



North Tyneside Council

Cabinet

14 May 2021

Monday, 24 May 2021 Chamber, Quadrant, The Silverlink North, Cobalt Business Park, North Tyneside, NE27 0BY **commencing at 6.00 pm.** (Due to Covid precautions anyone wishing to attend should first notify the contact officer).

Agenda Item	Page(s)
1. Apologies for Absence	
To receive apologies for absence from the meeting.	
2. To Receive any Declarations of Interest and Notification of any Dispensations Granted	
You are invited to declare any registerable and/or non-registerable interests in matters appearing on the agenda, and the nature of that interest.	
You are also invited to disclose any dispensation in relation to any registerable and/or non-registerable interests that have been granted to you in respect of any matters appearing on the agenda.	
3. Minutes	
To confirm the minutes of the meeting held on 6 April 2021 (previously circulated).	
4. Report of the Young Mayor	
To receive a verbal report on the latest activities of the Young Mayor and Young Cabinet.	

Members of the public are welcome to attend this meeting and receive information about it. However, in order to enable the meeting to be held in a Covid-secure manner, places for members of the public are limited. Please email democraticsupport@northtyneside.gov.uk or call (0191) 643 5320.

North Tyneside Council wants to make it easier for you to get hold of the information you need. We are able to provide our documents in alternative formats including Braille, audiotape, large print and alternative languages.

Agenda Item	Page(s)
<p>5. Local Government Association Corporate Peer Challenge Follow Up and Recovery and Renewal Remote Visit</p> <p>To seek approval for the proposed approach to carry out a Local Government Association remote recovery and renewal challenge for North Tyneside, alongside the follow up remote visit from the Corporate Peer Review Challenge due to take place between 29 – 30 June 2021.</p>	5 - 18
<p>6. North Tyneside Vehicle Access Crossing Policy</p> <p>To seek approval for the Authority’s new Vehicle Access Crossing Policy.</p>	19 - 34
<p>7. An inclusive economy in North Tyneside</p> <p>To seek approval for the approach towards developing an inclusive economy in North Tyneside</p>	35 - 60
<p>8. Exclusion Resolution</p> <p>This is to give further notice in accordance with paragraphs 5(4) and 5(5) of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012 of the intention to consider items 9 and 10 below in private.</p> <p>Cabinet is requested to consider passing the following resolution:</p> <p>Resolved that under Section 100A (4) of the Local Government Act 1972 (as amended) and having applied a public interest test as defined in Part 3 of Schedule 12A of the Act, the press and public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Paragraph 3 of Part 1 of Schedule 12A to the Act.</p> <p>Reasons for taking the items in private: The reports in items (9) and (10) below contain information relating to the financial or business affairs of any particular person (including the authority holding the information).</p>	
<p>9. Contributions Policy for Adult Social Care and Support Services</p> <p>To seek approval for a public consultation on an amended North Tyneside Council Contributions Policy including proposals to review of the amount the Authority will use as the minimum disregard in financial assessments, and change the pension age.</p>	61 - 100

Agenda Item	Page(s)
10. Corporate Risk Management Summary Report	101 - 162
To consider the latest review of key corporate risks undertaken by the Senior Leadership Team.	
11. Date and Time of Next Meeting	
Monday 28 June 2021 at 6.00pm.	

Circulation overleaf ...

Circulated to Members of Cabinet: -

N Redfearn (Elected Mayor)
Councillor C Johnson (Deputy Mayor)
Councillor C Burdis
Councillor K Clark
Councillor S Cox
Councillor S Day
Councillor P Earley
Councillor S Graham
Councillor A McMullen
Councillor M Rankin

**Young and Older People's Representatives and Partners of
North Tyneside Council.**

North Tyneside Council Report to Cabinet Date: 24 May 2021

Title: Local Government Association Corporate Peer Challenge Follow Up and Recovery and Renewal Remote Visit

Portfolio(s): Elected Mayor	Cabinet Member(s): Norma Redfearn	
Report from Service Area:	Corporate Strategy and Customer Service	
Responsible Officer: and engagement	Jacqueline Laughton, Head of Corporate Strategy and Customer Service	(Tel: (0191) 6435724)
Wards affected:	All	

PART 1

1.1 Executive Summary:

As part of the national sector-led improvement programme, the Authority took part in a Local Government Association (LGA) Corporate Peer Challenge. The challenge took place in North Tyneside from 18 – 21 June 2019 with experienced colleagues and was led by a serving Chief Executive of a similar Authority and an Elected Mayor.

The Peer Team presented feedback on 21 June 2019 to Cabinet Members and the Senior Leadership Team. That feedback was very positive about the Borough, its communities and businesses, and the Authority. The Peer Team also made six helpful recommendations for the Authority's future planning in a written report.

The Peer Team written report, and resulting action plan from the Authority, was reviewed and agreed by Cabinet, at its meeting of 14 October 2019.

As part of the peer challenge process, the LGA provide further support, advice and guidance. The process also includes a follow up visit which is expected to take place within two years of the original visit.

When COVID-19 and national lockdown measures began in March 2020, the LGA suspended the physical delivery of peer challenge work, including their peer challenge programmes. To continue to support councils during this period, the LGA have refocused their offer, adopting a new approach to the peer support offer, focusing on supporting the recovery and renewal of local government and communities.

This report sets out a proposed approach to carry out an LGA remote recovery and renewal challenge for North Tyneside, alongside the follow up visit from the corporate peer review challenge. This joint, remote visit would take place from 29 – 30 June 2021.

1.2 Recommendation(s):

It is recommended that Cabinet:

- (1) note the updated action plan in Appendix 1
- (2) note the planned follow-up visit in June 2021, and
- (3) agree that a Local Government Association remote recovery and renewal challenge for North Tyneside, take place in June 2021.

1.3 Forward Plan:

Twenty eight days' notice of this report has been given and it first appeared on the Forward Plan that was published on 1 April 2021.

1.4 Council Plan and Policy Framework

This report is directly concerned with the delivery of the entire Our North Tyneside Plan.

1.5 Information:

1.5.1 Background

a. Corporate Peer Challenge 18 – 21 June 2019

Peer Challenges are delivered by experienced elected members and officer peers. The make-up of the peer team in 2019 reflected the Authority's requirements and the focus of the peer challenge. Peers were selected based on their relevant experience and expertise.

In advance of the site visit, the Peer Team were sent a standard set of documents relating to the Authority's planning and financial management. In addition, they received a short statement which provided an overview of the place and the organisation. The site visit comprised of a range of meetings, focus groups and one to one discussions with a cross section of members, officers and partners.

The Peer Team were very positive about the Borough, the organisation and its partners. They saw North Tyneside as an attractive and vibrant place with members, staff, partners and residents all passionate about the Borough.

The Peer team felt the Authority was effective, well led and well managed, providing good quality services and with a very positive culture. They identified successful regeneration across the Borough recognised by partners and residents.

Their recommendations focussed on four important areas; how the organisation tells its story, explains its plans and aligns its enabling services against those plans; ensuring regeneration work is inclusive; making sure a four-year medium term financial plan is in place to deliver the priorities of the Mayor and Cabinet and maximising participation and influence in the North of Tyne Combined Authority.

The Peer Team presented feedback on 21 June 2019 to Cabinet Members and the Senior Leadership Team. The Peer Team made six helpful recommendations for the Authority's future planning in a written report.

The Peer Team written report, and resulting action plan from the Authority, was reviewed and agreed by Cabinet, at its meeting on 14 October 2019.

b. North Tyneside Council's Covid-19 Recovery Framework

The Authority's COVID-19 recovery framework was agreed by Cabinet on 29 June 2020 and set out an 18-month programme of work to move the Authority and Borough, through three phases of recovery from June 2020 to July 2021. The Framework was based on the Government's Covid-19 Recovery Strategy (May 2020,) as well as the regional economic recovery framework. The framework and its associated programme has 3 phases of work.

- Immediate "restart" phase (June – September 2020)
- Medium "transition" phase (October 2020 to March 2021)
- Long term "rebuild and grow" phase (April 2021 – July 2021).

The recovery programme established 33 workstreams, each designed to manage the local implementation of national restrictions and of the pandemic.

The North Tyneside recovery programme was in line with wider regional work around recovery across the whole of the seven local authorities in the North East.

The recovery programme has been managed by the Authority's Recovery Coordinating Group (RCG), reporting in weekly to Cabinet Members via the Lead Member Briefing meeting. An update on the progress and learning from the recovery programme, was provided as part of a report to Cabinet, on the Authority's customer service programme, on 22 February 2021.

Two in depth end of phase reviews have now been completed for the recovery programme, in October 2021 and March 2021. These reviews assessed the progress of the programme at each of its three phases, against the recovery framework objectives and planned deliverables of each of the workstreams.

At the most recent end of phase review, completed in March 2021, a further eleven of the programme's remaining workstreams were successfully closed as part of this review. The third and final phase of the Authority's recovery programme, has six remaining workstreams; these mainly relate to the reopening of services, in line with Government's COVID-19 Response, Spring 2021, Roadmap Out of Lockdown.

c. Local Government Association Recovery and Renewal Challenge

When COVID-19 national lockdown measures began in March 2020, the LGA suspended the physical delivery of peer challenge work, including their peer challenge programmes. To continue to support councils during this period, the LGA have refocused their offer, adopting a new approach to the peer support offer, focusing on supporting the recovery and renewal of local government and communities. All work is undertaken remotely.

1.5.2 Progress since the LGA Corporate Peer Challenge 18 – 21 June 2019 and Follow up Visit

a. LGA Recommendations and North Tyneside Action Plan

Appendix 1 of this briefing shows the action plan and progress made, with the six peer review recommendations. All actions from each of the recommendations have been successfully completed or are in place or underway.

The follow up visit will help review and assess progress and development in response to the feedback and recommendations made by the peer team, in June 2019, specifically:

- has the Authority fully considered the recommendations made by the peer team and delivered against the agreed action plan,
- identify any barriers or opportunities in progress, as result of the pandemic, and
- consider any changes in political leadership, as a result of local and Mayoral elections.

b. COVID-19 Recovery Programme

The Authority's COVID-19 recovery framework and associated work programme is driven by senior political leadership and oversight, and management from the senior officer team.

The two formal end of stage reviews undertaken in October 2020 and March 2021, have evidenced a wealth of products, deliverables and learning, that is shaping and influencing the Authority's future plans.

- The recovery programme has already delivered a wide range of benefits and in some areas, exponential service transformation. Cabinet reviewed this progress as part of an end of phase review of the Authority's customer service programme, on 22 February 2021.
- Learning from the approach to manage the Authority's recovery programme and the products and deliverables it has realised, is shaping every element of the Authority's future planning. The customer service programme and the Authority's digital strategy, agreed by Cabinet in January 2020, are both being flexed to respond to the longer term impact of the pandemic.
- The Authority and its partners are clear that many socio-economic inequalities, have been exacerbated by the Covid-19 pandemic. At its meeting of 24 May 2021, Cabinet are reviewing a new inclusive economy strategy for the Borough. This is an overarching approach to building a more inclusive North Tyneside, particularly using the local economy as a route to make that happen. It provides a framework for a range of projects and activities which aim to make North Tyneside and its economy, more inclusive as part of work to address the health and wider socio-economic inequalities.

The impact of the pandemic on wider socio-economic inequalities was initially assessed as part of the end of phase review in March 2021. Detailed work is now underway to finalise this assessment and this will be discussed by the Mayor and Cabinet as well as with external stakeholders to determine the best approach to

tackle the issues identified. Further reports will be brought back to Cabinet on this in due course.

1.5.3 LGA Recovery and Renewal Panel 29 – 30 June 2021

The purpose of the review is to:

- consider the Authority’s response to the COVID-19 pandemic.
- review the current priorities for the Borough, as a result of COVID-19, and
- consider the longer term impact of the pandemic, on the ambitions of the Authority for the Borough.

In doing so, the review will assess the following.

Progress made by the Authority’s recovery programme.

- Leadership of place, economy and supporting people.
- Effective partnership working.

Considerations and planning post July 2021:

- Consideration of the Our North Tyneside Plan priorities and objectives for recovery.
- Understanding of, and plans to address, impact of the pandemic on socio-economic inequalities.
- Making the most of new ways of organisational working and new ways of serving our customers, through the Authority’s customer service programme.
- Protecting recovery and planning for the future; understanding and addressing business and economic impact of the pandemic.

Schedule and Information for the LGA Remote Visit

The remote review will take place over two days, 29 – 30 June 2021, and will involve remote meetings with a range of council leaders and teams.

Table 1 below shows the draft schedule for the visit, agreed at the time this report was produced but may be subject to minor change, as final arrangements for the visit are established.

