35% of those who did not state a gender. The remaining proportions of people were very low, or did not state a religion or preferred not to say.
<table>
<thead>
<tr>
<th>Religious Affiliation</th>
<th>Female Percentage</th>
<th>Male Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Christian</td>
<td>39.07%</td>
<td>36.13%</td>
</tr>
<tr>
<td>No Religion</td>
<td>36.86%</td>
<td>31.86%</td>
</tr>
<tr>
<td>Not Stated</td>
<td>10.63%</td>
<td>9.17%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>8.74%</td>
<td>10.70%</td>
</tr>
<tr>
<td>Muslim</td>
<td>3.30%</td>
<td>10.04%</td>
</tr>
<tr>
<td>Any other religion</td>
<td>0.41%</td>
<td>0.47%</td>
</tr>
<tr>
<td>Hindu</td>
<td>0.32%</td>
<td>0.55%</td>
</tr>
<tr>
<td>Buddhist</td>
<td>0.27%</td>
<td>0.49%</td>
</tr>
<tr>
<td>Sikh</td>
<td>0.26%</td>
<td>0.42%</td>
</tr>
<tr>
<td>Jewish</td>
<td>0.05%</td>
<td>0.06%</td>
</tr>
<tr>
<td>Agnostic</td>
<td>0.04%</td>
<td>0.06%</td>
</tr>
<tr>
<td>Atheist</td>
<td>0.04%</td>
<td>0.06%</td>
</tr>
</tbody>
</table>

20. It is important to record as much demographic information about the population of the town as possible, this allows us to target services to the correct communities. The most recent accurate data around ethnicity and religion covering the whole of the town was Census 2011; which is now almost 8 years out of date and likely does not truly reflect the breakdown of Middlesbrough. During the next year the Council will continue to work to improve the overall picture of who is accessing its services to understand need and demand by improving the way it co-ordinates use of existing data sets and publishing the second part of the JSNA, covering adults and older persons.
Key achievements / improvements in the last 12 months in the Town

- The JSNA Children and Young People’s section has been refreshed during 2018. This is a key document, required to understand current and potential needs.
- In all subjects and all key stages in primary schools, the gap between disadvantaged and non-disadvantaged pupils is narrower than the national gap.
- Increased use of MyMiddlesbrough by customers is beginning to provide local statistical customer data, this is especially useful for those data sets that are only updated within the Census which is published every 10 years.

ACTIONS BEING TAKEN BY THE COUNCIL TO SUPPORT THE TOWN

21. Health inequalities both within the town and when the town is compared to regional and national averages have been identified as a significant issue. The Council and health partners are committed to refreshing Joint Strategic Needs Assessments for the town to ensure the inequalities are fully understood and commissioned services are put in place which effectively address those needs. As part of this the Council has merged its Public Health Services with Redcar and Cleveland Council, resulting in a joint Health and Wellbeing Board for Middlesbrough & Redcar and Cleveland; the South Tees Health and Wellbeing Board. As referenced above, during the next 12 months the Council will be publishing the second part of its JSNA, and it published the first part during 2018.

22. There have been improvements in performance to date to address educational attainment concerns, however in some areas the gap between local and national performance continues to widen. The Council has committed an additional £2m to support School improvement services over the next three years to address this, along with undertaking work to develop an education inclusion strategy. This is being delivered in partnership with schools. Early signs are that this funding is being used well to close gaps resulting in Writing levels at KS2 rising above the national average.

23. Extra Life is a health improvement programme which aims to increase awareness of health and wellbeing and improve health outcomes across different social settings, including workplaces, education and customer interaction etc. The Extra Life programme has been signed up to by a number of major employers in Middlesbrough, including Middlesbrough Council. The Extra Life programme within Middlesbrough Council, focuses on reducing negative health outcomes such as mental ill health, poor musculoskeletal health and infections, in particular, seasonal infections. These are the 3 highest reasons for absence in Middlesbrough Council's workplace settings.

CURRENT PICTURE OF EQUALITY AND INCLUSION IN THE COUNCIL

Workforce Composition data

24. At the 31st March 2018 the Council employed 3,471 people, making it one of the largest employers in the town. This equates to 2,548 Full Time Equivalents (FTE) and
3,452 posts – excluding casual posts. Town wide employment data shows that there are 78,700 people employed in full or part time work.

