



Northumberland
County Council

Workforce Equality Analysis Report 2025

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Foreword

Welcome to our Workforce Equality Report 2025. This report details how we are working towards meeting our general and specific duties as defined in the Public Sector Equality Duty, covering the period 1st April 2024 to 31st March 2025 , and provides us with a great opportunity to demonstrate far we have progressed toward meeting our Equality Objectives and how we continue to engage with our Workforce to ensure that they continued to feel valued, respected and heard.

Northumberland County Council remain proud to support Diversity, Equity and Inclusion across its workforce, recognising that the breadth of personal knowledge and experience that each staff member brings to the organisation will help us continue to grow and develop, evolving our services to meet the needs of our Residents and Workforce.

We continue to progress against our priorities within our People and Culture Strategy 2023-2026 which actively supports a culture of inclusivity and equity, and our Workforce Equality Report re-affirms that our strength as an organisation is firmly rooted in our employees.

This report outlines some key data insights, which allow us to better understand our workforce, and we remain fully committed to fostering a culture of diversity, equity & equality and inclusion across the organisation



Sarah Farrell - Director of People and Culture

Introduction

Under the Equality Act 2010 (Public Sector Equality Duty) Northumberland County Council as a public body is required to publish equality information annually, and to report on progress with achieving our equality objectives. As part of this duty, we collect and publish information about our workforce and the actions we are taking as an employer to meet our equality objectives. These are

- Strengthen our knowledge and understanding of the needs of our communities.
- Listen to, involve, and respond to our communities effectively.
- Improve the diversity and skills of our workforce to help us embed equality, diversity and inclusion in how we deliver services and support our staff.
- Create a positive culture, with a clear leadership commitment to improving equality diversity and inclusion both within the council, with our partners and the wider community.

Whilst we are required to publish this information, we welcome the opportunity to reflect on the valuable work done throughout the year that has enabled us to further diversity, equity and inclusion across our organisation and our communities.

The Council's organisational values outline our commitment to Northumberland's residents and communities. Key to the successful delivery of these values is our workforce, which is why it is extremely important that both our workforce and residents are engaged, heard, and valued.

We are wholly committed to ensuring that we do not discriminate or otherwise treat unfairly any individual on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

This report provides an overview of the Council's performance in relation to equality and employment through the lens of the protected characteristics (Equality Act 2010). It also provides an insight into the work, initiatives and partnerships around diversity, equity and inclusion across the workforce and within our communities.



About Northumberland

Northumberland is England's northernmost county, bordering Cumbria to the west, County Durham and Tyne and Wear to the south and Scotland to the north. Berwick upon Tweed in the far north of the County lies approximately 2 miles from the Scottish border, and much of the county lies further north than the southernmost Scottish border.



From ancient castles and stunning landscapes, picturesque coastal and market towns, Northumberland is a diverse county. Our economy boasts a growing, internationally recognised offshore and renewable energy hub delivering clean and green growth. industry, from pristine beaches to wild countryside.

The county is the largest unitary authority by geographic coverage with the greatest area of Green Belt of any Local Planning Authority. With an area of 5,013 km² and a population of 324,400¹. Northumberland is the least densely populated of the North-East region's 12 local authority areas and the sixth most sparsely populated in England. The different parts of the county have distinct characteristics, from urban to rural, coastal to upland and well-connected to remote.

The south-east of the county is the most densely populated, with the three largest towns, Blyth, Cramlington and Ashington. These act as main employment centres, drawing from a wider area than just south-east Northumberland. Beyond the south-

¹ Source: NOMIS

east, the county's main settlements are located along the Tyne Valley corridor and along the coast.

Morpeth, Hexham, Prudhoe, Berwick and Alnwick are the main market towns, all of which have significant rural hinterlands. Almost 97% of the county's land area is classed as rural, with just under half of the population living in this area and over half of the population living in 3% of the land area, mainly in the south-east of the county.

Statistics provided by the Office of National Statistics² show that in line with the rest of the North East region, Northumberland's population grew at a relatively slow rate in the last decade, with an overall population percentage increase of 1.4% (compared to 6.6% across England).

One of the challenges faced by the Council is Northumberland's ageing population with 26% of our residents currently aged 65+. This is a higher proportion than both England (19%) and the North East region (21%).³ Our 65+ population is projected to grow by the largest proportion, rising to 33% of our population by 2043.⁴

Conversely, 19.9% of Northumberland's population are aged under 19, lower than the proportions for England (19.9% and the North East (22.2%)⁵ of Northumberland's population has seen a reduction of 5.9% in people aged 15 to 64 years and a decrease of 3.4% in children under 15 years

There is a strong reliance on the public sector for employment within Northumberland, with almost one in three people working in the various sub-sectors of health and social work, education and public administration. With 5419 employees Northumberland County Council is one of the largest employers in the county. Our average annual staff turnover rate stands at approximately 9.75%, a reduction of 1.72% from last year, which compares well to the national average of 16.8%.