Table 1 - LGA Remote Visit Schedule

29 June	
Introduction / meet and greet session (2hrs)	All peer team Elected Mayor Deputy Mayor Lead Member for Finance Chief executive Head of Resources Head of Corporate Strategy Head of Regeneration
<ul style="list-style-type: none"> • Position statement / overview presentation from the Authority 	

Workstream 1	Workstream 2
A review of recommendations from the previous corporate peer challenge: <ul style="list-style-type: none"> We listen we care Values and Digital 	A review of recommendations from the previous corporate peer challenge: <ul style="list-style-type: none"> Inclusive economy NTCA
Meeting with Elected Mayor	Meeting with Chief Executive
Meet with Chairs of the Authority's Recovery Coordinating Group and workstream leads	Meet with members of the North Tyneside Strategic Partnership (NTSP) for an overview of recovery and future plans
Staff focus group - managers Recommendation 3 - from the existing positive culture, articulate and communicate clear key values for the organisation	Staff focus group – frontline staff Recommendation 3 - from the existing positive culture, articulate and communicate clear key values for the organisation
30 June	
Meeting with Cabinet Members	Meeting with Leader of the Opposition
Recovery Panel – forward looking	
Recovery panel – forward looking	
Debrief with the Elected Mayor and Chief Executive	
Peer Team Feedback	

1.6 Decision options:

The following decision options are available for consideration by Cabinet:

Option 1

(i) To note the progress made with the Authority's action plan (Appendix 1) and follow up visit by the LGA and agree the approach for a recovery and renewal challenge in June 2021

Option 2

(i) To note the progress made with the Authority's action plan (Appendix 1) and follow up visit and not agree to undertake a recovery and renewal challenge in June 2021

Option 1 is the recommended option.

1.7 Reasons for recommended option:

Option 1 is recommended for the following reasons:

- the action plan and agreement for a follow visit with the LGA was approved by Cabinet at its meeting of 14 October 2019.
- When COVID-19 national lockdown measures began in March 2020, the LGA suspended the physical delivery of peer challenge work, including their peer challenge programmes. To continue to support councils during this period, the LGA have refocused their offer, adopting a new approach to the peer support

offer, focusing on supporting the recovery and renewal of local government and communities. All work is undertaken remotely.

- The proposed approach and schedule for the recovery and renewal panel visit, has been designed with the LGA, lead Members and senior Authority officers.

1.8 Appendices:

Appendix1 - Corporate Peer Challenge Action Plan

1.9 Contact officers:

Jacqueline Laughton, Head of Corporate Strategy, tel. (0191) 6435724
Haley Hudson, Manager Customer Service and Digital, tel. (0191) 6437008
David Dunford, Acting Senior Business Partner, tel. (0191) 643 7027

1.10 Background information:

The following background papers/information have been used in the compilation of this report and are available at the office of the author:

- (1) Government's COVID-19 Response, Spring 2021, Roadmap Out of Lockdown
[COVID-19 Response - Spring 2021 \(Summary\) - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/covid-19/roadmap-out-of-lockdown)
- (2) Report to Cabinet – Covid-19 A Framework for Recovery in North Tyneside 29 June 2020
<https://democracy.northtyneside.gov.uk/documents/s4039/Covid-19%20-%20A%20Framework%20for%20Recovery%20in%20North%20Tyneside.pdf>
- (3) Report to Cabinet – A Digital Strategy for North Tyneside 20 January 2020
<https://democracy.northtyneside.gov.uk/documents/s2638/A%20Digital%20Strategy%20for%20North%20Tyneside.pdf>
- (4) Report to Cabinet - We Listen and We Care NTC Customer Service Programme 28 May 2019
<https://democracy.northtyneside.gov.uk/documents/s798/We%20Listen%20and%20We%20Care%20North%20Tyneside%20Council.pdf>
- (5) Report to Cabinet – Local Government Association Corporate Peer Challenge - Report and Action Plan 14 October 2019
<https://democracy.northtyneside.gov.uk/documents/s1226/Local%20Government%20Association%20Corporate%20Peer%20Challenge%20Report%20and%20Action%20Plan.pdf>

PART 2 – COMPLIANCE WITH PRINCIPLES OF DECISION MAKING

2.1 Finance and other resources

There are no financial implications arising from this report.

2.2 Legal

There are no legal implications arising from this report.

2.3 Consultation/community engagement

2.3.1 Internal Consultation

The Peer Challenge in June 2019 involved extensive engagement during the on-site exercise outlined in the report to Cabinet on 14 October 2019.

The follow up visit from the peer challenge and proposed recovery and renewal challenge, planned for 29 – 30 June 2021, will involve a schedule of meetings with Members, officers and partners, as set out in this report.

2.4.1 External Consultation

The Peer Challenge in June 2019 included focus group meetings with residents, some of the Authority's housing tenants, as well as partners.

A copy of this report will be shared with those residents and tenants, who took part in the June 2019 Peer Challenge.

2.4 Human rights

There are no human right's implications arising from this report.

2.5 Equalities and diversity

There are no equality and diversity implications arising from this report.

2.6 Risk management

There are no risk management implications arising from this report.

2.7 Crime and disorder

There are no crime and disorder implications arising from this report.

2.8 Environment and sustainability

There are no environment and sustainability implications arising from this report.

PART 3 - SIGN OFF

- Chief Executive X
- Head(s) of Service X
- Mayor/Cabinet Member(s) X
- Chief Finance Officer X
- Monitoring Officer X
- Head of Corporate Strategy and Customer Service X

Key recommendations coming out of Corporate Peer Challenge – Action Plan

	Recommendation	Action Taken	Due Date and Status	
			October 2019	March 2021
Page 13	<p>1. Crystallise the 'We Listen, We Care' principle and narrative into a coherent strategy and implementation plan and develop Council-wide strategic capacity to support this objective. This will help to translate this commitment into tangible plans for Members, staff and external partners which describe 'what' the message looks like in practice and 'how' they can embed it in their work and through their behaviours and actions</p>	<ol style="list-style-type: none"> 1. The priorities agreed with the Elected Mayor and Cabinet were tested in team briefings across the organisation between September 2018 and April 2019. 2. The approach to an organisation-wide Customer Service Programme was agreed by Cabinet in May 2019. 3. The detail of the Customer Service Programme is being led by the Senior Leadership Team and will be overseen by a Steering Group including the relevant Cabinet Members. 4. The narrative and implementation plan are being worked up as a single story to be used from October-November 2019, including a single description that explains what the Elected Mayor and Cabinet plan for the Borough and the plan for the organisation to support that work. 	<p>Complete</p> <p>Complete</p> <p>Complete – Steering Group in place</p> <p>Due November 2019</p>	<p>Complete</p>
	<p>2. From the existing positive culture, articulate and communicate clear key values for the organisation. This means teasing out the different key words and phrases and consolidating this into one clear set of values that articulate and define what North Tyneside Council is all about, what it is trying to achieve.</p>	<ol style="list-style-type: none"> 1. The priorities agreed with the Elected Mayor and Cabinet were tested in team briefings across the organisation between September 2018 and April 2019. 2. Language to articulate a set of values was tested with a range of colleagues in the same period. 3. A set of values will be used within the organisation from October-November 2019 We Listen We Care We are Ambitious; and We are Good Value for Money. 	<p>Complete</p> <p>Complete</p> <p>Due November 2019</p>	<p>Complete</p>

3.	<p>Realign the corporate enablers to better develop and deliver service reform with a particular focus on digital enablement. This means strengthening the strategic functions by having a stronger centralised intelligent client function, working with service area teams to get the best out of outsourced contracts. This will help to ensure that the outputs are aligned to the Council's ambitions and will support service reform, particularly in the progressive use of modern technologies.</p>	<ol style="list-style-type: none"> 1. Cabinet agreed a revised senior structure at its meeting in October 2018. Work to develop corporate leadership followed on from that. At paragraph 4.5 the Peer Team make specific reference to job titles and the external profile of the Council. As part of the Action Plan, if agreed by Cabinet, the Chief Executive, in consultation with the Elected Mayor and Deputy Mayor as Cabinet Member for HR, will make any appropriate adjustments. 2. Detailed discussions have been held with the senior director responsible for the Engie contract to agree an approach to strengthening these functions. 3. The narrative and implementation plan described at Recommendation 1 will include workstreams on: Our Team; Our Resources; and Our Technology. 4. Our Team: The following actions are taking place <ol style="list-style-type: none"> a. A single senior manager has been appointed to lead the team. b. A strategic approach to HR is being developed based on some simple priorities: Safe, Paid, Healthy, Happy and Capable. c. The Senior Leadership Team have agreed an overall approach to leadership and the outcomes required of this corporate function. d. Partnerships are being developed with Northumbria Health Care NHS Foundation Trust and University of Newcastle upon Tyne Business School. 	<p>Complete</p> <p>Complete</p> <p>Due November 2019</p> <p>Complete</p> <p>Complete</p> <p>Complete</p> <p>Underway</p>	<p>Complete</p> <p>Complete</p> <p>Complete</p> <p>Work done with both to borrow best practice. Broader partnership working has also been undertaken using Gatenby Sanderson and in follow up to the Peer Review, Salford City Council.</p>
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		<p>e. The “client” and “engie” HR teams will be co-located from autumn 2019.</p> <p>f. A workforce plan and organisation development plan will be prepared for implementation from spring 2020 and be directly linked to the Medium Term Financial Plan.</p> <p>5. Our Resources: The following actions are taking place</p> <p>a. Building on changes made last year, the approach to budget setting is being reviewed and adjusted, with discussions taking place with Members to compare the Constitution with other Mayoral Authorities</p> <p>b. Discussions are being held with colleagues across the country to compare notes and assumptions, including work with the appropriate professional bodies, LGA and MHCLG colleagues.</p> <p>c. The Budget Proposals from the Elected Mayor and Cabinet, due to be made in November 2019, will include a four-year Medium Term Financial Plan.</p> <p>d. The Senior Leadership Team have agreed an overall approach to leadership and the outcomes required of this corporate function.</p> <p>e. Building on a joint review of the Finance function the “client” and “engie” teams will be co-located from autumn 2019</p> <p>6. Our Technology: The following actions are taking place</p> <p>a. Governance of all technology work has been designed to report to an ICT Board – chaired by the Chief</p>	<p>Due to begin Autumn 2019. Due March 2020</p> <p>Timetable agreed by Cabinet September 2019 Constitutional Changes considered by Task Group for consideration by Council November 2019</p> <p>Due November 2019</p> <p>Due 26th November 2019</p> <p>Complete</p> <p>Due to start autumn 2019. Due to complete spring 2020.</p> <p>Complete</p>	<p>Complete Spring 2020. In Place</p> <p>Complete</p> <p>Complete</p> <p>Complete</p> <p>Complete</p> <p>Complete</p>
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		<p>Executive and including the Cabinet Member, Senior Leadership Team representatives, senior leadership from engie and a representative from Capita.</p> <ul style="list-style-type: none"> b. Building on the successful work done with the Investment Programme, a Gateway Process has been implemented to ensure clarity of accountability and progress. c. A Digital Strategy has been developed focussing on: Data; Customers; Team; and the Borough which will be agreed by Cabinet d. The Senior Leadership Team have agreed an overall approach to leadership and the outcomes required of this corporate function. e. Engie have invested in senior leadership of the function. f. A single view of the technology programme is being developed and will match the period of the Medium Term Financial Plan. g. Discussions are being held with colleagues in local government and the sector to inform the design of a stronger client structure. h. The “client” and “engie” technology teams will be co-located from autumn 2019. 	<p>Complete</p> <p>Due December 2019</p> <p>Complete</p> <p>Complete</p> <p>Considered regularly by ICT Board</p> <p>Due to complete Spring 2020</p> <p>Due to start Autumn 2019. Due to complete Spring 2020.</p>	<p>Complete</p> <p>Complete</p> <p>Complete</p> <p>Complete</p> <p>Complete</p>
4.	<p>Develop an inclusive economic strategy for North Tyneside having regard for commercial opportunity, sectorial strengths, skills provision and social inclusion. An inclusive economic strategy co-developed with communities and businesses would help in targeting growth opportunities to specific sectors, both locally and as part</p>	<p>1. An update to the Ambition for North Tyneside will be considered by Cabinet at its meeting in November. That update will include agreeing the next stages to develop the Authority’s approach on commercial opportunities, sectorial strengths and social inclusion.</p>	<p>Due November 2019.</p>	<p>The Cabinet has received updates to the Ambition for North Tyneside with an update provided in September 2020 which set out the Councils Regeneration and Investment priorities for future years.</p>

	<p>of the North of Tyne Combined Authority strategy. It would enable the development of skills around those sectors so that local people can benefit from the investment that may flow into the area.</p>	<ol style="list-style-type: none"> 2. Work is also planned to update the agreed Employment and Skills Strategy to bring that and the Ambition programme into a single view of an Inclusive Economic Strategy for Cabinet consideration and to align with the work of the North of Tyne Combined Authority. 3. That strategy will be accompanied by an appropriate work programme. 	<p>Due spring 2020</p> <p>Due Spring 2020</p>	<p>The Council has refined a draft Inclusive Economy Strategy over 2020. Recognising the importance of this area of work, the Council appointed a new Service Manager with specific responsibility for Inclusive Economic Growth. Commencing their duties in March 2021, they are currently refining the draft Strategy and will be considered by Cabinet in June 2021 following the Mayoral elections.</p> <p>Aligned with the Inclusive Economy Strategy, a complimentary work programme is being refined which will see the plan translated into meaningful activity.</p>
5.	<p>Through a whole council approach, deliver a four-year medium-term financial plan to meet the challenge which will enable the Council to deliver its priorities. This will enable the Council to take a long-term view of its financial capacity by breaking the budget down and aligning expenditure against priorities to help the Council in delivering its ambition for people, place and the economy.</p>	<ol style="list-style-type: none"> 1. Building on changes made last year, the approach to budget setting is being reviewed and adjusted with discussions taking place with Members to compare the Constitution with other Mayoral Authorities. 2. Discussions are being held with colleagues across the country to compare notes and assumptions, including work with the 	<p>Timetable agreed by Cabinet September 2019 Constitutional Changes considered by Task Group for consideration by Council November 2019 Due November 2019</p>	<p>Complete</p> <p>Complete</p>