<table>
<thead>
<tr>
<th>Regular posts</th>
<th>Casual posts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Posts</td>
<td>3452</td>
</tr>
<tr>
<td>Staff</td>
<td>3203</td>
</tr>
<tr>
<td>FTE</td>
<td>2548</td>
</tr>
</tbody>
</table>

Figure 3: Council Employee numbers as at 31 March 2018

25. The overall breakdown of employee contract types has shown a higher proportion of permanent contracts, with temporary and casual contacts accounting for a lesser proportion.

26. The Council has been working to minimise the number of workers on casual and temporary contracts where possible. This is reflected in another year on year increase in the overall proportion of permanent contracts that are in place for employees.

27. The following paragraphs outline the diversity and inclusion statistics for the Council’s staff and provide information on the equivalent statistics for the town. Where possible the report sets out what the Council would look like if it comprised of 100 people that were representative of its overall diversity compared to 100 Middlesbrough residents. In Summary:
28. The reduction in those identified as Christian from 57 in 2016/17 within the Council 100 highlights the changing diversity within the authority, this is looked at in more depth in the Religion or Belief section of this report.

Gender

29. The gender break down of Council employment figures is 69.58% women and 30.42% men. This is not reflective of the wider labour market figures of 49.68% and 50.32% respectively\(^3\) though it is broadly comparable with the employment levels in other local authorities. There is a significantly larger proportion of females in the lower and middle salary quartiles. Analysis suggests this is a significant contributing factor to the gender pay gap.

30. Of the 12 roles in the Leadership Management Team (the most senior officer level in the organisation), three are held by women, accounting for only 25% of the overall leadership for the authority, all three were within Children's Services. Women account for 53.85% of all Heads of Service roles (the next management level), with a majority of 90.91% of Heads of Service roles within Children's Services and 80% within Public Health. The remaining directorates have an equal split across genders or a majority of men in Heads of Service roles.

31. At 31\(^{st}\) March 2018 almost 55% of the top 5% highest paid employees within the Council were female, this was an increase on 2016/17 when the rate was 53.25%.

32. The average gender pay gap was 10.5% in 2017, nationally the average gender pay gap is 12% and Middlesbrough compares favourably with this. The Local Government report written by the Local Government Association highlights that the average gap is 6.8% across the 319 local authorities above the 250 employee threshold. It should however be stated that there are some difficulties in comparing local authorities as some have outsourced services that contain large volumes of lower paid workers e.g. cleaning and social care, while others have retained these services.

33. The following infographic shows the disparity in Gender Equality, within Middlesbrough Council and in the whole workforce both public and private sector in the United Kingdom as identified by the National Labour Force Survey conducted by the Office for National Statistics.

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\(^3\) Annual Labour Force Survey 2017/18
34. The Council is committed to being a positive employer for people with a disability. It has been accredited the national ‘Disability Confident’ employer award. As part of this the Council offers guaranteed interviews to individuals with a disability who meet the essential criteria for all posts advertised. The percentage of Council staff with a declared disability has risen slightly over the last five years to 2.97%, however this was a drop on last years’ rate of 3.08%. 24.85% of the working age population has some form of work-limiting disability (EA Core or work-limiting disability), with 11.69% of the working age population being economically active while having some form of work-limiting disability.\(^4\) Although this data is not held centrally, HR is aware of a significant number of staff who have reasonable adjustments made in the workplace to enable them to carry out their duties.

35. There is a view that disabilities may be underreported in Middlesbrough Council due to the Council providing a flexible and supportive environment, with a commitment to

\(^4\) Annual Labour Force Survey 2017/18
making reasonable adjustments to meet the individual needs of a member of staff, such as equipment or chairs. Additionally, the existence of flexible and agile working policies, including no prescribed core hours, may mean that some employees do not feel the need to declare their disability as the adjustments they require are easily accessed without having to do this.