² Census 2021

³ Source: Fingertips, Productive Healthy Ageing Profile

⁴ Source: NOMIS Population Projections

⁵ Source: NOMIS Population Estimates

Our Priorities, Values & Equality Objectives

Our Priorities

The Council's updated Corporate Plan was launched in 2023. This Plan, running from 2023 to 2026, sets out what the Council, both Members and staff, will do, working with partners and communities to deliver on our Vision and Priorities for all of Northumberland's residents in the coming years.

It outlines how we will ensure we are a Best Value Council, delivering value for money services to residents, businesses, and visitors to the county. Building upon achievements from the previous Corporate Plan this plan shapes how we deliver all services and functions, ensuring service plans and staff appraisals are clear on how they will contribute to achieving our Vision and Priorities.

We want to ensure that the county continues to be a land of great opportunities for current and future generations. To achieve this, Members and Council staff are focused on working together to deliver our three Corporate Priorities

1. **Achieving Value for Money** - operating efficiently and effectively
2. **Tackling Inequalities** - supporting everybody to live their best lives
3. **Driving Economic Growth** - enabling prosperity across the county

Our priorities are interlinked, and all of our actions support the delivery of our vision to be a Land of Great Opportunities. Our actions focus on what we can do as a local authority but, in all of our work we work in partnership with other organisations and within a local, regional and national context. Our measures reflect both things that we can do as a Council and those things we need to work in partnership to achieve.

Our Values

We recognise that how we deliver is as important as what we deliver, and this is the key to our success. Our Northumberland team, officers and members, have developed a set of shared values that will underpin everything we do. It will guide the decisions we make, the way we work with each other and the difference we make in our communities.

- **People First** - We provide services to our people (residents, colleagues, members, partners, visitors and businesses) through lasting, genuine, relationships that make a positive difference to their lives and their communities. We listen and understand our people's needs and put them at the heart of our decision making.
- **Respect** - We are committed to building a trusting, caring and supportive environment for all our colleagues and communities. That means we are there for each other, act with empathy, value differences and encourage others to

express themselves in order to collectively achieve our common goals. We treat others as they would wish to be treated

- **Excellence** - We strive for the highest quality delivery of our services. This means being accountable for our actions and delivering on our commitments. We share and celebrate what works, are open and learn from what doesn't and take pride in continually improving.
- **Resilience** - We have robust controls, practices and support in place to protect our residents, our colleagues and our communities and empower them to thrive and live well. We are committed to acting sustainably in order to drive the right impact, over the long term, whilst ensuring best value for money

These values are the standards by which we will hold ourselves and each other to account. They are our promise to our residents.

Our Equality Objectives

As part of our duty under the Equality Act 2010, the council publishes equality objectives every four years. These set out our equality priorities as an employer and for our services. Our aim is to make diversity, equity and inclusion part of the way the council works, placing it at the heart of everything we do.

Our Equality Objectives for 2021-2025 are:

1. Strengthen our knowledge and understanding of the needs of our communities.
2. Listen to, involve and respond to our communities effectively.
3. Improve the diversity and skills of our workforce to help us embed equality, diversity and inclusion in how we deliver services and support our staff.
4. Create a positive culture, with a clear leadership commitment to improving equality diversity and inclusion both within the council, with our partners and the wider community.

We will be developing updated Equality Objectives during 2025 to ensure that we remain committed to supporting Diversity, Equity and Inclusion across our workforce and communities over the next 4 years.

Our Policies

As an equal opportunity employer, we welcome employees of all backgrounds, appreciating the benefits of being able to tap into a range of skills and ideas. Different people bring different perspectives, ideas and abilities. By employing a diverse workforce, the Council can be progressive, solve problems and innovate.

In addition, we have a statutory duty under the Equality Act to recognise the needs of its employees in relation to the nine protected characteristics. We have a responsibility to prevent discrimination and ultimately our aim is to improve the chances, experiences and daily lives of people who work for us or who access our services.

Whilst we acknowledge our duties and responsibilities under the Equality Act, we have ambition to go beyond the legislation, we want to positively celebrate diversity, and we aspire to establish a reputation as a truly inclusive employer and a brand which incorporates our values. If we get it right for the most vulnerable members of our workforce, we get it right for everyone.

Our Diversity, Equity and Inclusion team sits within the People and Culture team and supports delivery of the priorities within the People and Culture Strategy 2023-2026.

We regularly review our policies to ensure that they are up to date, relevant and reflective of best practice. We regularly conduct Integrated Impact Assessments, which combine the Equality Impact Assessments, Climate Impact Assessments, and broader inequalities, to ensure that our policies are fair and equitable to all and free of discrimination.

We continue to work closely with our staff network groups in the review of existing policies to ensure that the voices and views of those groups are heard, and to ensure that they are clear, simple and more accessible, ensuring that they are available in formats which are accessible and meet the diverse needs of our employees.