		<p>appropriate professional bodies, LGA and MHCLG colleagues.</p> <p>3. The Budget Proposals from the Elected Mayor and Cabinet, due to be made in November 2019, will include an updated four-year Medium Term Financial Plan.</p>	Due November 2019	Complete
6.	<p>Maximise North Tyneside's influence and participation in the new North of Tyne Combined Authority with particular emphasis on joint development of priorities. This will enable the Council to jointly work on key agendas such as skills development, inward investment, tourism and in addressing deprivation through inclusive economic development.</p>	<p>1. Having been the Interim Mayor of the Combined Authority and following the Cabinet Members' participation in the Cabinet for the Combined Authority, much of the early work to develop priorities is aligned to the priorities of the Elected Mayor and Cabinet for North Tyneside.</p> <p>2. The Elected Mayor and Deputy Mayor continue to play a full part in the North of Tyne Combined Authority, with the Elected Mayor leading on Housing and Land and the Deputy Mayor leading on the Investment Fund.</p> <p>3. The Head of Corporate Strategy has been acting as a Director for the Combined Authority. The Head of Resources is the Interim Section 73 Officer. The Chief Executive is officer lead for business competitiveness and education improvement.</p> <p>4. The Senior Leadership Team have reviewed engagement with the Combined Authority and the Local Enterprise Partnership to ensure appropriate engagement at the right senior level.</p> <p>5. An internal officer group, chaired by the Chief Executive, works to ensure there is a consistent narrative across North Tyneside's engagement at a regional level.</p>	<p>Complete</p> <p>Complete</p> <p>Complete</p> <p>Complete</p> <p>Complete</p>	

North Tyneside Council Report to Cabinet Date: 24 May 2021

Title: North Tyneside Vehicle Access Crossing Policy

Portfolio: Environment	Cabinet Member: Councillor Sandra Graham
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Report from Service

Area: Environment, Housing and Leisure

Responsible Officer: Phil Scott, Head of Environment, Housing and Leisure **Tel:** (0191) 643 7295

Wards affected: All

PART 1

1.1 Executive Summary:

North Tyneside Council is responsible for an extensive highway network and maintaining the roads and pavements is a key priority. This is underpinned by the Highways Asset Management Plan 2017 – 2032 (the 'HAMP'), previously approved by Cabinet.

The HAMP sets out the Authority's asset management practices. One of the key objectives of the HAMP is to deliver the Mayor and Cabinet's policy commitment for sustained improvements to footways across the borough.

An important aspect of this is the effective management of vehicles crossing the footpath when accessing properties where damage is likely to occur unless a properly constructed crossing is provided.

The Highways Act 1980 permits householders to request access to their driveways by means of a vehicle access crossing. This involves dropping the kerb on the public highway and carrying out works to the public footway to allow a vehicle to cross over to the property.

As part of the Authority's continuous improvement programme under the HAMP a policy has been developed. This formalises the existing process and seeks to strengthen the Authority's approach to managing vehicle access crossing applications.

The purpose of this report is to seek Cabinet approval of the new vehicle access crossing policy.

1.2 Recommendations:

It is recommended that Cabinet:

- (1) Notes the information presented in this report;
- (2) Approves the North Tyneside Vehicle Access Crossing Policy which is attached to this report as **Appendix 1**; and
- (3) Authorises the Cabinet member for Environment and Transport to consider any referral made to them regarding the review of a decision taken in relation to a vehicle access crossing application, and to determine the application following such a review.

1.3 Forward Plan:

Twenty-eight days' notice of this report has been given and it first appeared on the Forward Plan that was published on 15 January 2021.

1.4 Council Plan and Policy Framework

The proposals in this report relate to the following priority in Our North Tyneside, the Council Plan 2020 to 2024:

- Our places will:
 - Have an effective transport and physical infrastructure

1.5 Information:

1.5.1 Background

North Tyneside Council is responsible for an extensive highway network and maintaining our roads and pavements is a key priority. This is underpinned by the Highways Asset Management Plan 2017 – 2032 (the 'HAMP'), previously approved by Cabinet.

The HAMP sets out the Authority's commitment to good asset management practices in the way it manages the highway. One of the key objectives of the HAMP is to deliver the clear policy direction from the Elected Mayor and Cabinet to increase the commitment to seek the sustained improvement of footways across the borough the improvement of footways across the borough. An important aspect of this is the effective management of vehicles crossing the footpath.

Throughout the year the Authority receives requests from residents seeking access to their property for their vehicles by 'dropping the kerb' to enable access to their property from the highway. The Highways Act 1980 makes provision for residents and property owners to do this by making a request to the Authority in its role of local Highway Authority. Decisions therefore need to be made by the Authority on whether to permit the construction of a vehicle access over a footway or verge. The decisions are made by assessing the applications against set highways criteria.

For a number of years, local highway authorities have managed applications for vehicle access crossings as part of daily business without recourse to a formalised policy. In North Tyneside, the Head of Environment, Housing and Leisure has delegated authority to make decisions on whether to permit a request for construction of a vehicle access crossing.

However, local highway authorities are moving towards creating formal policies for the management of vehicle access crossing applications. This is considered best practice as it provides greater clarity for the customer, provides transparency over the criteria applied, ensures a consistent management approach, and promotes consistent decision making.

As such, and in line with the aims and objectives of the HAMP, a vehicle access crossing policy has been developed which is attached to this report as **Appendix 1**.

1.5.2 The New Policy

The purpose of the new vehicle access crossing policy is to:

- Formalise the existing vehicle access crossing process and criteria for assessing applications in a policy document
- Ensure the right balance between on-road and off-road parking, and to preserve the character of the streetscape
- To improve the customer experience by providing clearer information on the application process and the assessment criteria.

The policy sets out the legislative background, processes, assessment criteria and all other information key to the management of vehicle access crossings including:

- Legislative background in relation to vehicle access crossings
- Approvals required for a vehicle access crossing request
- Criteria used to assess vehicle access crossing applications
- Details of the application process
- Details setting out construction options, fees and payment process.

1.5.3 Customer Approach

Should Cabinet approve the policy, the intention is to publish it on the Authority's website and make it available in other formats. In addition, to simplify the application process and to improve the customer experience, the new vehicle access crossing policy will be supported by a new customer guide. This will include plain language guidance on the application process, useful contacts, frequently asked questions and visual illustrations to help explain the acceptable criteria. The customer guide is currently in development and is expected to be made available on the Authority's website during summer 2021.

1.6 **Decision options:**

The following decision options are available for consideration by Cabinet:

Option 1

Cabinet approves the recommendations at paragraph 1.2 of this report.

Option 2

Cabinet does not approve the recommendations at paragraph 1.2 of this report.

Option 1 is the recommended option.

1.7 Reasons for recommended option:

Option 1 is recommended in order to have a formal vehicle access crossing policy in place to ensure a consistent approach to managing applications and to assist customers through the application process.

1.8 Appendices:

Appendix 1: Draft North Tyneside Vehicle Access Crossing Policy

1.9 Contact officers:

Anthony Hewitt, Capita Head of Highways & Construction, tel 07740 531 130

Mark Newlands, Highways and Infrastructure Manager, tel. (0191) 643 6129

Colin MacDonald, Senior Manager, Technical and Regulatory Services,
tel. (0191) 643 6620

David Dunford, Senior Business Partner, tel (0191) 643 7027

John Barton, Lawyer, Legal Services, tel (0191) 643 5354

1.10 Background information:

The following background papers/information have been used in the compilation of this report and are available at the office of the author:

[Highways Act 1980](#)

[North Tyneside Highway Asset Management Plan 2017 to 2032](#)

[Equality Impact Assessment](#)

PART 2 – COMPLIANCE WITH PRINCIPLES OF DECISION MAKING

2.1 Finance and other resources

There are no financial and resource implications directly arising from this report. Customers requesting a vehicle access crossing are required to pay for the work at their own expense. The process is explained in Section 8 of the proposed policy.

2.2 Legal

The Authority has a statutory duty to maintain the public highway under the Highways Act 1980 and is the local highways authority. Section 184 of the Act a person may make a request to construct a vehicle access over a footway, or verge in the highway.

The Officer Delegation Scheme, which forms part of the Authority's Constitution in relation to "General Delegations", states that; 'The Chief Executive and all Heads of Service are authorised to exercise the functions listed below.'

Included in that list is GD 6 which states: -

'GD6 To take decisions on behalf of the Authority on all matters where they have managerial or professional responsibilities for their service areas. A summary of the scope of each Head of Service's responsibility is set out at the beginning of each service area's section in the scheme.'

Responsibility for highways functions is the responsibility of the Head of Environment, Housing and Leisure who therefore has the appropriate delegated authority to make decisions under the proposed policy.

The Policy permits officers to refer a decision to refuse an application for vehicle access crossing to the Cabinet Member for Environment and Transport if that decision is challenged by an individual. This is not currently in the Mayor's Delegation Scheme and therefore will need to be added to that scheme if considered appropriate to do so.

2.3 Consultation/community engagement

Internal consultation on the draft policy has been undertaken with the Cabinet Member for Environment and Transport and the relevant Authority service areas

External consultation has taken place with the North East Highways Alliance and other highways networking groups which has informed development of the policy.

2.4 Human rights

The vehicle access crossing policy seeks to improve transparency around decision-making in line with the relevant articles of the Human Rights Convention.

2.5 Equalities and diversity

There are no equalities and diversity issues directly arising from this report. An Equality Impact Assessment has been undertaken which has concluded that there will be no potential adverse impact on any of the protected characteristic groups. A copy of the Equality Impact Assessment has been included in the background papers. If approved, the policy will be made available to all members of the public in accessible formats.

Vehicle access crossing applications are assessed using prescribed criteria which sets out the standard dimensions for a dropped kerb to allow a vehicle to safely cross the public footway. The criteria is the same for all users of vehicles, regardless of their characteristics. For example, a vehicle access crossing will provide the same facility for a disabled driver as it would a non-disabled driver. The policy relates to domestic vehicles only and does not apply to motorised scooters. In summary, the policy is compliant with the requirements of the Equality Act 2010.

2.6 Risk management

There are no risk management implications directly arising from this report. Risks associated with the provision of the Highways service, delivered through a long-term strategic partnership with Capita, are monitored via the established Technical Partnership governance arrangements.

2.7 Crime and disorder

There are no crime and disorder implications arising directly from this report.

2.8 Environment and sustainability

There are no environment and sustainability implications directly arising from this report. However, service delivery is provided by the Authority's Technical Services partner Capita. As part of the annual service planning process, Capita has regard to how it contributes towards carbon reduction following the Authority's declaration of a climate emergency.

PART 3 - SIGN OFF

- Chief Executive X
- Head of Service X
- Mayor/Cabinet Member X
- Chief Finance Officer X
- Monitoring Officer X
- Head of Corporate Strategy and Customer Service X

APPENDIX 1



North Tyneside Council Vehicle Access Crossing Policy

May 2021

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1. Introduction

North Tyneside Council is responsible for an extensive highway network and maintaining our roads and pavements is a key priority. This is underpinned by the Highways Asset Management Plan 2017 to 2032 (the 'HAMP'), previously approved by Cabinet.

An important aspect of highway maintenance is the effective management of vehicles crossing the footpath where damage will occur unless a properly constructed crossing is provided. This is consistent with the Elected Mayor's pledge to improve our footpath network.

Residents wishing to drive across the public footway to gain access to park on their property are required under Section 184 of the Highways Act 1980 to have in place a vehicle access crossing. This typically consists of a dropped kerb at edge of the road with a ramp to enable a vehicle to drive across the footway. If the footway is constructed from flagstones, then it is strengthened below with concrete to take the weight of a vehicle.

From a highway management perspective, it is desirable to control the number of new accesses (and associated stopping and turning manoeuvres) onto public roads in order to maintain the right balance of on-street and off-street parking and to ensure that there are no road safety issues.

This Vehicle Access Crossing Policy is intended to ensure that there is a consistent approach to considering applications for vehicle access crossings in North Tyneside. It relates only to domestic and light use vehicles up to a weight of 3500 kgs which applies to the majority of vehicle access crossing applications. Vehicle access crossings for heavy vehicles, for example at industrial premises, will normally require a non-standard type of construction and will therefore be considered outside this policy on a case by case basis.

This is North Tyneside Council's first formal vehicle access crossing policy and it supersedes any previous criteria and processes applied by the Highway Maintenance Team.