Ethnicity

36. While the town is the second most diverse area in the North East with 11.7% of the population from the BAME community, the percentage of the Council’s employees who are from the BAME community as at 31 March 2018 remained around the 3% mark. Employment data indicates that 11.59% of those in employment from the town are from the BAME community, while 22% of those who are self-employed are from the BAME community.5

<table>
<thead>
<tr>
<th></th>
<th>16/17</th>
<th>17/18</th>
<th>18/19</th>
</tr>
</thead>
<tbody>
<tr>
<td>BAME total</td>
<td>76</td>
<td>80</td>
<td>94</td>
</tr>
<tr>
<td>Total declared and known</td>
<td>2977</td>
<td>2827</td>
<td>2980</td>
</tr>
<tr>
<td>BAME %</td>
<td>2.55%</td>
<td>2.83%</td>
<td>3.13%</td>
</tr>
</tbody>
</table>

37. The above information indicates that there is a significant gap between the ethnic diversity of the town’s workforce and the Council though it has improved during 2018/19. The Council has put in place the People Strategy, one of the aims of which is to ensure that the Council’s workforce more closely reflects the diversity of the town. As well as working with different community groups to promote the Council as an attractive, inclusive and accessible employer for all.

38. To realise its ambition of being an even better employer and having a workforce that more closely reflects the town’s population, the Council now has a strong focus on employee engagement. This includes the introduction of an employee engagement group, chaired by the Chief Executive, an Equality and Inclusion Group, chaired by the Director of Adult Social Care and Health Integration and monthly Disability Network and BAME Network group meetings. The focus of these groups is to give members of staff a greater say in improvements that can be made and increasing awareness. Plans are in place to ensure required actions are delivered. In addition it has put in place a Staff portal, supporting all staff to be able to access employee information, previously there was a dual approach, providing paper information for those without access to a Council PC. In addition the Council is exploring different ways of communicating with staff. During the last year, several events have been held to discuss key issues with staff and a closed Facebook group for Council employees has been created, which is used to share information that will be of interest to all staff. These measures have formed part of a wider action plan, designed to promote and embed the Council’s organisational values of ‘passionate, creative, collaborative, integrity and focussed’.

Age

5 NOMIS Local Authority Labour Profile 2011
39. The average age of new employees joining the organisation was 37 during 2017/18, this was a rise of 2 years from 2016/17.

40. The highest proportion of new employees were aged between 25 and 34 years with 26.8% in 2017/18 this was an increase on the 2016/17 proportion.

![Figure 7: Percentage of employees by age group](image)

**Carers**

41. Just under 50% of staff answered a question on caring responsibilities within the equality monitoring forms used by the Council, this was a rise from 40% in 2016/17. 16.5% of all respondents had caring responsibilities, with 2.5% of those with caring responsibilities being responsible for more than one caring responsibility e.g. children and another relative.

![Figure 8: Percentage breakdown of staff carer responses](image)

**Religion or belief**
42. Changing the methodology of this year’s data analysis\(^6\) shows a somewhat different trend in the level of staff identifying as Christian, whilst still the largest proportion, this drops to 42.33% for 2017 and 42.46% for 2018. In 2018 there was a percentage increase in those with ‘no religion’ from 23.36% to 25.07%, as well as atheist which had a zero return in 2017 and rose to 0.97% in 2018. The third highest grouping that saw a rise between 2017 and 2018 was Muslim, rising from 0.81% to 1.24% a rise of 0.43%.

![Figure 9: Percentage of staff who provided equality monitoring Religion/Belief](image)

43. The increase of some religions highlights the growing diversity at the Council, a significantly higher proportion of people who provide equality monitoring information are declaring that they have no religion or non-religious beliefs, as well as Agnostic, Atheist and Buddhist being declared in the 2018 period.

**Sexual Orientation**

44. 94.23% of those who provided equality monitoring information on sexual orientation (48% of the total workforce) stated that they were heterosexual, with 3.38% stating that they would prefer not to say. The remaining 2.39% stated that they were either Bisexual, a Gay man or a Gay woman/lesbian. This figure is greater than the north east LGBT figure within the most recent household survey.

**Apprenticeships**

45. The Council is committed to providing a range of apprenticeship opportunities for young people to support the economic regeneration of the town and to improve the economic wellbeing and job opportunities for young people. In 2017/18 a total of 104 apprenticeships started at the Council. This included both new hires and existing employees who started an apprenticeship.

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\(^6\)We have change the methodology for this report, filtering out only those that did not provide a response for equality monitoring, and including all those who simply did not select a religion on the return as this was their intended response. In previous years those that selected ‘Prefer not to say’ or left it blank had been filtered from the dataset.
46. 55% of those completing their apprenticeship in 2017/18 gained employment, the majority of which were within the Council, 31% progressed to higher level apprenticeships, 6% progressed further or higher education, 2% went on to volunteering and the remaining 2% were seeking employment.