We have a range of policies which underpin our commitment to Diversity, Equity and Inclusion across the organisation, many of which also help to promote equality and inclusivity across the organisation and removing any barriers to success. These include Agile Working, Breastfeeding Policy, Carers in Work, Dignity at Work, Domestic Abuse Policy, Equality and Diversity in Employment, Family Leave Policy, Flexible Working Policy, Health & Wellbeing Policy, Learning and Development, Psychological Wellbeing at Work, and Trans-Inclusion.

Highlights and Achievements

Staff Networks



Northumberland County Council is proud to support Diversity, Equity and Inclusion across its workforce, recognising that the breadth of personal knowledge and experience that each staff member brings to the organisation can ensure that we are an organisation that ensure that its Workforce feels that they belong and are valued.

To provide a route for staff members to contribute to discussions Staff Networks have been established, enabling staff to share their experiences with others. It is evident that our current level of investment in the Networks is valued by our Workforce and exceeds the offer from other local authorities to their staff.

The Council currently supports 8 Staff networks, with the potential for more to be developed. They are:

- Armed Forces Network – Northumberland holds the Gold Standard Award for the Armed Forces Covenant Employer Recognition Scheme
- Autistic Spectrum Disorder Network (incorporating Neurodiversity)
- Carers Network
- Enable Disability – Northumberland is certified as Disability Confident Committed
- Menopause Network – Northumberland has signed the Menopause Workplace Pledge
- Mental Wellbeing Network
- Pride Network
- Race Equality Staff Network

The various Network Groups were formed in response to feedback received through our employee surveys; they are run by staff, for staff and provide opportunities for peer networking, mutual support and staff development, whilst also

- contributing to the council's inclusive culture to support our staff to be the best they can be

- demonstrating the council values and celebrates the contribution of staff to our success.
- helping us to meet our commitment to go beyond the requirements of the Equality Act 2010.

Each of the network groups welcomes and encourages membership of all staff from across the council and has a named Senior Officer (Head of Service or above) as Champion, who then promotes the network priorities and challenges at senior level, thereby ensuring that equality and diversity are always at the forefront of senior leadership thinking and ensuring that the values of the Council and the views of our staff are aligned.

To ensure the success of the Networks, the Council recognised that it was important to invest in support their coordination.

- Our Staff Network Coordinator provides full time, dedicated, overarching holistic support to all networks, working closely with the Chairs & Champions, and is involved in the planning, preparation, and delivery of each of the networks whilst also being an active member and former chair of the Carers group and supporting the Network Champions in their roles.
- A dedicated People Adviser supports and provides guidance in network meetings
- A Communications Officer attends all network groups to promote the networks, events, and campaigns and maintains the dedicated SharePoint site.
- Our Diversity, Equity and Inclusion Lead provides overarching strategic and management support for the Networks, working closely with both the Chairs of the groups, and the Network Champions.

The council's Staff Network Groups continue to go from strength to strength and remain a driving force behind our commitment to create a workplace environment which promotes diversity, equity and inclusion for all.

Our Staff Network Groups also act as an important barometer and critical friend to measure how well we are meeting our commitments, and in addition we support events, and drop-ins including the Menopause Latte Lounge, the Mental Wellbeing Group and the Carers Cuppa Catch Up, allowing staff a further safe space to find peer support. As well those detailed the DEI team, with our Communications colleagues, have also delivered and supported the following events:

Time to Talk Day (3rd February 2024)

The Mental Wellbeing Network hosted a special 'Time to Talk' virtual session for members and staff across the council, to get everyone thinking about mental health

and how we check-in with ourselves and others. The Health & Wellbeing team also provided an additional special edition Calm Space session to mark the day.

Race Equality Week (5th – 11th February 2024)

To support race Equality Week, we celebrated the Race Equality Network hosting a Culture Day on Friday 11th February, where colleagues wore national dress and shared their thoughts and memories of our varying cultures.

International Women's Day (8th March 2024)

We supported and celebrated this day with colleagues, sharing information about our Staff Networks at an event in County Hall on Friday 8 March.

World Autism Acceptance Week (2nd - 8th April 2024)

Co-chairs of the ASD Network, Jemma and Lyndsey, shared their experiences to mark World Autism Acceptance Week.

Mental Health Awareness Week (13th – 19th May 2024)

To support this week *Our Staff Networks Talk Mental Health* was published with co-chair of the Mental Wellbeing Staff Network, Vicki, sharing her story.

IDAHOBIT (International Day Against Homophobia, Biphobia and Transphobia (17th May 2024)

Organised by Pride Action North, a co-chair of our Pride Network, attended the IDAHOBIT conference to gain thoughts and ideas to share with Pride Staff Network members. The event was also promoted by our Communications team.

Pride Month (1st – 30th June 2024)

As part of Pride Month our DEI Lead published an Appropriate and Inclusive language Blog.