For those residents who wish to park their vehicles within their own property it is in their interests to have a properly constructed vehicle access crossing in place for the following reasons:

- It ensures a legal right of access to their driveway hardstand
- Legal enforcement can be undertaken if a vehicle obstructs passage of way in or out of the property
- Maintenance responsibility for the crossing lies with the Council and not the householder
- A properly constructed vehicle access crossing removes the risk of damage to vehicles by providing a smooth route across the public footway

If a vehicle access crossing is not put in place this creates the following problems:

- The householder may be liable for any damage to the surface or foundations of the footway or any utility services damaged as a result of illegally driving across the public footway.
- The householder may be subject to public liability insurance claims should someone have an accident as a result of damage from unauthorised crossing or inadequate construction in the public footway

- Driving across the public footway without a properly constructed vehicle access crossing could result in expensive repairs to the householder's vehicle such as wheel alignment repairs, damaged wheels, and bodywork due to "bumping up and down" the kerb

Residents wishing to apply for a vehicle access crossing can do so by contacting the **Highways Team** by telephone on **0191 643 4518** or by email at highways@northtyneside.gov.uk

2. Vehicle Access Crossing Construction

In general, vehicle access crossings will be constructed using tarmac, flagstones, concrete, or block paving to match the existing footway. If the property falls within a conservation area, the vehicle access crossing will be constructed in keeping with the surface of the footway.

Once a vehicle access crossing has been constructed, it remains part of the public highway and will be maintained by the Council as part of the adopted public footway.

Technical details of the construction specification can be obtained by contacting the Highways Team.

3. Obtaining Council Approval for a Vehicle Access Crossing

If residents wish to have a vehicle access crossing, formal approval will be required from the Council's Highways Team (the Highway Authority). In some cases, approval will also be required from the Planning Department. Further detail is set out below.

3.1 Highways Approval

When assessing an application, the Highways Team must consider the need to prevent damage to the footway/verge/services and the requirement by law to have due regard to the following criteria:

- a) The ability for vehicles to enter and leave safely from the premises.
- b) The need for a suitably sized parking area within the property curtilage (as defined by the Council) to allow vehicles to enter and leave the space at right angles and in one movement from the road.
- c) The need for any necessary strengthening of the footway/verge to withstand the weight of vehicles to ensure statutory services under the footway/verge are protected.
- d) The requirement that a vehicle must be parked wholly within the property. Any vehicle overhanging the footway is committing an offence under the Highways Act 1980, section 137.
- e) The requirement to ensure that no surface water from the private property discharges directly onto the public highway.

3.2 Planning Approval

In certain circumstances, planning permission for a vehicle access crossing will be required in addition to highways approval. If the household is located on a classified road (A, B or C class road)

then a planning application will need to be made. The Council's Highways Team can advise on whether the road is classified.

There are certain other situations when a planning application might be required. Residents who wish to apply for a vehicle crossing are advised to seek advice from the Planning Department at the same time as applying to the Highways Team. The **Planning Team** can be contacted by telephone on **0191 643 2310** or by email at development.control@northtyneside.gov.uk

4. Vehicle Access Crossing Criteria

This section sets out the criteria that the Highways Team will consider when determining a vehicle access crossing application.

If the application does not meet the criteria set out below then the vehicle access crossing application will be refused.

When the application is refused, applicants will be informed in writing and will be provided with details of the reasons for the refusal.

If an application is refused and the applicant wishes to challenge the decision, they will be asked to write to the Highways Team setting out their reasons. The Highways Team will review the case and communicate the outcome to the applicant. If the applicant remains unsatisfied, the matter will be referred to the lead cabinet member who will undertake an independent review and make the ultimate and final decision. The outcome will be communicated to applicant in writing.

4.1 Road Safety Considerations

A vehicle access crossing application will need to comply with road safety considerations if it is to be approved.

Applications will not be approved in the following circumstances:

- Where the proposed vehicle access crossing fronts directly onto a high-speed road (40mph and over)
- Where it is not possible to achieve the correct sightlines for drivers exiting the property
- Where the proposed crossing would require manoeuvring onto a roundabout
- Where the proposed crossing is within the zig-zag markings of pedestrian crossings
- Where the proposed crossing is immediately adjacent to pedestrian refuges, traffic islands etc which would prevent a vehicle turning in excess of 90 degrees in a single manoeuvre
- Where the proposed crossing is at a bus stop covered by a clearway
- Where the proposed vehicle access crossing is within 15m of a road junction.

The above list covers the majority of situations where a vehicle access crossing will not be permitted on the grounds of road safety, but it is not exhaustive. There may be occasions when a specific other road safety issue causes concern. In these circumstances, the Highways Team will determine

the application by seeking advice from the Road Safety Team and by referring to national road safety guidance.

4.2 Minimum Dimensions of Hardstand within the Private Property

In order to maintain full and unobstructed use of the public highway, no part of a vehicle parked within a property may project on to or over the highway. In order to ensure this is the case, this policy stipulates minimum dimensions required for a hardstand within the property boundary.

Vehicle hardstands within properties will be a minimum of 2.4 metres wide and a minimum perpendicular distance of 5m from the highway boundary to any house wall, garage door etc.

4.3 Angled Hardstands not Permitted

Requests for hardstands installed and accessed at an angle will not be permitted due to reduced visibility whilst emerging from the driveway.

4.4 Vehicle Access Crossing not to be used as a Parking Space

A vehicle access crossing may not be used as a parking area. The vehicle access crossing in its entirety, including any construction within a highway grass verge is solely for the purpose of accessing the private hardstand and cannot be used as a parking area.

4.5 Width of Vehicle Access Crossing

This section sets out the dimensions that will apply to the vehicle access crossing giving access across the public footway to the property hardstand.

The minimum width for a single vehicle access crossing will be 3.6 metres (3 centre kerbs plus 2 sloping transition kerbs either side). The maximum width allowed for a single vehicle access crossing will be 5.4m metres (4 centre kerbs plus 2 sloping transition kerbs either side).

Double size vehicle access crossings will be permitted where this is not detrimental to on-street car parking capacity. The maximum width allowed for a double vehicle access crossing will be 7.3m metres (6 centre kerbs plus 2 sloping transition kerbs either side).

Full frontage vehicle access crossings on residential properties will not be permitted. This is to prevent the loss of on-street parking space to ensure the right balance between on-street and off-street car parking provision.

Separate in/out drives will not be permitted. Again, this is to maintain the right balance of on-street and off-street parking space.

4.6 Distance between Vehicle Access Crossings of Neighbouring Properties

To minimise any impact on highway amenities, the vehicle access crossing will generally be sited to the side of the frontage, not in the centre. The minimum distance between vehicle access crossings of neighbouring properties will be 2.4 metres which will provide enough upstanding / pavement for a highway amenity such as a tree or lamp column.

Where this is not possible due to limited frontage width, the applicant's vehicle access crossing may adjoin a neighbouring existing vehicle access crossing. In such cases approval will be subject to a site inspection by a member of the Highways Team.

Further information on shared access driveways is set out in Section 4.8.

4.7 Second Vehicle access crossings

Occasionally it will be permissible to allow 2 separate vehicle access crossings at a single property. This will normally be when the property is a corner plot at the junction of two separate streets, each having a hardstanding for off-street parking (equivalent to a double driveway but in two separate locations).

4.8 Shared Access Driveways

Where the occupiers of two adjoining properties share a hardstand and wish to build a double width crossing to serve the two sites, both occupiers will be required to request permission from the Highways Team to do so.

Where there is an application to extend the width of a vehicle access crossing to a shared driveway, then the width of the vehicle access crossing shall be measured from the centre of the shared driveway. This is required to ensure that the vehicle access crossing width to a property does not exceed the maximum permitted width.

4.9 Avoiding Adverse Impact on Neighbouring Properties

Wherever possible and to limit the impact on neighbouring properties, a vehicle access crossing will be sited wholly within the section of footway fronting the applicant's property. The sloping transition kerb will not overlap the neighbouring property frontage.

4.10 Existing Highway Amenities

Wherever possible, the vehicle access crossing will be located so that it does not adversely affect any existing highway amenities, such as street furniture, lamp columns, trees, and parking.

In any case where an approved vehicle access crossing construction requires removal, replacement, or relocation of council-owned or third party highway amenities, the cost of such works will be borne by the applicant.

Utility Apparatus

It may be that there are assets in the public footway which do not belong to the Council such as utility apparatus. If these are in the location of the proposed vehicle access crossing, there may be additional work required to relocate or lower the apparatus. The Highways Team will liaise with the asset owner and advise the applicant of what is required and the additional cost. Before the vehicle access crossing work can be undertaken, the applicant will be required to pay the asset owner and provide evidence to the Highways Team that this has been done. The Highways Team will then work with the asset owner to coordinate the relocation / lowering of the apparatus during the vehicle access crossing work.

Street Furniture

Regarding existing street furniture e.g. lamp columns, traffic sign etc, a minimum distance of 1.2 metres will be required between a proposed vehicle access crossing and any existing street furniture. If this is not feasible, a decision will be made by the relevant council department to determine whether the item can be practically removed or relocated at the applicant's expense. If this cannot be done, the application will be refused.

Green Amenities

When considering the layout of a hardstanding and the position of a proposed vehicle access crossing, the Highways Team will consider any existing green amenities such as public grass verges and flowerbeds.

Applications for vehicle access crossings where there is an adverse impact on flowerbeds or shrubs in the highway will be refused. It may be possible to relocate green amenities to facilitate a vehicle access crossing in which case any costs of alterations will be borne by the vehicle access crossing applicant.

Trees

Vehicle access crossing applications in close proximity to a highway tree will be referred to the Council's arborist who will advise on any issues / concerns and whether the application has any implications with respect to the Council's Tree Policy.

No healthy tree will be removed in order to facilitate a vehicles access crossing. If a tree is unhealthy / diseased and the Council's arborist deems it can be removed to facilitate a vehicle access crossing then the applicant will bear the costs of removal of the tree.

4.11 Controlled Parking Zones and Pay & Display Bays

Applications for vehicle access crossings in streets with controlled parking such as pay and display bays will be considered on an individual basis. The Highways Team will seek advice from the Parking Team on the feasibility of granting approval, giving due regard to parking legislation and policy.

4.12 Gates Across Property Boundary

Section 153 of the Highways Act 1980 states that driveway gates are not permitted to open out onto the public highway unless agreed with the Highway Authority. As such, vehicle access crossing applicants who propose to fit gates will be requested to ensure the gates open inwards. Where this cannot be practically achieved, for example, if gates cannot be closed with a vehicle parked on the hardstand, then the applicant will require permission from the Highways Team. This will be dealt with as part of the vehicle access crossing application process.

5. Application Process

Householders wishing to have a vehicle access crossing installed will be required to make a formal application to the **Highways Team** by telephone on **0191 643 4518** or by email at highways@northtyneside.gov.uk. The applicant will be contacted by the Highways Team and an appointment will be made for a member of the team to visit the site to assess the feasibility of the application. If the application is approved, the dimensions of the crossing will be agreed and marked on site and the applicant will then be advised on the next steps around construction, options for undertaking the work and costs.

6. Timescales

The Highways Team is committed to processing vehicle access crossing applications in a timely manner and will aim to meet with applicants on site within 10 working days. Whilst the Team will make every effort to meet the target timescales, there may be occasions when this might not be achievable due to fluctuations in workload. On these occasions, applicants will be kept informed.

7. Construction Options for an Approved Vehicle Access Crossing

Applicants who receive approval for a vehicle access crossing will initially be recommended to have the work done by the Council Highways Operations Team. A quotation for the work will be provided. If the applicant prefers, they have the option to have the work done by a privately appointed competent contractor. The contractor will be required to adhere to the Council's highway specification and vehicle access crossing dimensions and the applicant will be required to provide proof of the contractor's public liability insurance. Advice on this will be given to the applicant at the appropriate time.

8. Costs and Fees

Following approval of a vehicle access crossing application and agreement from the applicant to go ahead with the work, the applicant will bear the full costs of the construction work, whether the works are undertaken by the Council or a contractor appointed by the applicant. If the applicant chooses to use the Council for the work, the Highways Team will advise the applicant on the method of payment at the appropriate time.

9. Coordination with Council Footway Renewal Works

When the council is planning to carry out wholesale footway refurbishment works in a street then there will be an opportunity for residents to have a vehicle access crossing installed at a reduced cost by virtue of the workforce already being mobilised in the street. Before undertaking planned footway schemes, the Highways Team will proactively contact all householders meeting the criteria for a vehicle access crossing and offer a crossing at a discounted price. The level of discount will be determined on a scheme by scheme basis depending on the nature of the footway improvements.

10. Removal of Redundant Vehicle Access Crossings

Occasionally, an existing vehicle access crossing may become redundant, for example, when a hardstand is removed and converted back to a garden. Any redundant vehicle access crossings will be removed during planned highway works and the property owner will be notified accordingly. When a property owner requests the removal of a vehicle access crossing to enable an alternative vehicle access crossing access to be created and planned works are not taking place then the footway at the redundant crossing location will be reinstated at the applicant's expense.