47. Changes to the apprenticeship strategy have been agreed to offer prioritisation to increase the support for children in care and those leaving care. The Council is looking to give priority to Care Leavers where the offer of apprenticeships are concerned, this is viewed as a continuation of the Council’s responsibility as the Corporate Parent.

48. 8% of those commencing an apprenticeship with the Council in 2017/18 identified that they had a disability, 6% specifically identified that they had a learning difficulty.

49. 4% of those commencing an apprenticeship with the Council in 2017/18 identified that they were from the BAME community, a marked increase on the previous year.

Volunteers

50. The Council recognises the significant and valuable role that volunteers can play in helping it to fulfil its responsibilities to the local community and in providing opportunities to local residents to improve their job prospects, raise aspirations and potentially increase the diversity of the Council’s workforce.

![Figure 10: Volunteer numbers by year](image)

51. There has been a decrease in the number of volunteers from previous years, this is as a result of a data cleansing exercise which removed a number of volunteers from the database who had left in previous years and were still being counted.

52. Of those volunteers who completed an equal opportunities monitoring form (35.7%) 61% were female. 84.80% identified as White British, 1.75% as White

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7 Not 6% of the overall disabled, but of the overall apprenticeships
Other and the next highest proportion was Pakistani with 2.92%. These figures are in line with the 2016/17 report.

**Sickness**

53. The average number of sick days per employee during 2017/18 was 10.73, this showed a significant increase since 2016/17 bringing the sickness average to the highest rate since 2012/13. Following the introduction of the iTrent system managers now record sickness absence directly on to iTrent and managers receive automatic alerts to update the system. This could potentially result in more accurate sickness absence indicating some under-reporting in previous years.

54. In 2018 5.62% of all staff working time was lost to sickness across the Council, this was an increase on 4.10% in 2017.

55. Around 87% of all sickness absences were short term, for an average of 4.6 days, of the long-term sickness, the average length was around 47 days.

![Sickness Absence Graph](image)

**Grievance and dismissal**

56. During 2017/18 centrally held records show that there were seven formal grievances; of these two were upheld. There were 34 disciplinary investigations and/or hearings, six of which resulted in dismissal. Improved recording systems have been put in place centrally and the scope of investigations has widened to ensure all Health & Safety incidents are investigated, these developments may explain the increase in investigations.

**Starters and leavers including recruitment and selection and redundancy**
57. As one of the largest employers in the town, the Council has a significant number of employees who will join and leave the organisation each year. The Council has been consistently committed to minimising the number of staff who are made compulsorily redundant, this is reflected in the figures below.

58. In 2017/18 a total of 514 posts were recruited to via North East Jobs, with a total of 6,826 applications which was an average of 13.28 applicants to each post as advertised. This was an increase in the number of posts recruited to from 2016/17 when it was 451 with 4,675 applicants in total at an average of 12.11 applicants per post.

59. Of the 6,826 applications received, 4,791 were shortlisted, with 2,906 females and 1,885 males. Of the 4,791 shortlisted a total of 1,954 were invited to interview, an average of 4.53 per post recruited to. 1,352 of those invited to interview were female accounting for 69.19%, with 602 being male accounting for 30.81%.

60. In 2017/18 the highest proportion of applicants to Middlesbrough Council were female with 63.24% the remainder were male. The recruitment figures show a significant dichotomy between male and female applicants and traditional gender roles, which is also reflected in incumbent posts at the Council. The majority of roles females applied for, are deemed as traditionally female, for instance Cleaners, Catering and Social Care roles, whilst the majority of males applied for more traditionally male roles such as Building Maintenance and Caretaking, Environmental Services/Waste/Recycling/Parks and Health and Safety.

61. 91.34% of applicants in 2017/18 were White or White British, with 91.73% female and 90.77% male, the second highest proportion were Asian or Asian British with 4.03%, 4.51% female and 3.19% male. Thirdly was Mixed or Multiple Ethnicity accounting for 1.61% of all applicants, 1.44% of females and 1.92% of males; this was then followed by Black or Black British with 1.44% of all applicants, 1.23% of females and 1.76% of males. The remainder of the applicants stated Other Ethnicity with 0.47%, Gypsy/Traveller/Irish Traveller with 0.03% and then Not Stated with 0.04% while 1.05% of applicants stated they preferred not to give their ethnicity as part of their application.