We all know that language is powerful, and it can help to shift attitudes and behaviours. By using appropriate and inclusive language we can help to promote and embed diversity, equity and inclusion into our culture.

Carers Week (5th – 11th June 2024)

To mark Carer's Week, our Internal Communications Lead, Laura, shared her story about caring for her lovely Gran and the support she has received from NCC since joining the organisation.

Armed Forces Week (24th – 29th June 2024)

To celebrate Armed Forces Week, from the 24 - 29 June, our Armed Forces Network hosted a special drop-in event. This was the first event of this kind that has been held for Armed Forces Veterans, Reservists and family members of people currently serving.

Gypsy Roma Traveller History Month (June 2024)

To support GRT History Month we published a blog, sharing information about the history and culture of this community, recognised as distinct ethnic group under the Equality Act 2010.

Menopause Staff Network Group Walk, Druridge Bay (Sunday 11th August 2024)

The co-chairs of our Menopause Staff Network coordinated a walk for members of the network at a local country park, an opportunity to meet and have a chat in the fresh air.

Mela, Exhibition Park (25th & 26th August 2024)

The DEI team participated in Newcastle Mela, a popular festival that showcases the rich heritage of Pakistani, Bengali, Indian, and other South Asian cultures, sharing information about the Council, and promoting ourselves as an inclusive employer.

Mr Gay Day, Alnwick Garden (26th August 2024)

The DEI team and volunteers from the Staff Network in Mr Gay Day celebrations at Alnwick Garden, sharing information about the Council, and promoting ourselves as an inclusive employer.

World Suicide Prevention Day Event (8th October 2024)

Hosted by the Health & Wellbeing team, the co-chairs of the Mental Wellbeing Staff Network went along to support the event in County Hall.

Black History Month (1st – 31st October 2024)

We celebrated Black History Month with colleagues Julieta and Evie sharing their stories. In addition, one of the co-chairs of our race Equality Staff Network, Su, visited Kyo House, our secure children's home, to talk to the children about Sikhism.

A business case was approved that also enabled us to host a workshop 'Bridging Divides: Understanding and Allyship After Racial Tension' with external provider Yvonne Okiyo, which was attended by over 30 staff with a further 40 people viewing the video of the event.

International Week of Happiness at Work (23rd – 27th September 2024)

Staff shared what happiness looked like to them by sharing photos of their happy places which we added to a happy place scrapbook on SharePoint.

International Pronouns Day (16th October 2024)

To recognise International Pronoun Day our DEI Lead issued a Vlog talking about the importance of using the correct Gender Pronouns.

World Menopause Day (18th October 2024)

With our Communications and Health & Wellbeing colleagues we supported WMD, sharing information and support with colleagues across the organisation.

Transgender awareness Week (12th – 19th November 2024)

The co-chairs of our Pride Staff Network shared their thoughts about Transgender Awareness Week, with the Transgender flag being raised at County Hall in recognition.

Disability History Month (16th November – 16th December 2024)

UK Disability History Month (UKDHM) is an annual event that aims to promote disabled people's rights and their struggle for equality now and in the past. Every year, UKDHM focuses on a theme. In 2024 the theme is Disability, Livelihood and Employment. Our colleagues, Nici, Caroline and Tracy shared their stories, and the availability of the Quiet Room in County Hall was promoted.

International Men's Day – (19th November 2024)

International Men's Day is a day that celebrates the positive value men bring to the world. The theme for this year's International Men's Day is 'Positive Male Role Models'. We asked colleagues to tell us who their male role models are. Colleagues shared details of their positive role models which formed part of our communication to staff, promoting the day.

Time to Talk Grief Awareness Session (3rd December 2024)

The DEI team hosted an in-person session, with the Chaplain also in attendance, to offer colleagues the opportunity to talk about grief and to share their experiences and journeys in support of each other.

Holocaust Memorial Day (27th January 2025)

The DEI Team were in attendance, supporting this event and sharing information about peer support available to staff through the Staff Networks.

Race Equality week (3rd – 9th February 2025)

As part of Race Equality Week, yesterday (Thursday 6 February) we hosted our third Culture Day with our Race Equality Staff Network to celebrate and appreciate culture, heritage, and authenticity. Colleagues wore their cultural attire and clothing linked to their culture or heritage and brought along items and food that represented their culture, from Scottish tablet to biltong from Botswana. It was a fantastic day of getting together and celebrating our differences.

We also had a map where staff could pin the country they were born in or where their family were from. It was great to see staff with links to countries all across the globe come together to share their traditions and experiences.

International Women's Day – 8th March 2025

The DEI Team were in attendance, supporting this event and sharing information about peer support available to staff through the Staff Networks.

Other Achievements

In addition to the Staff Network Groups

- ✓ We have signed and committed to the Menopause Workplace Pledge and are seeking accreditation.
- ✓ We are now certified as a Disability Confident organisation.
- ✓ We have pledged to support, and are accredited under, the White Ribbon campaign, against Violence Against Women and Girls
- ✓ The Council has maintained its Gold Standard Award for the Armed Forces Covenant Employer Recognition Scheme. This prestigious award recognises and rewards UK employers and organisations that demonstrate exceptional support for the armed forces community.