North Tyneside Council Report to Cabinet Date: 24 May 2021

Title: An inclusive economy in North Tyneside

Portfolio(s): Deputy Mayor	Cabinet Member(s): Carl Johnson
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Report from:	Regeneration and Economic Development	
Responsible Officer:	John Sparkes, Head of Regeneration and Economic Development Paul Hanson, Chief Executive	(Tel: 0191 643 6091 07960 388 604)
Wards affected:	All	

PART 1

1.1 Executive Summary:

At its meeting on 26 November 2018, Cabinet agreed its Regeneration Strategy, “An Ambition for North Tyneside.” That Strategy framed the physical changes planned for North Tyneside against the needs and ambitions for the Borough. Significant effort has gone into making sure that every resident, business and visitor benefits from the regeneration of the Borough but more needs to be done.

In lots of ways, North Tyneside is an inclusive place. 73% of residents feel like they belong to their local area, which is higher than the national average.

There are, however, serious barriers to inclusion, including:

- The impact of poverty and deprivation in North Tyneside.
- The impact of the COVID 19 pandemic.
- There are also barriers associated with the Protected Characteristics. In particular disability, age, sex and race.

This report asks Cabinet to agree an approach to building a more inclusive North Tyneside, particularly using the local economy as a route to making that happen. It describes what an inclusive economy means and who is at risk of exclusion.

The report then looks at the dimensions of inclusion and the levers available to the Authority and its partners. As was the case for the Regeneration Strategy it then provides a framework for a range of projects and activities which aim to make North Tyneside and its economy, more inclusive. It contains a framework approach organised

across seven fundamental areas; Education, Employment, Safety, Social equity, Housing, Connections and Environment.

This strategy aims to make North Tyneside a great place to live, work and visit for everyone.

1.2 Recommendation(s):

It is recommended that Cabinet:

- (1) Agree the proposed approach towards developing an inclusive economy in North Tyneside.

1.3 Forward Plan:

Twenty-eight days' notice of this report has been given and it first appeared on the Forward Plan that was published on 4th December 2020.

1.4 Council Plan and Policy Framework

This report relates directly to the delivery of the Our North Tyneside Plan. While “An Ambition for North Tyneside” focussed on the Place and Economy elements of the Plan, this strategy is focussed on the People and Economy elements of the Plan.

Following the recent elections, work is underway with the new administration to consider a refresh of the Council Plan to reflect more closely their policy priorities as set out during the election process. This will include a clear focus on reducing inequalities and providing opportunities for all through inclusive economic growth as set out in this report.

1.5 Information:

1.5.1 Background

1.5.2 North Tyneside has had a strong and growing economy for some time. The Elected Mayor and Cabinet have reflected their support for the economy through the Our North Tyneside Plan where the Economy section identifies the following priorities. Our Economy will:

- Benefit, along with our people and places, from our ambitious vision in the North of Tyne Combined Authority
- Benefit from the delivery of our ambitious vision, which we created with partners in the North of Tyne Combined Authority
- Be dynamic and more inclusive, which will ensure that all residents have a stake in our region's future
- Grow by supporting new businesses and building on our strengths, including our existing world class companies, and small and growing enterprises
- Be business friendly, ensuring the right skills and conditions are in place to support investment; and

- Continue to support investment in our business parks, units and town centres.
- 1.5.3 The Authority’s work through the North of Tyne Combined Authority has included an Inclusive Economy Policy Statement, which sets out an ambition for an inclusive and dynamic economy. The aim is to remove the barriers which make it difficult for people to take up employment and training opportunities and empower people with the skills and resources they need to take ownership of their future and secure good jobs with living wages. The North Tyneside Inclusive Economy Strategy complements the North of Tyne Combined Authority Inclusive Economy Policy Statement, by making clear how this will be taken forward in North Tyneside.
- 1.5.4 This can be seen in the North East Strategic Economic Plan and the emerging Local Industrial Strategy where the Local Enterprise Partnership has led an agreed focus on “more and better jobs.”
- 1.5.5 For North Tyneside, an inclusive economy means an economy that works for and includes everyone, where the benefits of the economy are spread, so that all communities flourish and grow equally.
- 1.5.6 Currently North Tyneside is home to 5315 businesses, 9600 self-employed residents in a total of around 131,000 residents of working age. Business start-ups have been strong and sustained and inward investment in terms of businesses coming into North Tyneside has been a real success story – with SAGE and Verisure being two recent and significant examples. It is worth noting that since the start of the COVID 19 pandemic, there has been a significant reduction in the number of inward investment enquires being received, however the large scale enquires are still coming forward and the Authority is progressing a number of enquiries which could lead to significant job creation.
- 1.5.7 For residents, the number of people who are economically active has been strong, at 80.8% of the population compared to 75.7% in the North East, and average earnings have been rising, closing the gap on the National Average. Median weekly earnings for full-time employees rose by £29.70 between 2018 and 2019, from £539.3 to £569, compared to the national median weekly earnings of £585 in 2019 and the North East median weekly earnings of £533.
- 1.5.8 However, deprivation has presented a barrier for many of the Borough’s residents. Deprivation can be a cause of exclusion from the economy, for example, through the Poverty Premium.¹ Likewise, sometimes exclusion from the economy causes deprivation. For example, people with disabilities and ethnic minorities can be excluded from the economy due to discrimination in the workplace or lack of accessibility more generally, which can lead to deprivation. Deprivation is both a cause and impact of exclusion from the economy. As such, deprivation and exclusion from the economy can become a vicious cycle.
- 1.5.9 The impact of the 2008 Financial Crisis and aspects of the Government’s response have stalled improvements in life chances and, in some places, deepened deprivation. Professor Marmot, in updating his study on Health Equity in England in February 2020, demonstrated that effect. The study shows that if left unchecked, the social, economic and political changes which have impacted on health inequalities in England, will have

¹ Poverty Premium is the extra cost that households on low income incur when purchasing the same essential goods and services as households on higher incomes. Research suggests such premiums exist in a wide range of areas including energy, insurance and groceries.

detrimental impacts in the future. Ten years of austerity policies have widened social, economic and regional inequalities.

- 1.5.10 To add to this, the impact of the COVID 19 pandemic has been significant. The number of working age residents claiming universal credit increased by 43% between February and October 2020, just over a third were searching for work, a similar proportion were working, while the remainder were unable to work due to ill health or caring responsibilities. In December 2020, a new Marmot Review was published, entitled 'Build Back Fairer: The Covid-19 Marmot Review', which makes clear that rather than just building back better, which has become the mantra, the Authority needs to build back fairer, by building a society based on the principles of social justice.
- 1.5.11 Low-income families have been hit the hardest by the pandemic as financial instability has risen. Before the pandemic, the issue of in-work poverty was becoming more prevalent, with an increasing demand not only for more but for better quality jobs. Workers in poverty are more likely to have insecure jobs, with fewer rights and employee benefits, making the impact of COVID 19 yet more severe.
- 1.5.12 As well as the immediate economic impact, the impact of COVID 19 is expected to widen inequalities; the impact of school closures on children and young people in poverty is greater than that on their wealthier peers. In June 2020, the Education Endowment Foundation found that school closures are likely to reverse progress made to narrow the gap in the last decade. Because of this widening of inequalities, the impact of COVID 19 is likely to be long-lasting and varied. The measures taken to narrow that gap will need to be equally sustained and innovative.
- 1.5.13 The Mayor and Cabinet are committed to an inclusive North Tyneside. On 14 December 2015, Cabinet agreed an approach to tackling deprivation that subsequently gave rise to a sustained partnership in Chirton and Riverside, Howdon and Wallsend Wards. That work translated some of its elements borough-wide, particularly in terms of delivery of Public Health and Wellbeing services. On 20 July 2018, Cabinet heard an evaluation of this work, which found that in the affected wards, there was a significant increase in performance in Mathematics for young men, the number of people claiming income related benefits reduced in Chirton and Riverside Wards and smoking quit rates rose faster in Chirton and Riverside Wards than the borough-wide figures.
- 1.5.14 As part of last year's Council Budget, the Mayor and Cabinet allocated £1m to create a Poverty Intervention Fund. This is aimed at alleviating the impacts of living in poverty, in particular, the financial, social and health impacts of poverty. On 29 June 2020, Cabinet agreed four initial initiatives targeted at children, families with children and older people.
- 1.5.15 The Levelling Up Fund should go some way to ensuring that the Authority can 'build back fairer'. The fund should address challenges faced in deprived areas, ensuring people across the nation's regions can contribute to, and benefit from, economic growth.
- 1.5.16 What does an inclusive economy look like?
- 1.5.17 In recent years, a great deal of international policy thinking has gone into thinking about inclusive economic growth. Essentially, the focus has shifted to look at the quality of economic growth not just its rate. This means an economy that works for and includes everyone, where the benefits of the economy are spread, so that all communities flourish and grow equally.
- 1.5.18 Success in creating an inclusive economy will mean:

- Every resident has the right to a good **Education**, which closes the attainment gap between students from deprived and affluent areas and makes sure that young people have the skills, experience and qualifications to take up quality training and jobs.
- Every resident has the right to **Employment** in a safe working environment, with opportunities for progression, paid a fair wage and feeling valued.
- Every resident has the right to the feeling and experience of **Safety** in their communities.
- Every resident has the right to **Social Equity**, including commitment to fairness, justice and equality from employers, education and training providers.
- Every resident has the right to good quality and affordable **Housing**, providing a place to grow and learn throughout the life course.
- Every resident has the right to social and digital **Connections** which maximise opportunities to fully participate in their communities.
- Every resident has the right to a sustainable **Environment**, where the Borough's growing economy does not come to the detriment of the climate.

1.5.19 Who is excluded in North Tyneside and what are the barriers to inclusion?

1.5.20 The Borough is a great place to live, work and visit but not for everyone. There is a risk that some groups of residents may not benefit from North Tyneside's economy as much as others. This includes:

- Residents living in deprivation.
- Residents with Protected Characteristics. In particular disability, age, sex and race.

1.5.21 The single biggest excluding factor in North Tyneside is **deprivation**.

1.5.22 Around 1 in 10 residents live in an area that is ranked as the most deprived in England and an estimated 18.7% of children in North Tyneside were living in poverty in 2018/19. Deprivation affects health, social and economic outcomes, all of which impact on one another. The rest of this report will look at these impacts in more detail, in relation to each of the rights outlined above.

1.5.23 In terms of looking at other barriers, the suggested approach is to concentrate on the **9 Protected Characteristics** created by the Equality Act 2010. They are

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

- Sex
- Sexual orientation

1.5.24 Of the protected characteristics, **disability** has one of the biggest impacts in terms of economic inclusion. The Joseph Rowntree Foundation states that one of the two most important factors shaping poverty trends, is disability.

1.5.25 The percentage of people with a long-term health problem or disability in North Tyneside is similar to the North East average, but higher than England, and North Tyneside has seen an increase in the challenges and complexity of adults with mental health needs.

1.5.26 In North Tyneside the risks of exclusion based on the other 8 characteristics are broadly the same as the rest of the UK. However, the demography of the Borough means more is known about the barriers faced by some residents with those characteristics than others. The impacts of **age** and **sex** will be explored throughout this report, in relation to the seven rights highlighted above.

1.5.27 When it comes to **race**, North Tyneside has relatively few residents from BAME backgrounds, at 3.4%, compared to 13.8% in the UK population. The largest BAME ethnic group in North Tyneside is Asian or British Asian (1.5%), followed by Mixed (0.9%) Chinese or Other (0.6%) and Black or Black British (0.4%). Low numbers make it difficult to find statistically significant trends, however the national picture shows that being from an ethnic minority group has an impact on economic inclusion. According to the Joseph Rowntree Foundation, the other most important factor shaping poverty trends, besides disability is ethnicity. The Mayor and Cabinet have recognised the need to look at the experiences of residents from BAME communities in North Tyneside, and as such have set up a Mayor’s BAME task group.

1.5.28 It is clear that deprivation and the protected characteristics are not independent of one another. In some cases, they are also interlinked so that one can cause the other, for example the links between disability and deprivation. It is therefore important to consider the intersectionality of each of the protected characteristics and deprivation, when trying to achieve an inclusive economy.

1.5.29 The proposed approach to creating greater inclusion

1.5.30 The above benchmarks for an inclusive economy are underpinned by the social foundation suggested by Kate Raworth, who looked at the concept of rights, with some specific areas of focus in a North Tyneside Context. These areas of focus create the framework for an inclusive economy.



1.5.31 The rest of this report outlines the challenges in each of these areas for North Tyneside, and what is currently planned and suggested to be done about them.

1.5.32 The right to a good education

1.5.33 The education system in North Tyneside has had a significant impact on the life experience of residents for many years. A sustained investment in parts of the education system has provided significant opportunities. Attainment for pupils at key stage 2 and 4 is better than the national average, and 85% of pupils attend a school rated as 'good' or 'outstanding' by Ofsted.

1.5.34 The Challenge:

1.5.35 Despite successes in North Tyneside's education system, there has been and remains a stubborn issue that is a reflection of a national picture but has a local impact.

Deprivation has a direct impact on progress and attainment. Children and young people who come from neighbourhoods which experience higher levels of deprivation are less likely to be ready for school, are less likely to do well and are less likely to progress to further or higher education and less likely to move into good jobs.