62. A small proportion of applications to the Council were from people who declared a disability on their application, of those applicants the majority were to posts that would be deemed non-manual or desk/office based. While some did apply for more manual roles, this accounted for less than 10% of all applicants declaring a disability.

63. The highest proportion of applicants identified that they had no religion, with 41.43%, 41.35% of females and 41.69% of males. The second highest proportion were Christian accounting for 40.66% of all applicants, 42.31% of females and 37.04% of males. This was followed by Non-religious belief with 7.42% and prefer not to say with 5.88%. Muslims accounted for 3.27%, 3.11% of females and 3.65% of males. Buddhism, Humanism, Hinduism, Judaism and Sikhism all accounted for less than 1% each of applicants.
64. In 2017/18, 33% of those who left the organisation as a result of voluntary or compulsory redundancy identified as female. This is lower than the overall gender split of the organisation. Of those who provided equality monitoring data for their personnel records, none identified as being a member of the BAME community.

65. During 2017/18 568 people joined the organisation. 551 people left the council, which is an increase from 457 the previous year. Their average age was 42; down from 45 from the previous year. 64% of new starters were female as were 67% of the leavers. 87% of the new starters, who completed equality monitoring forms were White (including sub-categories): as were 82% of the leavers.

66. A more significant proportion of those leaving the Council are White, if this trend continues over time this will reflect an increased proportion over time of BAME employees in the workforce.

67. The percentage of staff turnover in 2018 was 15.8%. The graph below sets out turnover rates for the previous five years as well.
Key achievements / improvements in the Council in the last 12 months

- Creation of a shared public health service with Redcar and Cleveland Council to increase capacity by achieving efficiencies in back office functions.
- Year on year increase in the percentage of BAME employees.
- Continued support for apprentices as part of work to support young people into employment.
- Continued minimisation of redundancies.

ACTIONS BEING TAKEN BY THE COUNCIL TO SUPPORT THE EQUALITY AND INCLUSION AGENDA WITHIN THE COUNCIL

68. During 2019 the Council will be undertaking a range of internally focussed actions to make improvements to processes and procedures that impact on staff and take steps to promote the Council as an employer to residents, in line with its ambition that the composition of its workforce should be reflective of the town. Planned actions include:

- Continuing actions to deliver the Council’s People Strategy and embed the organisational values;
- a new exit process is being developed and this will provide more rounded monitoring information, the impact of this will be reflected in the 2019 Equality and Inclusion Report;
- changing the way in which staff equality monitoring questions are posed to improve the quality of the data gathered;
- a six-monthly reminder will be circulated to staff to update their personal data;
- continuing to promote the Equality and Inclusion related network groups, currently meeting quarterly, as some groups in this network are now developing firm actions for delivery and expected outcomes;
- consulting staff on whether to introduce further networks for staff including a Gender Network; and
• achieving Disability confident level 3 employer status
• increasing understanding of and engagement with equality and inclusion across and at all levels of the organisation by cascading this report internally from the Chief Executive's briefing to all staff through management structures
• establishing mentors for underrepresented groups of staff within a mentoring programme
• proactive promotion of job vacancies within communities that are under-represented in the workforce.
• Develop unconscious bias training for all those involved in recruitment and selection for job vacancies.

EQUALITY AND INCLUSION GOVERNANCE AND OVERSIGHT

69. The following key measures are in place to support fair decision-making within the organisation:

• equality objectives are embedded within the Mayor's vision for the town and within business planning process of the organisation;
• the People Strategy is in place;
• equality duty is embedded within HR policies; and
• publication of equalities data.

Mayor's 2025 vision and the Strategic Plan

70. The Council has a duty to have one or more equality objectives in place. These objectives have been embedded within the Mayor's vision for the town, 'Fairer, Safer, Stronger'. Progress against delivery of this vision and the equality related objectives within it are reported through monitoring of the Strategic Plan which sets out the Council's contribution to the Mayor's vision for the town. Progress against the Strategic Plan is monitored through the Council's Performance Management Framework.

People Strategy

71. The Council is committed to being an excellent employer. The ambition is articulated in the People Strategy 2017/19 to deliver the vision that Middlesbrough Council is a place where:

'Every member of staff will be proud to work for Middlesbrough Council, will be the best they can possibly be and deliver the best service they can. There is a shared ambition and aspiration to individually contribute to the Mayor's vision and improve opportunities for all that live and work here'.