Our Workforce Profile

At the time this report was compiled, Northumberland County Council employed a total of **5419** employees (this does not include staff from the council's schools). As at the 1st March 2025, **2157** staff (**39.8%**) had provided their Equality Information. This section provides an analysis of our workforce composition by protected characteristic and covers the period April 2024 to February 2025.

It should be noted that we do not have complete data for all sections of our workforce, and staff are under no obligation to provide personal data.

We recognise that it is important that declaration rates are improved, and that staff recognise the importance of providing this information. This forms a key component of our new People and Culture Strategy 2023-2025.

Engagement with hard-to-reach employees remains a priority and we continue to work closely with Staff Network Groups, our Executive Team our workforce and other key stakeholders to address this area and to break down the barriers to engagement.

The following pages of this report provide a detailed breakdown of our staff profile by protected characteristic based upon information that is available.

Our vision

"One council that works for everyone"



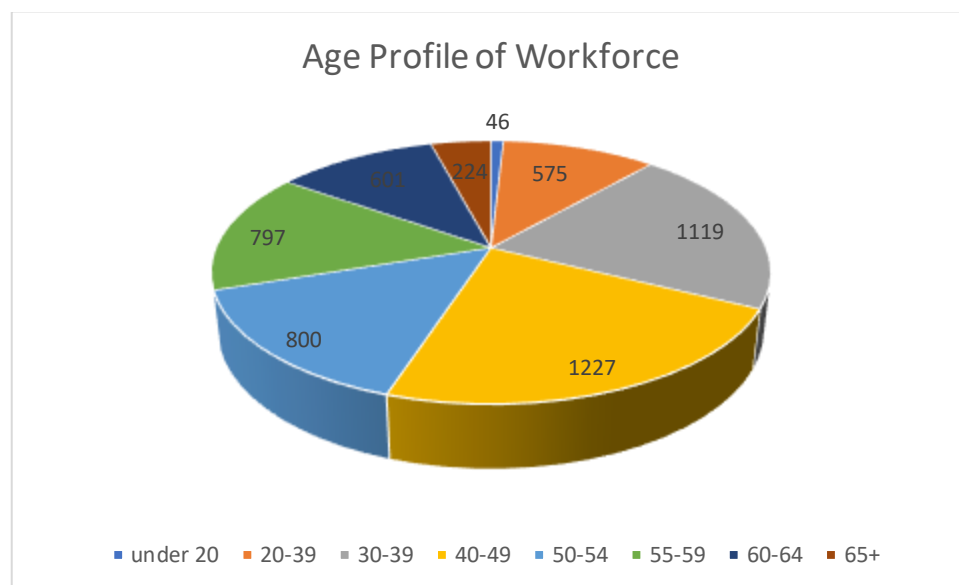
Age

This is defined in the Equality Act 2010 A person belonging to a particular age (for example 32-year-olds) or range of ages (for example 18- to 30-year-olds).

The age current of the Council's current workforce is as follows:

Age Range	Headcount	% of Total
Under 20	46	0.85%
20-29	575	10.67%
30-39	1119	20.76%
40-49	1227	22.77%
50-54	800	14.85%
55-59	797	14.79%
60-64	601	11.15%
65+	224	4.16%

Most of the workforce, 2967 or 55.06%, are aged 49 or under with 2422 or 44.94% aged 50 or over. The largest age group are aged between 50 and 59, with a total of 1597 or 29.63%.



The median age in England and Wales was 40 years (40 years in England, 42 years in Wales); this is higher than the median age of 39 years across England and Wales in 2011.