1.5.36 At key stage four, the gap between disadvantaged and non-disadvantaged pupils has widened and is now larger than the national gap. 44% of North Tyneside's disadvantaged cohort achieved grades four or higher in English and maths GCSE, compared to 72% of the non-disadvantaged cohort. Nationally, pupils with SEND have lower attainment, as do boys. In North Tyneside, evidence suggests that 25% of the pupil premium cohort are "long term disadvantaged", of which the vast majority are White British. For North Tyneside, deprivation is the key issue. In common with the North of the country, North Tyneside has relatively few BAME pupils and relatively more long-term disadvantaged pupils. See appendix 1 for further data.

1.5.37 At the State of the Area Event 2020, which had a workshop on an inclusive economy, participants discussed barriers to education. They pointed out that there are also barriers to students with English as a second language, young carers and students who are less academic, and do not want to attend university. It was suggested that to improve education outcomes, the Authority needs to focus on resilience, mental health, more practical routes into employment and life skills.

1.5.38 To ensure every student has the right to a good education, the Authority must tackle the impacts of deprivation, those who have a protected characteristic and the places where they intersect.

1.5.39 How this will be achieved:

1.5.40 The Mayor and Cabinet are currently working with the officer team to review and revise their strategy for education in North Tyneside and that will be considered by Cabinet later this year. That strategy will be required to tackle barriers and build on opportunities in the following key areas:

- Making sure every young person is ready for school.

- Improving outcomes for children and young people who experience deprivation – including consideration and design of additional provision at weekends and in school holidays.
- Reviewing post-16 education for North Tyneside.
- Planning school places and balancing the books.
- Back local schools, making sure all children have access to a high-quality education with opportunities to catch-up where needed after Covid.

1.5.41 The right to decent employment

1.5.42 Those of working age do well in North Tyneside. The economic activity rate of North Tyneside residents in 2020 was 80.9%, in line with the England average of 79.7%. North Tyneside's unemployment rate was also in line with the national average, at 3.1%, compared to 3.9% nationally.

1.5.43 Moreover, the investment and enterprise of North Tyneside's businesses – large and small – has seen the Borough transition from an economy which relied on coal, shipbuilding and heavy industry to one with a broad range of diverse businesses with greater resilience.

1.5.44 The Challenge:

1.5.45 The impact of deprivation on education plays through into employment and skills. The Joseph Rowntree Foundation's analysis of poverty trends and figures in 2017 states that education and skills are the strongest predictors of future poverty. Just under 40% of working age people with no qualifications are in poverty, compared to just over 10% for those educated to degree level. For adults there are also barriers associated with sex, race, disability and age.

1.5.46 The North East Strategic Economic Plan, updated in January 2019, identifies the key challenges for the region, including gaps in high skilled occupations including managerial, professional and technical. This challenge can be seen in North Tyneside, with skills shortages and unemployment continuing to create a barrier for some businesses and parts of the Borough (see Appendix 1).

1.5.47 The challenge around skills leads not only to higher levels of unemployment, but also to in-work poverty, which has become an increasing issue nationally. Among people living in poverty, 3.8 million live in families where all adults work and 3.1 million live in families where one adult works and one does not. Less than half of people in poverty live in workless or retired families. In North Tyneside, residents in in-work poverty are concentrated in poor quality housing in the centre of Wallsend and North Shields.

1.5.48 Although those who live in North Tyneside earn more on average than the North East, the earnings by place of work for North Tyneside are lower than national and the North East. The gross weekly pay of full-time workers whose place of work is in North Tyneside is £502.1, compared to £521.4 for the North East and £586.7 for Great Britain. This indicates that residents may be travelling outside of the Borough for work, and that jobs in the Borough may be paid less on average than those in the North East as a whole.

1.5.49 Employment was discussed at the State of the Area Event 2020. Participants identified other barriers, including for young people, those who have been employed in the same

job for a long time and are either made redundant or wish to change direction, minority groups and people with disabilities. The issues raised included young people's awareness of the world of work, discrimination against people with disabilities, the cycle of low pay and low skilled work, confidence, resilience and accessibility of adult learning courses. The participants felt that more role models for minority groups, better career advice in schools and more training for the long-term unemployed, would help to break down these barriers.

1.5.50 The concerns raised at the State of the Area Event around protected characteristics are confirmed by research (see Appendix 1 for further data):

- Nationally, disabled people are more likely to achieve lower outcomes in terms of employment.
- In May 2020, 15.45 % of out of work benefits claimants in North Tyneside were aged 18-24. Younger people are disproportionately represented in hospitality and catering, which have been affected by the COVID 19 pandemic.
- Nationally, women over 40 are more likely to work in lower paid occupations. 83.3% of the lowest paid employees at North Tyneside Council are female, compared to 68.9% of the top paid employees.
- Nationally, Pakistani and Bangladeshi citizens are more likely than any other ethnic group to be unemployed, whilst white citizens are the least likely to be unemployed.

1.5.51 Making sure every resident has the right to decent employment will be key in creating an inclusive economy.

1.5.52 How will this be achieved:

1.5.53 On 16 January 2017 Cabinet agreed its Employment and Skills Strategy. That Strategy requires updating to reflect changed conditions and the impact of COVID 19. In the first half of 2021, the Authority will conduct a Post 16 Review and update its Ambition for Education, which will help to inform another update to the Employment and Skills Strategy to be taken to Cabinet in late 2021 or early 2022. The overall structure is likely to remain the same:

- A universal offer to children and young people in line with the National Careers' Framework and the Gatsby Benchmarks.
- A targeted offer to children and young people which focuses on those at risk of missing out (where that risk is greatly heightened in North Tyneside by deprivation and by disability or a long-term condition.)
- A universal offer to adults, delivered in partnership with DWP.
- A targeted offer to adults who require support to access the labour market and good jobs.
- Investing in in Adult education and supporting apprenticeships to make sure our people have the right skills for the job.

- 1.5.54 There has been significant work to ensure investment and regeneration activity is inclusive. For example, the Work Academy - which was in place with Premier Inn provided a pathway for residents who had very limited work experience and enabled them to complete a 10-week work readiness course and then be guaranteed an interview.
- 1.5.55 Within the North Tyneside Local Plan 2017 it states the Employment Land Review (ELR) 2015 included an assessment of 1,591 hectares of land for its employment potential. This included 955 hectares of currently allocated or existing employment and 210 hectares of available employment land. It recommended an overall provision of a suite of employment land, capable of accommodating at least the Medium level of job growth, forecast as 707 jobs per year. It's important that this forecasted growth is inclusive providing opportunities for all across the Borough.
- 1.5.56 As highlighted within the Local Plan, the Authority is working to ensure the future development of the former Swan Hunters site, with the objective that it leads to new employment opportunities that will benefit residents who may currently face barriers to these opportunities. Indigo Park, as a large designated employment site, is poised for new investment and development, which will hopefully, in time, realise employment opportunities.
- 1.5.57 The Borough has the benefit of two significant and successful legacy Enterprise Zone sites; Quorum and Cobalt Business Parks. They employ approx. 17,474 people across the Parks and offer premium office space for business in North Tyneside. These sites are managed and owned by the private sector and boast a range of well-known multinationals and large businesses as tenants. As a key source of growth and employment opportunities for the Borough it's important to work alongside the Park management teams and their tenants to ensure all are able to access the opportunities the Business Parks have to offer.
- 1.5.58 There are also two further opportunities Cabinet wish to take.
- 1.5.59 The first is a desire to build on the work done to ensure there are only low numbers of young people in North Tyneside who are not in education, employment or training. The Authority offers education and training to all young people aged 16-17 years. In 2019, there were 1863 young people who were available under the guarantee and 97.1% received an offer of a suitable place in education or training. These rates compare to 95.5% in the North East and 95% in England. The Mayor and Cabinet have challenged the officer team to aim to reduce that further, to as close to zero as is practically possible.
- 1.5.60 The second is the sectoral opportunities highlighted by the Strategic Economic Plan and the work done with the North of Tyne Combined Authority. Even more important post-COVID19, there are opportunities in some key sectors; those associated with offshore energy, green technologies, culture and tourism and the digital sector. There is the opportunity in these key sectors to attract better paid and higher skilled jobs to the Borough. The Mayor and Cabinet have also challenged the officer team to look at how best to work with partners to strengthen the health and social care sector in terms of career structure and opportunities. And to look at the wider public sector and build on the strength of local partners to create a Public Service Academy.
- 1.5.61 Through its work with the North of Tyne Combined Authority (NTCA), the Authority has supported the development of a Good Work Pledge, which will enable employers to understand the key elements of 'Good Work', what they can do to achieve this and what

support is available to help them get there. The Pledge involves 5 areas, which include valuing and rewarding their workforce, promoting health and well-being, effective communications and representation, developing a balanced workforce and a social responsibility.

1.5.62 The Authority has also worked with the NTCA on projects aimed at supporting residents into work. In response to the COVID 19 pandemic, the NTCA has put in place a Job Opportunities notice board to match people who need work with employers seeking staff and pledged £5 million to support local authority work with businesses and communities. There are a range of new activities planned to help businesses and residents as lockdown is lifted, including start-up programmes targeted at newly redundant employees, graduates and previous business owners and employment support and skills initiatives targeted at those affected by unemployment or the end of furlough.

1.5.63 The Authority will seek to work partners to identify and support adult and lifelong learning as well as community learning to encourage continued skills development for all. As well as supporting alternative pathways to employment such as support for developing vocational skills, and apprenticeships to encourage routes for disadvantaged groups to enter and progress in employment.

1.5.64 The right to community safety

1.5.65 North Tyneside is a safe place to live, work and visit. When comparing crime against the Authority's most similar comparator councils, the Borough is safer when it comes to 8 out of 14 classifications of crime, and the same for one classification. The Safer North Tyneside Partnership regularly monitors and compares across a variety of indicators with other similar areas to ensure that the Authority is keeping residents safe.

1.5.66 The Challenge

1.5.67 However, the experience and feeling of safety is not consistent for everyone in North Tyneside, and again, deprivation and the Protected Characteristics are key contributors to this. The most recent Residents' Survey showed some clear divisions in residents' experience. There is a strong correlation between the areas that experience deprivation and lower feelings of safety during the day and after dark. In the Southern area, 35% feel safe after dark compared to 53% overall. Some areas of the Borough saw higher rates of crime and anti-social behaviour than others in 2019 and many of these areas are also high in deprivation (see Appendix 1)

1.5.68 At a national level, the issue of crime and anti-social behaviour is increasing in importance for the general public, and this trend can also be seen in the 2018 North Tyneside Residents Survey. Residents perceive the level of crime and anti-social behaviour as being more of an issue than the previous year. Those who feel most vulnerable include women, older residents, residents who are not in work, social tenants, those with a disability and those who live in a single person household. Consultation for the North Shields masterplan has shown that this is an increasing issue for residents in North Shields.

1.5.69 There are also some concerns when it comes to the Protected Characteristics. Hate crimes have increased significantly since 2015. Amongst hate crimes reported to Northumbria Police between July and November 2020, those that are racially motivated are the most common, followed by homophobic and disability.

1.5.70 The right to safety must be universal for all residents, no matter where they live or who they are.

1.5.71 How this will be achieved:

1.5.72 Tackling Anti-Social Behaviour and wider crime in North Tyneside is a key priority for the Borough. For the majority of residents, Environmental Crime and anti-social behaviour are not an issue, however for some groups in particular, feelings of unsafety have increased. The Authority understands the importance of residents feeling safe in their homes and communities.

1.5.73 The Authority continues to work in partnership with key services represented on the Safer North Tyneside Partnership. On 19 October 2020, Cabinet approved a new combined policy for Environmental Crime and Anti-Social Behaviour. The Safer North Tyneside Work Plan 2020-2021 sets out plans across a wide range of issues, including safeguarding, alcohol and drugs, crime and disorder and public protection.

1.5.74 The Hate Crime Tension & Monitoring Group Action Plan sets out priorities to improve communication and awareness, education and training, reporting and enforcement. In October 2021, North Tyneside Council will promote National Hate Crime Awareness Week.

1.5.75 The right to social equity – making the most of An Ambition For North Tyneside

1.5.76 North Tyneside Council has taken some practical decisions that have made a difference to increase inclusion and equity. Specific regeneration projects have been targeted at providing opportunity and improving the life experience of residents. Capital investment has tried to increase human capital and social infrastructure. In addition, the Authority has used its spending power to increase social value.

1.5.77 Social equity is not something that can be achieved by the Authority alone, and as such, business engagement is one of the ways in which the Authority can ensure that it meets its aim of being business friendly, which in turn supports the creation of more and better jobs.

1.5.78 The Challenge:

1.5.79 Creating equality means providing people with the same starting line, creating social equity means providing the same finish line, the same overall benefits. This is a far greater challenge which must dismantle the barriers to those residents who currently are not reaching the finish line. In North Tyneside, this means tackling deprivation and barriers associated with the protected characteristics.

1.5.80 The COVID 19 crisis has made the importance of business engagement more apparent than ever, as businesses have needed to engage with various departments across the Authority. Going forward, the Authority faces the challenge of economic recovery, for which effective engagement with businesses will be essential to identifying barriers to growth, creating support for the Authority's plans for regeneration and supporting its Housing Strategy through the landlord's forum.