The development of our Values and the move to a Values based behavioural framework for the workforce shows our commitment to consider the way in which we all work, communicate and behave to create a brighter future for Middlesbrough and enable a more inclusive workforce that is more attractive to those groups in the community who are currently underrepresented.
“The Values will be at the heart of everything we do and will be the foundation for how we operate, behave and make decisions. I believe that if these values were evident in everything we did it would not only make the Council a great place to work, it would also empower each and every one of us to take responsibility for being the best we can be”

Tony Parkinson, Chief Executive.

72. The culture at Middlesbrough Council is centred around empowerment, where individuals have the ability to make decisions with accountability and responsibility for delivery placed in their hands. Our approach will be underpinned by a set of Values that provide the blueprint for how we behave. They are:

- Passionate about Middlesbrough
- Creative in our thinking
- Collaborative in our approach
- Focussed on what matters and
- Integrity at our heart.

73. A range of actions will be delivered by the People Strategy to achieve this vision. The Strategy will ensure Middlesbrough Council has:

- A diverse workforce who are proud to work for Middlesbrough Council;
- Staff are high performing with a customer centric ethos;
- Leaders who are leading by example;
- Demonstrating the right behaviours; and
- A strong talent agenda & pipeline.

74. One of the aims within the Strategy is that the Council will have workforce that more closely represents the diversity of the local population, progress on that element of the strategy will be monitored through this report.

75. As previously outlined, the Council has put in place an Equality and Inclusion group, led by a member of the Leadership Management Team to shape work to ensure the Council understands the needs of its diverse workforce. Actions identified within this report will be embedded within the work programme for that group.

76. During 2017/18 the Council agreed and launched its values. A set of statements that outline how all employees should conduct themselves, grouped around the following themes:

- Passionate
- Integrity
- Creative
- Collaborative
- Focussed.
77. Embedding the values is a key action within the People Strategy.

**Equality and diversity and HR policies**

78. The Council has a suite of policies and procedures, which outline best practice on dealing with key issues including:

- Equality Policy
- Equality Monitoring Policy
- Dignity and Respect at Work Policy
- Impact Assessment Policy
- Monitoring of Hate Incidents Policy
- Recruitment and Selection Policy.

79. These policies are regularly reviewed to ensure the Council continues to comply with legal requirements and best practice. See Appendix 2 for more detail on the content of these Policies.
Appendix 1

STATUTORY REQUIREMENTS

Equality Act 2010

The Equality Act 2010 imposes a Public Sector Equality Duty (PSED) on the Council and is supported by specific equality regulations that the Council must also comply with. The PSED requires that when taking decisions the Council must have due regard to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- Furthermore, the Act states that compliance with this duty may involve:
  - Removing or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
  - Taking steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it
  - Encouraging persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

The PSED states consideration should also be given to the steps involved in meeting the needs of disabled persons where they are different from the needs of people who are not disabled including, in particular, steps to take account of disabled persons' disabilities.

The protected characteristics set out in the Equality Act 2010 are:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

The Act is supported by specific regulations, which place additional duties upon the Council. It is required publish information/data to demonstrate compliance with the PSED. The Council must also prepare and publish one or more specific and measurable objectives it thinks it should achieve to enable it to meet the general equality duty.
Policy detail

Equality Policy

The Equality policy sets out how the Council will ensure customers, employees and job applicants are treated fairly and in line with legislation that sets out protections for characteristics set out within the Equality Act 2010 (age, sex, disability, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation).

Equality Monitoring Policy

The Council has a duty to ensure it understands the impact of its decisions. This policy was developed to ensure a consistent approach is undertaken within the Council on equality monitoring.

Dignity and Respect at Work Policy

This policy sets out the expectation that all employees will be treated with respect and dignity in the workplace and outlines expected behaviours.

Impact Assessment Policy

The Impact Assessment (IA) policy sets out the process to be followed to ensure officers developing decision recommendations fully understand and weigh the consequences of possible and actual interventions and articulate these to decision-makers. The policy ensures appropriate consideration is given to the PSED.

Monitoring of Hate Incidents Policy

This policy sets out how the Council will collate details of incidents either witnessed by its staff or reported to them. Hate crimes should also be reported to the Police.

Recruitment and Selection Policy

This policy is in place to ensure that the Council’s recruitment and selection practices are fair and consistent.