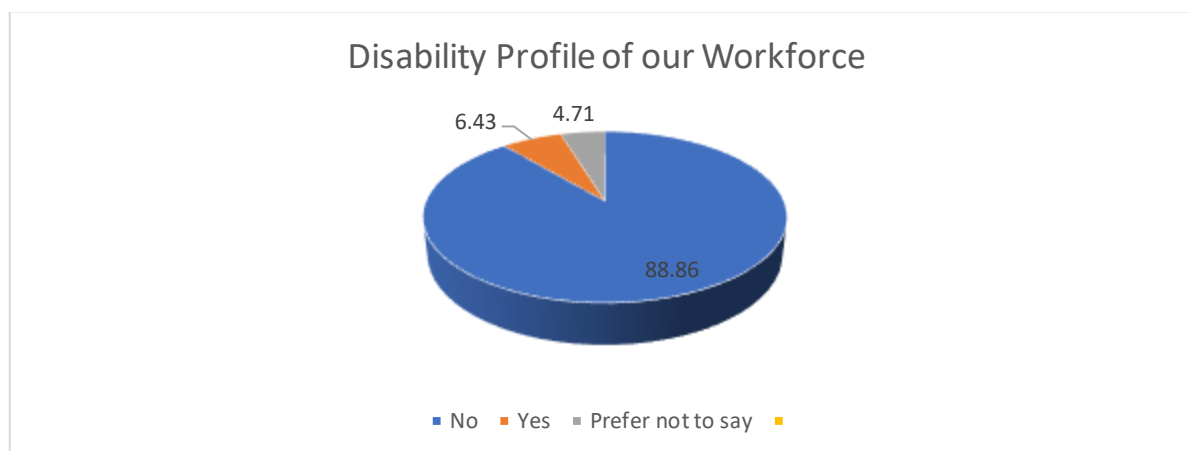
Disability

In the Equality Act 2010 a person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Information from the Census 2021 details that 8.3% of the Northumberland population have a disability that limits day-to-day activities a lot, with 11.3% having a disability that limits day-to-day activities a little, a total of 19.6% of the population.

Figures reported by our workforce are as follows:

	Do you consider yourself to have a disability?	% of Respondents
No	1244	88.86%
Yes	90	6.43%
Prefer not to say	66	4.71%
Total responses to this question	1400	100%



Further detail was requested from our Workforce with the following information provided:

	Do you suffer from Physical Impairment?	% of Respondents
No	1305	95.26%
Yes	60	4.38%
Prefer not to say	5	0.36%
Total responses to this question	1370	100%

	Do you suffer from Sensory Impairment?	% of Respondents
No	1319	96.07%
Yes	50	3.64%
Prefer not to say	4	0.29%
Total responses to this question	1373	100%

	Do you suffer from a Mental Health Condition?	% of Respondents
No	1239	90.64%
Yes	122	8.92%
Prefer not to say	6	0.44%
Total responses to this question	1367	100%

	Do you have Learning Disability / Difficulty?	% of Respondents
No	987	97.34%
Yes	27	2.66%
Total responses to this question	1014	100%

Information from the Census 2021 details that 94.5% of the Northumberland population consider that they have Very Good, Good or Fair general health, with 5.5% stating that they have bad or very bad general health.

Our workforce responded as follows regarding their Health:

	Do you suffer from a Health Condition?	% of Respondents
No	1100	84.62%
Yes	200	15.38%
Prefer not to say	0	0%
Total Responses to this question	1300	100%

Gender Reassignment

As defined by the Equality Act 2020 this is where a person undergoes, or proposes to undergo, a process for the purpose of reassigning their sex.

The Council does not currently collect this information from its Workforce however opportunities to capture this information will be developed during 2025/26.

Marriage & Civil Partnership

As defined by the Equality Act 2010, marriage is a union between a man and a woman or between a same-sex couple.

Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

The Council does not currently collect this information from its Workforce however Plans have been put in place to collect this information during 2025/2026.

Pregnancy & Maternity

As defined by the Equality Act 2010, pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

We have supported 146 staff on maternity leave between 1st April 2024 and the 31st March 2025 equating to 2.69% of the whole workforce.

We have a Breastfeeding Policy to support employees who are expectant and new mothers, and their partners, to feed and care for their baby in ways which support optimum health and well-being. We recognise the profound importance of early relationships to future health and well-being and the significant contribution that breastfeeding makes to good physical and emotional health outcomes for children and mothers.

The policy is based on the UNICEF UK Baby Friendly Initiative standard, relevant NICE guidance and the Healthy Child Programme.

Race

As defined by the Equality Act 2010, a race is a group of people defined by their colour, nationality (including citizenship) ethnicity or national origins. A racial group can be made up of more than one distinct racial group, such as Black British.

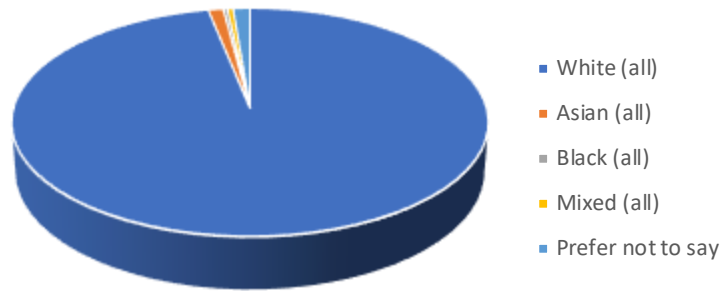
The population of Northumberland is pre-dominantly White at 97.7%, with 1.2% Asian, Asian British or Asian Welsh, 0.7% Mixed or multiple ethnic groups, 0.1% Black, Black British, Black Welsh, Caribbean or African and 0.3% Other Ethnic Group⁶.

The Council's workforce profile of 93.90% White reflects a shift from the county population profile.