1.5.81 How this will be achieved:

1.5.82 The Mayor and Cabinet have asked that the officer team approach the need for social equity in 3 ways:

1.5.83 The first is to make sure in designing and managing services, the Authority meets its statutory duties to consider those who have a protected characteristic in accordance with the Equality Act 2010. That when the Authority speaks of being ambitious, that ambition is tested for everyone. For example, the Authority has a range of top performing services; the question needs to be reframed from looking at how well it is delivered for the majority but a challenge to really focus on those who miss out. One of the ways in which the Authority is implementing this is through the use of Equality Impact Assessments (EIA's), which help the Authority to consider how services impact differently upon groups with protected characteristics and embed thinking about protected characteristics into wider projects.

1.5.84 The second is making the most of the Ambition for North Tyneside regeneration strategy and associated masterplans. Where projects are being designed and delivered, the Mayor and Cabinet through the senior officer team should ensure those projects are inclusive and can be enjoyed by everyone. All Cabinet Reports include consideration of equality implications and each project should have an EIA or suite of EIAs.

1.5.85 The Authority can also extend its influence to improve social equity, by engaging positively with businesses. At its meeting on 9 October 2017 the Mayor and Cabinet agreed a Procurement Strategy that paid particular attention to local supply and Social Value. Central to the vision of an inclusive economy are businesses that take social responsibility for our people, our place and our economy.

1.5.86 The Authority is developing a Business Engagement Strategy, which sets out a fresh approach, using new opportunities of digital communication and social media to engage with businesses. In addition to existing approaches, such as account management, Chambers of Trade and the Business Forum, the Authority will give businesses more opportunities to access information and get involved, under five categories. The Authority will:

- Inform businesses by actively promoting and signposting businesses to information about North Tyneside Council services.
- Consult with the business community when significant changes or new approaches are being considered.
- Deliver publicly funded support to the business community to ensure that the Authority is supporting businesses to start-up, survive and thrive.
- Involve businesses in a way which considers the businesses' interest and expertise.
- Collaborate with businesses in a creative and innovative way.

1.5.87 The right to good housing

1.5.88 Housing has a fundamental impact on inclusion. Good housing needs to be more than just four walls and a roof, it needs to be somewhere to be proud of, to feel safe and secure, to grow, develop and for the owners to express themselves. Access to good housing can give children a better start in life, provide the stability needed to succeed in employment and help people to live longer, happier and healthier lives. Housing contributes to the economic growth of the Borough by providing the right type of homes in the right places for the growing workforce.

1.5.89 The majority of housing stock in North Tyneside is in good condition. The total housing in the Borough is 100,149, with 15% council housing, 6% registered provider housing, 67% owner occupied and 12% private rented. 6% of homes have a category 1 hazard, compared to 11% of UK homes. 67% of residents were satisfied with both the quality and choice of housing in their local area in 2018.

1.5.90 The Challenge:

1.5.91 There are two weaknesses in the housing stock which are barriers to inclusion. The first is counter intuitive as it is concentrated in some of the areas of least deprivation; where larger homes are owned by older residents who struggle to maintain, insulate and heat them. Fuel poverty affects approximately 10,000 of North Tyneside's least affluent and most vulnerable residents.

1.5.92 The second is related directly to deprivation; where poor-quality rented housing is concentrated in areas experiencing deprivation. The Residents' Survey 2019 shows that residents in the Southern area of the Borough are the most negative about their home and housing in the local area, with significantly fewer stating that they are satisfied with the choice of housing (53% vs 66% overall) and quality of housing (48% vs 68% overall). In addition, it is known that rising housing costs have contributed to the rise of in-work poverty, as low-income families lose a greater share of their income to housing. As such, it is more important than ever that residents have access to high quality, affordable homes.

1.5.93 How this will be achieved this:

1.5.94 On the first issue the Authority continues to support residents in homes that cannot be kept warm at a reasonable cost. The Safe and Healthy Homes service provides information, advice and guidance to people living in private rented and owner-occupied accommodation who have a housing issue which may be affecting their health. The aim of the team is to facilitate housing interventions which can improve North Tyneside Residents' physical and mental health. As of May 2020, the team has seen a total of 2032 referrals, helped 1912 households and removed 1766 hazards. In addition, the Local Energy Assistance Programme, formally launched in October 2019, targets households who are already in, or at risk of falling into fuel poverty. The programme offers a free energy and money saving service.

1.5.95 On the second the Mayor and Cabinet have had a longstanding ambition to deliver more affordable homes. Cabinet will remember that it last considered an update at its meeting on 28 May 2019, an update was provided on the progress made against the Affordable Homes Programme, in delivering 250 new affordable homes, bringing the number of affordable homes delivered since 2013 to 1380, exceeding the total number delivered in the previous 10 years by 75%. Following the recent election, work is underway to review the existing target with an ambition to further increase the number of new affordable homes over the next five year term.

1.5.96 As well as direct delivery, the Authority has also begun market intervention in places where poor quality housing is also having a wider impact on communities. The most direct move is the purchase and conversion of 11 properties in Charlotte Street in Wallsend with the intention of testing an approach and extending it across the Borough.

1.5.97 The Mayor and Cabinet's plan for affordable homes runs until 2023. In line with the review of the Local Plan this will be updated for the next 10-year period.

1.5.98 The right to feel and to be connected into networks

- 1.5.99 The absence of the right networks is a barrier to inclusion; family and friends who can provide support and encouragement as well as signposting to the right help and opportunities make a real practical difference. The 2019 Residents' Survey shows that seven in ten residents feel that they belong to their local area, consistent with previous years. In comparison to the national average, as measured by the Community Life Survey, North Tyneside residents remain more committed to their neighbourhood.
- 1.5.100 The second, and increasingly important aspect of connectivity, is digital. The North East Strategic Economic Plan, 2018, highlights digital as one of the four areas in the economy where the Authority's assets and capabilities mean that it has a strong opportunity for growth. The North East has 22,000 people employed in digital industries, and North Tyneside is home to Stellium Data Centres, the largest purpose-built datacentre in the UK, and representing a unique opportunity
- 1.5.101 The Covid 19 pandemic has accelerated the digital transition across all walks of life, including business practice, healthcare, public services, personal services, lifestyle services and social life and it has been accused of intensifying the UK's digital divide. This is not just in terms of a generational issue but also one clearly linked to deprivation. The likelihood of having access to the internet from home increases along with income, such that only 51% of households earning between £6000-10,000 had home internet access compared with 99% of households with an income of over £40,001. This places a greater emphasis on the need to support wider digital inclusion and to avoid the risk of vulnerable groups becoming more digitally excluded. As digital connections become a key requirement of the future economy, it is important to focus on digital as a key element of an inclusive economy.
- 1.5.102 The Challenge:
- 1.5.103 Despite the opportunities available, there are challenges around connectedness in both the social and digital world for residents.
- 1.5.104 According to the 2019 Residents Survey, 7% of residents state they have no-one they can really count on to help them and 56% of residents agree that there is community cohesion in North Tyneside, compared to 82% at a national level. 15% of residents formally volunteer, compared to 22% nationally. It is known that nationally, one of the biggest risk factors associated with loneliness is low-income.
- 1.5.105 When it comes to Digital, there is a challenge to make the most of the opportunities available. The 2018 Lloyds Bank Consumer Digital Index found that 21% of people in the UK lack basic digital skills, and 8% have no digital skills at all. People with a registered disability are four times as likely to be offline, and 28% of those aged 60 or above are offline. There is a real need to equip residents with the digital skills needed to thrive in the future, whilst being mindful of the needs of the small minority that can't use digital means due to their condition or disability.
- 1.5.106 A lack of skills is not the only consideration when it comes to Digital but lacking the funds to access a device and broadband also pose a challenge. Research shows that confidence and motivations are also factors to consider.

- 1.5.107 The State of the Area Event 2020 discussed the challenges and opportunities associated with Digital. Participants felt that older people, those in poverty and those with disabilities, in particular sensory disabilities, were excluded. There was concern that digital skills courses may not be promoted as well as they could be, and that for some people, there may be the additional barrier of fear or unwillingness to learn about the Digital world. They wanted to see more promotion of services and better digital infrastructure.
- 1.5.108 How this will be achieved:
- 1.5.109 In order to tackle the first challenge, around loneliness and community cohesion, the Mayor and Cabinet have continued to work closely with the voluntary, community and social enterprise sector. While serious work had already been done, for example the Sector Connector work with the Business Forum to link businesses and the Voluntary, Community and Social Enterprise (VCSE) sector E, or the engagement work done to support young people with additional needs, the recent experience of COVID19 has seen the Authority forge even stronger links particularly around the local support system and the ongoing support to those who are required to isolate.
- 1.5.110 With regards to the second challenge around Digital connectivity, the Cabinet agreed its Digital Strategy at its meeting on 20 January 2020. As well as internal ambitions around use of data, customer service and tools for the team the Strategy was very clear on the need to increase connectivity in North Tyneside. Economic success will be dependent on residents who are more highly digitally skilled than ever before. Not only are these skills needed in the digital sector itself, but across most other sectors. To this end, the Authority is in the process of developing a digital inclusion strategy, which will set out in further detail the plan to address these issues.
- 1.5.111 Later this year, the Mayor and Cabinet will consider the approach to supporting a digital North Tyneside. Plans are being developed to ensure physical regeneration includes digital infrastructure, building in projects like the provision of Local Full Fibre Networks with the North of Tyne Combined Authority, the growth of 5G.
- 1.5.112 Business connectedness is improving, and the presence of a healthy digital sector is a clear asset, including the physical connectivity offered by assets like the Stellium Data Centre. But that connectedness will not help North Tyneside be inclusive if the people of the Borough do not have access to that digital infrastructure. The approach will also link to education and employment and skills work to ensure residents have the skills to take those opportunities as well as looking at the affordability of that connectivity.
- 1.5.113 The right to a sustainable environment**
- 1.5.114 Environmental sustainability is a cornerstone of an inclusive economy. Research shows that climate change will have the greatest impact on the poorest communities, meaning that if economic growth is not environmentally friendly, it will ultimately exclude the most vulnerable citizens.
- 1.5.115 The Council is committed to doing everything it can to protect the environment. In

July 2019 Council declared a Climate Emergency, setting a target to reduce the carbon footprint of the Authority and the Borough by 50% by 2023 and to become carbon neutral by 2050.

- 1.5.116 As work to achieve net zero targets and achieve sustainable energy ambitions it also opens a huge opportunity for employment pathways. A new cohort of skills will be needed to design and develop systems as well as roles carrying out maintenance and installation. It is essential that this growth potential is accessible to achieve inclusive economic growth from this sector.
- 1.5.117 The Challenge
- 1.5.118 Inclusive growth must be environmentally sustainable, not only because this is the right thing to do, but because climate change will make it increasingly difficult to meet the rights highlighted in this report for residents.
- 1.5.119 In addition, it is known that climate change will have a greater impact on the poorest communities. Deprived areas may not have reliable access to housing, food, water or insurance, making them less resilient to climate change.
- 1.5.120 In October 2020, Cabinet received an update on the Climate Emergency, which showed a reduction of 46% and 40% in the Authority and borough carbon footprints respectively, since the declaration of a Climate Emergency. However, the Authority's ambition of carbon neutrality by 2050 will not be easy.
- 1.5.121 The lockdown measures and economic damage caused by the COVID-19 pandemic will undoubtedly result in a short-term reduction in greenhouse gas emissions. However, it is possible that emissions could rebound if climate positive solutions are not included as central elements in recovery plans.
- 1.5.122 How this will be achieved:
- 1.5.123 The Authority has already made a lot of progress towards its targets, as seen by the reduction in carbon footprint since the declaration of a Climate Emergency. The Youth Council has promoted actions that residents can take, a Climate Emergency Board has been established, a budget has been included in the 2020/21 Investment Plan for projects to support the work of the Climate Emergency Board and the Authority is investigating the feasibility of renewable energy technologies on public buildings and adjacent land, including solar car ports on car parks.
- 1.5.124 In order to bridge the gap between current performance and 2050, an action plan, including a number of pathway scenarios to examine how the Borough can transition to carbon neutral, has been developed. The scenarios provide a framework to inform the Borough of the scale of decarbonisation that must be achieved, help in decision making processes, identify areas of focus and opportunities and inspire radical action. The Authority will publish an action plan of the steps we will take and the national investment we will seek to make North Tyneside carbon net-zero by 2030.
- 1.5.125 This plan will include ways in which the Council will increase opportunities for safe walking and cycling, supporting transport routes and methods that contribute to reducing carbon emissions. As well as securing funding to help households install low-carbon heating.