	Please indicate which of these groups you consider you belong to	% of Respondents
White – English/ Welsh/ Scottish/Northern Irish /British	1816	93.90%
White – Any other background	50	2.56%
Asian – Asian British	6	0.31%
Asian – Indian	5	0.26%
Asian - Chinese	4	0.21%
Black / African / Caribbean - African	4	0.21%
Mixed / Multiple Ethnic Groups	4	0.21%
White - Irish	4	0.21%
Mixed / Multiple Ethnic Groups – White & Asian	3	0.16%
Asian – Asian British – Chinese	2	0.11%
Asian – Asian British – Indian	2	0.11%
Mixed / Multiple Ethnic Groups – White & Black	2	0.11%
Asian – any other Asian background	1	0.05%
Asian – Asian British Bangladeshi	1	0.05%
Asia – Bangladeshi	1	0.05%
Black / African / Caribbean – Black British	1	0.05%
Black / African / Caribbean – Caribbean	1	0.05%
Mixed / Multiple ethnic groups – White and Black Caribbean	1	0.05%
White – Gypsy / Roma	1	0.05%
Prefer not to say	25	1.29%
Total respondents	1934	100%

⁶ Census 2021

Race Profile of our Workforce



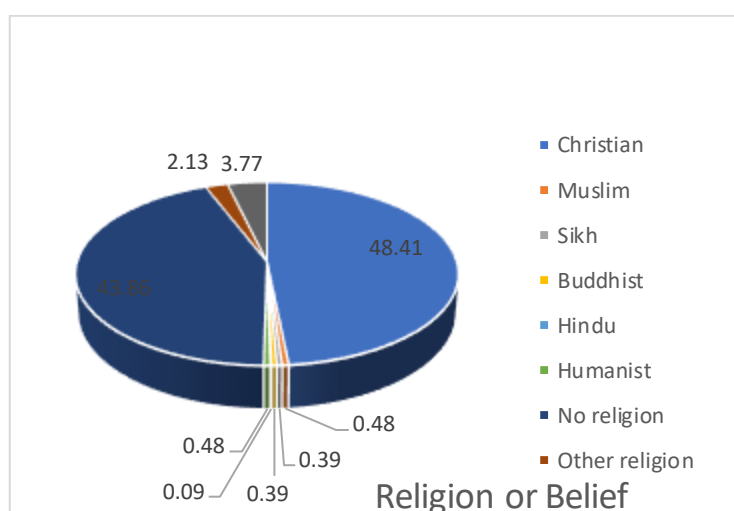
Religion or Belief

As defined by the Equality Act 2010, religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

The majority of the population of Northumberland are Christian (53.2%). The next largest group those that state they have No Religion at 40.1%. Of the remaining respondents, 0.5% are Muslim, 0.2% are Buddhist and 0.2% are Sikh, 0.1% are Hindu and 0.1% are Jewish. Of the remainder 0.4% identified as Other and 5% did not answer the question. ⁷

For the Council's workforce the profile is fairly similar to the county profile, with slightly lower numbers identifying as Christian and a higher percentage stating they have No Religion.

	Religion or belief	% of Respondents
Christian	501	48.41%
Muslim	5	0.48%
Sikh	4	0.39%
Buddhist	4	0.39%
Hindu	1	0.09%
Humanist	5	0.48%
No Religion	454	43.86%
Other Religion	22	2.13%
Prefer not to say	39	3.77%
Total respondents	1035	100%



⁷ Census 2021

Sex

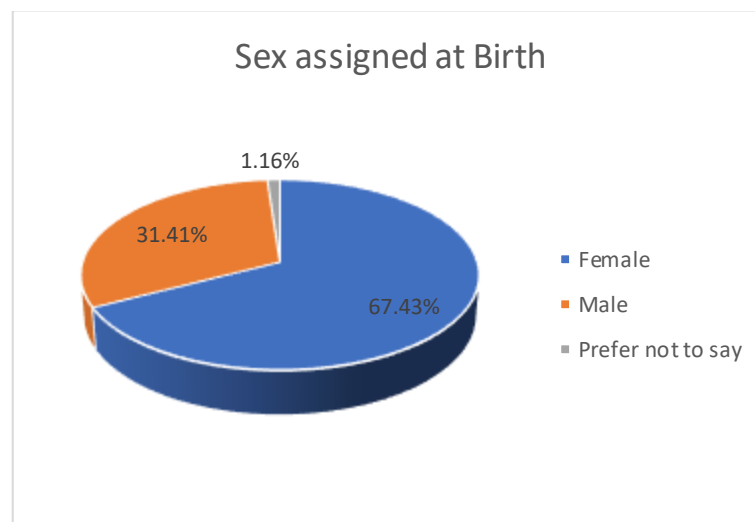
As defined by the Equality Act 2010, sex is understood as binary being either male or female. It can mean a group of people like men or boys, or women or girls.

There were 30,420,202 women (51.0% of the population) and 29,177,340 men (49.0%) in England and Wales⁸.

According to the Census 2021 in Northumberland 51.2% are female and 48.8% are male, with a ratio of 95.6 males to every 100 females.