- 1.5.126 **With not for**
- 1.5.127 The Authority is committed to working with residents, tenants, businesses and visitors in everything it does. There are avenues for residents to get involved through the Youth Council and SEND Youth Forum, the North Tyneside Parent Carer Forum and the Residents' Panel, to name a few.
- 1.5.128 The Elected Mayor and Cabinet agreed its Engagement Strategy in 2015 and that has successfully shaped work across the authority with residents, tenants, businesses and visitors. It has been used to support physical regeneration and service changes with the Authority's customers. A new Engagement Strategy is currently being developed, to renew the Authority's commitment to co-production.
- 1.5.129 It is clear that the Inclusive Economy Strategy is not the job of any one person, team or even organisation. The barriers to and solutions for an inclusive economy were discussed at the 2020 State of the Area Event, and engagement with stakeholders for each aspect of the inclusive economy framework detailed in this report will continue to be crucial.
- 1.5.130 This will include work with the Authority's partners. Across the Borough, the North Tyneside Strategic Partnership has continued to bring together partners working for the Borough particularly the Health and Wellbeing Board, the Young People's Partnership and Safer North Tyneside. Each have an important part to play in increasing inclusion in North Tyneside.
- 1.5.131 **Next Steps**
- 1.5.132 Should the Cabinet be minded to approve the proposed approach to delivering an Inclusive Economy within North Tyneside, the next steps will be to embed the activities as highlighted in this report into the Council's core business activities.
- 1.5.133 As detailed throughout the report, there are many facets of inclusivity. As such, delivering an inclusive economy is about ensuring that the Authority is tackling the barriers that currently prevent residents from entering and thriving in the economy. This requires action, but it also requires a shift in the Authority's thinking. Rather than focusing purely on economic growth, an inclusive economy requires a focus on the quality and sustainability of the economy.
- 1.5.134 Just as the Authority give consideration to issues such as climate change, crime and disorder etc in the exercise of its functions and decision making, it will need to ensure that full consideration is given to ensuring that its activities benefit all residents and that they provide opportunities for those marginalised from the mainstream economy. It is about ensuring they have the necessary skills, capabilities and opportunity to thrive and prosper and make a meaningful contribution to the economy of the Borough.

1.6 Decision options:

The following decision options are available for consideration by Cabinet

Option 1

Cabinet is asked to agree this strategy and the proposed next steps

Option 2

Cabinet can choose not to agree this strategy and seek more work on the issue

Option 1 is the recommended option.

1.7 Reasons for recommended option:

Option 1 is recommended for the following reasons:

This strategy builds on policy decisions already taken by the Elected Mayor and Cabinet and formed part of the Action Plan agreed by Cabinet following the Local Government Association Peer Challenge of the Authority in 2019.

1.8 Appendices:

Appendix 1: Additional Data

1.9 Contact officers:

John Sparkes, Head of Regeneration and Economic Development, tel 0191 643 6091

Julie Dodds, Service Manager, Inclusive Economy and Business Growth tel 07583 042 186

David Dunford, Acting Senior Business Partner, tel 07891 072 824

Cathy Davison, Principal Accountant, tel 0191 643 5727

Matt Calvert, Finance Manager, tel 0191 643 7025

1.10 Background information:

The following background papers/information have been used in the compilation of this report and are available at the office of the author:

- (1) English Housing Survey 2018-19, Ministry of Housing, Communities and Local Government
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/898172/2018-19_EHS_Stock_Profile_and_Condition.pdf
- (2) Pay Policy 2020-21, March 2020, HR Policy and Practice Manager
<https://my.northtyneside.gov.uk/sites/default/files/web-page-related-files/Pay%20Policy%202020-21%20final.pdf>
- (3) State of the Area Report 2019, November 2019, Policy, Performance and Research
<https://my.northtyneside.gov.uk/sites/default/files/web-page-related-files/State%20of%20the%20Area%20Report%202019.pdf>
- (4) Residents' Survey 2018, Report for North Tyneside Council, December 2018, Ipsos MORI
<https://my.northtyneside.gov.uk/sites/default/files/web-page-related-files/2018%20Residents%20Survey.pdf>

- (5) Health Equity in England: The Marmot Review 10 Years On, February 2020
<https://www.health.org.uk/publications/reports/the-marmot-review-10-years-on>
- (6) Employee earnings in the UK: 2020, Office for National Statistics
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworki nghours/bulletins/annualsurveyofhoursandearnings/2020>
- (7) Class differences, Ethnicity and disadvantage, The Sutton Trust
https://www.suttontrust.com/wp-content/uploads/2016/11/Class-differences-report_References-available-online.pdf
- (8) Climate Emergency Declaration Cabinet Report, 25 July 2019
<https://my.northtyneside.gov.uk/sites/default/files/meeting/related-documents/6.%202019-07-25%20Climate%20Emergency%20Declaration%20version%202%201007%20%282 %29%20post%20PH%20amend.pdf>
- (9) Climate Emergency Update Cabinet Report, October 2020
<https://democracy.northtyneside.gov.uk/documents/s4551/Climate%20Emergency%20Update.pdf>
- (10) Labour Market Profile, North Tyneside, Nomis
<https://www.nomisweb.co.uk/reports/lmp/la/1946157066/printable.aspx>
- (11) Poverty Intervention Fund Cabinet Report, 29 June 2020
<https://democracy.northtyneside.gov.uk/documents/s4040/Poverty%20Intervention %20Fund.pdf>
- (12) Poverty Intervention Fund Cabinet Report, 21 September 2020
<https://democracy.northtyneside.gov.uk/documents/s4381/Poverty%20Intervention %20Fund.pdf>
- (13) Nowhere to Turn: Strengthening the safety net for children and families facing crisis, the Children's Society
https://www.childrenssociety.org.uk/sites/default/files/crisis-support-one-family-report_0.pdf
- (14) UK Poverty 2017, JRF
<https://www.jrf.org.uk/report/uk-poverty-2017>
- (15) Evidence Review: Loneliness in Later Life, Age UK
https://www.ageuk.org.uk/globalassets/age-uk/documents/reports-and-publications/reports-and-briefings/health--wellbeing/rb_june15_lonelines_in_later_life_evidence_review.pdf
- (16) North of Tyne Combined Authority Inclusive Economy Policy Statement
<https://www.northofityne-ca.gov.uk/wp-content/uploads/2020/09/Inclusive-Economy-Policy-Statement-2019.pdf>
- (17) The North East Strategic Economic Plan, North East Local Enterprise Partnership
<https://www.nelep.co.uk/wp-content/uploads/2019/03/nel404-sep-refresh-2018-web-new-final.pdf>

- (18) Digital Strategy Cabinet Report, 20 January 2020
<https://democracy.northtyneside.gov.uk/documents/s2638/A%20Digital%20Strategy%20for%20North%20Tyneside.pdf>
- (19) Life Opportunities Survey, 2015, Office for National Statistics
<https://www.gov.uk/government/collections/life-opportunities-survey>
- (20) Tackling Deprivation in North Tyneside Cabinet Report, 30 July 2018
<https://my.northtyneside.gov.uk/sites/default/files/meeting/agenda/cabinet%20for%2030%2007%202018%20%20white.pdf>
- (21) Rapid evidence assessment, Impact of school closures on the attainment gap, Education Endowment Foundation
https://educationendowmentfoundation.org.uk/public/files/REA_-_Impact_of_school_closures_on_the_attainment_gap_summary.pdf
- (22) Public Health Profiles, Public Health England
<https://fingertips.phe.org.uk/search/learning%20disability#page/0/gid/1/pat/6/par/E12000001/ati/102/are/E08000022/cid/1/page-options/ovw-do-0>
- (23) North Tyneside Council Borough Profile 2018-19
https://my.northtyneside.gov.uk/sites/default/files/web-page-related-files/2018-19%20Borough%20Profile_0.pdf
- (24) North East COVID-19 Economic Response: Our work so far and next steps
<https://www.northoftyne-ca.gov.uk/wp-content/uploads/2020/08/economic-response-summary-report-final-1.pdf>
- (25) Build Back Fairer: The Covid-19 Marmot Review
<http://www.instituteofhealthequity.org/resources-reports/build-back-fairer-the-covid-19-marmot-review/build-back-fairer-the-covid-19-marmot-review-executive-summary.pdf>
- (26) Community Safety Strategic assessment 2019/20, Safer North Tyneside
- (27) Ambition for education in North Tyneside 2020-2024, August 2020
- (28) Equality Act 2010
<https://www.legislation.gov.uk/ukpga/2010/15/contents>

PART 2 – COMPLIANCE WITH PRINCIPLES OF DECISION MAKING

2.1 Finance and other resources

2.1.1 There are no direct financial implications arising from the decision as the report relates to the adoption of an overarching strategic approach around developing an inclusive economy. The capital and revenue implications relating to those activities referred to in the body of the report will be subject to full financial evaluation and will be subject to separate approval processes.

2.2 Legal

2.2.1 The proposals contained in the report recognise that in exercising its functions the Authority must have regard to the public sector equality duty set out in section 149 of the Equality Act 2010 and the need to advance equality of opportunity between those who share a protected characteristic and those who do not share those characteristics.

There are no direct legal implications arising from this report. As projects and plans come forward to deliver an inclusive economy for the Borough, individual consideration of the legal implications of those plans and projects will be required including the requirements imposed by the Equality Act 2010.

2.3 Consultation/community engagement

2.3.1 Internal Consultation

This strategy has been subject to extensive discussion with the Elected Mayor, Cabinet Members and officers across the Authority.

2.3.2 External Consultation/Engagement

This strategy builds on a significant amount of engagement carried out by the Authority in relation to its own services and to support policy direction. It also uses wider engagement from partners in the North Tyneside Strategic Partnership.

The issue of developing an Inclusive Economy was discussed at length and was subject to a specific session with workshops at the annual State of the Area Event on the 4th December 2020.

2.4 Human rights

The plan to build a more inclusive North Tyneside touches on some of the individual rights that those living and working in the Borough have. Those rights include the right to a family and private life, prohibition from discrimination and a right to education all of which are promoted in the plan.

2.5 Equalities and diversity

The proposed approach to deliver an inclusive economy strategy will address issues around equality and diversity within the Borough. It will tackle issues around inequality and will promote increased diversity through the inclusion of all residents needs in the Authority's activities.

2.6 Risk management

There are no risk management issues directly arising from the report.

2.7 Crime and disorder

There are no crime and disorder issues directly arising from this report

2.8 Environment and sustainability

There are no environment and sustainability issues arising from the report

PART 3 - SIGN OFF

- Chief Executive x
- Head(s) of Service, x
- Mayor/Cabinet Member(s) x
- Chief Finance Officer x
- Monitoring Officer x
- Head of Corporate Strategy and Customer Service x

Inclusive Economy Strategy: Additional Data

Education

Race

Children and young people from minority ethnic groups account for 9.3% of all children living in the area, compared with 33.2% nationally. Despite these relatively low numbers, it is worth considering national trends. In the past ten years, Bangladeshi, black African and Chinese free school meals (FSM) pupils have improved substantially more than the national average, while black Caribbean and Irish FSM pupils still struggle. Despite high university attendance, Black African and Pakistani students are less likely to attend a Russell Group university.

Employment

Skills

The Employer Skills Survey 2017 showed that 52% of all vacancies were skills shortage vacancies, and 5% of staff were not fully proficient in terms of skills. Once again, this picture is not equal across the Borough, in 2015, 25% of all jobseekers in North Tyneside were living in Chirton and Riverside.

Deprivation

Working age adults in North Tyneside who live in deprived areas appear to be more likely to self-report anxiety and depression. This has a knock-on effect on employment; in May 2020, 47.7% of North Tyneside claimants for Employment and Support Allowance and Incapacity benefit were classified as having mental and behavioural disorder. These claimants make up around 40% of those on out of work benefits.

Age

In terms of age, while the national labour figures suggest there is an issue of an ageing workforce, the Authority's employment and skills work shows that some residents in their late 50s and early 60s can struggle to find meaningful work. The out of work benefits claimant rate for those aged 50-64 is slightly higher (14.01%) than for the 16-64 population (13.03%).

Sex

In 2019, nationally, the gender pay gap among full-time employees stands at 8.9%, little changed from 2018. For age groups under 40 years, the gender pay gap for full-time employees is now close to zero and among 40-49 year olds it has decreased over time, however among 50-59 year olds and those over 60, the gender pay gap is over 15% and not declining strongly over time. Women over 40 are more likely work in lower-paid occupations and less likely to work as managers, directors or senior officials than younger women.

In North Tyneside Council the current position is that 65% of the workforce is female and 35% male. The mean gender pay gap as at 31 March 2019, is 5.32% hourly fixed pay, the median gender pay gap is -0.02%.

Community Safety

Deprivation

Nearly half of all fly tipping incidents were in Riverside, Chirton, Wallsend, Valley and Collingwood wards, whilst St Mary's, Monkseaton North, Weetslade and Northumberland wards had the fewest number of incidents reported. In a similar trend, Riverside, Valley, Wallsend, Battle Hill and Chirton had the highest incidents of deliberate fires in 2019.

Race

Between July and November 2020, 126 of the 190 hate crimes reported were race related. Almost 47% of all hate crime reported to the Authority and the police were in Riverside, Wallsend, Howdon and Chirton wards.

Connectedness

Deprivation

There is evidence that those who are poorer, with worse health and lower levels of education are more likely to be disengaged from civic, leisure and cultural activities. In 2019 in North Tyneside, there were 13,500 people over the age of 65 who lived alone in 2019. Those who feel isolated are more likely to be vulnerable – 27% of workless residents and 19% of social tenants.

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