Figures for the Northumberland workforce show that we have a higher percentage of females than both the national and local population average.

	What sex were you assigned at birth, on your original birth certificate?	% of Respondents
Female	1451	67.43%
Male	676	31.41%
Prefer Not to Say	25	1.16%
Total respondents	2152	100%



⁸ Census 2021

Gender Pay Gap Report

The Gender pay Gap Report considers figures from the previous year and is based upon a data snapshot taken on 31 March 2024. This snapshot showed that at that time females comprised 70.5% of the workforce, slightly more than the 2023 figure shown in the table above, with males making up the remaining 39.10%.

The **mean** gender pay gap in hourly pay as a percentage for NCC is **-2.10%** which means that the hourly rate for men is 2.10% below the hourly rate for women; in simple terms, women within the organisation get paid narrowly more than men.

Within NCC the gender gap in **median** hourly pay between male and female employees is **3.37%**. This means that the median hourly rate of pay is 3.37% higher than for women, increasing by **1.54%** from the previous year.

Our full Gender Pay Gap report is available [here](#).

Supporting Gender Equality

We work closely with local schools and colleges within the county to showcase the range of opportunities available for young people, and to promote our ambition to be the employer of choice within Northumberland. Our collaboration work with local 6th forms and colleges provides work placements for those that are studying specific courses, enhancing essential employability skills through real life work experiences. We are active supporters of National Apprenticeship week, and our apprenticeship programme helps to break down barriers for young women and gain skills and expertise in areas which were historically gender biased. This has included a campaign of apprentice females in work, celebrating those in manual roles who work alongside male-predominated workforce areas.

We have 8 Staff Network Groups across the Council, supporting staff across a range of areas that are relevant and important to them. One of these is the Menopause Staff Network Group. Members agree this provides guidance, advice and mutual support and has been invaluable for many females in the organisation. The Council is also recognised as 'Committed to being a Menopause Friendly Employer' by Menopause Friendly.

We have a range of policies and working practices to promote and sustain work life balance including hybrid working, various flexible working patterns for example part-time, flexitime, home working, maternity, paternity, adoption, dependent and shared parental leave. This range of policies and options provides many of our employees, particularly those with childcare or other caring responsibilities, with a much higher degree of flexibility.

Our Shared Parental Leave policy means that fathers can apply to take shared parental leave so that they too can spend more time with their children during their early, formative years.

We continue to be proud supporters of Men's Health Week and run a series of programmes and initiatives with a dedicated space on our Health and Wellbeing staff portal offering a range of guidance and materials for male colleagues.

We run extensive campaigns to promote International Women's Day which are actively and enthusiastically supported by our many senior female leaders, and Council Members.

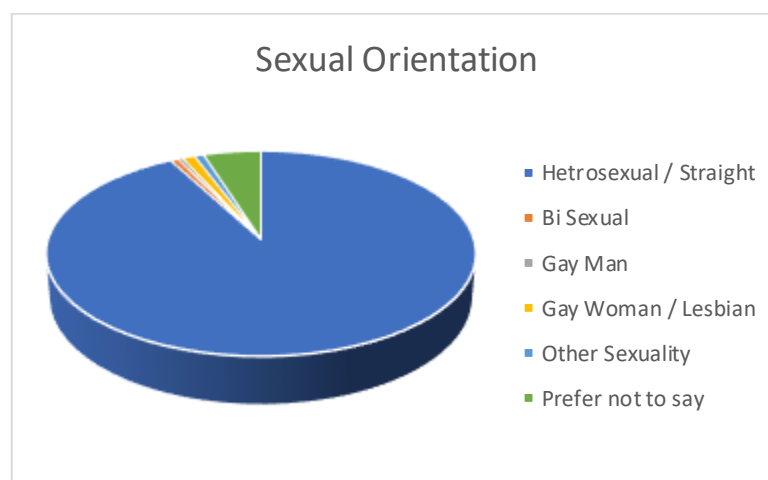
Sexual Orientation

As defined by the Equality Act 2010, Sexual Orientation refers to whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

The Census 2021 details that 92.11% of the population of Northumberland are straight / heterosexual, with 1.23% Gay or Lesbian, 0.84% are Bisexual and 0.17% from All Other Sexual Orientations. 5.64% did not answer the question.

The profile of our Workforce mirrors the profile of the population of our county as detailed below.

	Count of Which of the following options best describes how you think of yourself?	% of Respondents
Bisexual	14	0.66%
Gay man	9	0.42%
Gay woman/lesbian	23	1.08%
Heterosexual or Straight	1961	92.11%
Asexual	2	0.09%
Bicurious	1	0.05%
Demisexual	1	0.05%
Pansexual	4	0.19%
Polysexual	1	0.05%
Queer	1	0.05%
Other	7	0.32%
Prefer not to say	105	4.93%
Total respondents	2129	100%



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email: DEI@northumberland.gov.uk

Tel: 0345 600 6400

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