



Council

North Tyneside Council

To All Members of the Council

Wednesday, 10 March 2021

You are hereby summoned to attend the Meeting of the Council of the Borough of North Tyneside to be held **at 6.00 pm on Thursday, 18 March 2021**. This meeting will be held remotely via Teams for the transaction of the following business.

<u>Agenda Item</u>	<u>Page(s)</u>
1. Apologies	
2. To receive any Declarations of Interest	
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 from the requirement to declare any registerable and/or non-registerable interests that have been granted to you in respect of any matters appearing on the agenda.	
3. Minutes of the meetings held on 21 January & 18 February 2021 (previously circulated)	
4. Report of the Independent Remuneration Panel	3 - 10
A report to consider the recommendation of the Independent Remuneration Panel in relation to the Members' Allowances Scheme for 2021/22.	
5. Motions	11 - 14
Three valid Motions on Notice, signed by at least three Members of the Council, have been received for consideration at this meeting.	

Members of the public are entitled to view this virtual meeting at the following link and receive information about it: <https://youtu.be/g0lUnKzVExE>

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.

For further information please email democraticsupport@northtyneside.gov.uk

<u>Agenda Item</u>	<u>Page(s)</u>
6. North Tyneside Council Pay Policy 2021/22	15 - 36
To approve the Pay Policy statement for 2021/22 and authorise publication of the Pay Policy	
7. Children & Young People's Plan 2021-2025	37 - 62
To approve and adopt the Children and Young People's Plan 2021 – 2025.	
8. Chair's Announcements	
To receive any announcements by the Chair of Council.	
9. Elected Mayor's Announcements	
To receive any announcements by the Elected Mayor.	
10. Questions by Members of the Council	63 - 64
Six valid questions on notice have been received for a response at this meeting.	

Yours faithfully



Chief Executive

North Tyneside Council Report to Council Date: 18 March 2021

Title: Report of the Independent Remuneration Panel

Portfolio(s): Elected Mayor	Cabinet Member(s): Mrs N Redfearn	
Report from Service Area:	Law and Governance	
Responsible Officer:	Bryn Roberts, Head of Law and Governance	Tel: (0191) 643 5339
Wards affected:	All	

PART 1

1.1 Executive Summary:

This report requests the Council to consider the recommendation of the Independent Remuneration Panel in relation to the Members' Allowances Scheme for 2021/22.

The Authority is required to have in place a scheme for Members' Allowances and is required to have regard to the recommendations of the Independent Remuneration Panel when determining its Members' Allowance Scheme.

1.2 Recommendation(s):

It is recommended that Council:

- (1) consider the recommendations of the Independent Remuneration Panel; and
- (2) agree a Scheme of Members' Allowances for 2021/22.

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 8 January 2021.

1.4 Council Plan and Policy Framework

This report has no direct relevance to the Authority's Our North Tyneside Plan priorities or to the Policy Framework.

1.5 Information

Each local authority is required to establish and maintain an Independent Remuneration Panel. The purpose of the Panel is to make recommendations to full Council about the allowances to be paid to Elected Members.

The members of the Panel are Mr John Anderson CBE, Mr Les Watson, formerly of the Audit Commission and Dr Rachid Zemouri, Managing Director of ICAS Limited.

The Council is required to renew its Members' Allowance Scheme for each financial year.

Under the Local Authorities (Members Allowances) (England) Regulations 2003 (as amended) the Authority is required to have regard to the recommendations of the Independent Remuneration Panel when considering any changes to its Members' Allowances Scheme.

The level of Members' Allowances has been reviewed and consideration has been given to the current position regarding Basic and Special Responsibility Allowances. The Panel's recommendation is to make no changes to the level of allowances.

In previous years it has been agreed that Members' allowances will be index linked to the annual pay award for employees working under the National Joint Council for Local Government Services National Agreement on Pay and Conditions of Service.

The Panel considered the continuation of the index linked approach and its recommendation is to continue on this basis for the 2021/22 financial year.

The Panel will continue to monitor the Members' Allowances Scheme to ensure that the allowances reflect the level of duty/responsibility in the future.

1.6 Decision options:

The following decision options are available for consideration by Council:

Option 1

Approve the recommendations of the Independent Remuneration Panel;

Option 2

Refer the matter back to the Independent Remuneration Panel for further consideration of specific issues identified by Council; or

Option 3

Defer consideration of the matter to obtain appropriate advice on the implications of any alternative proposals.

1.7 Reasons for recommended option:

Option 1 is recommended for the following reasons:

The Authority is required to have in place a Members' Allowances Scheme before 1 April each year having had regard to the recommendations of the Independent Remuneration Panel.

1.8 Appendices:

Appendix: Report of the Independent Remuneration Panel 18 March 2021.

1.9 Contact officers:

Paul Wheeler, Democratic Services Officer, Law and Governance
Claire Emmerson, Senior Manager Financial Planning and Strategy

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:

- North Tyneside Council Constitution
- North Tyneside Members' Allowances Scheme
- Local Authorities (Members Allowances) (England) Regulations 2003 (as amended).

PART 2 – COMPLIANCE WITH PRINCIPLES OF DECISION MAKING

2.1 Finance and other resources

The payment of Members' allowances under the proposed Members Allowance Scheme for 2021/22, will be met from existing budgets in Law and Governance.

2.2 Legal

The report sets out the legal basis for the provision of the Members' Allowance Scheme. As there is no change to the proposed scheme there are no additional legal issues that arise.

2.3 Consultation/community engagement

2.3.1 Internal Consultation

The Elected Mayor, Deputy Mayor and Head of Law and Governance have been consulted as part of the Independent Remuneration Panel's preparation of the report.

2.3.2 External Consultation/Engagement

There has been no external consultation or engagement on the report of the Independent Remuneration Panel.

2.4 Human rights

The proposals within this report do not themselves have any direct implications in respect of the Human Rights Act 1998.

2.5 Equalities and diversity

There are no direct equalities or diversity implications arising from this report.

2.6 Risk management

The risks associated with this report will be managed in accordance with the North Tyneside Council risk management process.

2.7 Crime and disorder

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

2.8 Environment and sustainability

There are no direct 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

Report of the North Tyneside Independent Remuneration Panel

18 March 2021

Executive Summary

The views of the Independent Remuneration Panel are required to be taken into account by the Council when considering any changes to the Members' Allowances Scheme. The Panel has been requested to consider and make recommendations in relation to the Members' Allowances Scheme for the 2021/22 financial year.

The Panel **recommends** that the Members' Allowances Scheme for 2021/22 remain unchanged.

1.0 INTRODUCTION

1.1 The Remuneration Panel was initially appointed in 2003 under the provisions of the Local Authorities (Members Allowances) (England) Regulations 2003. These regulations replaced the Local Authorities (Members Allowances) (England) Regulations 2001.

1.2 The Terms of Reference are as follows: -

- a) To consider issues and representations relating to Members' allowances and expenses.
- b) To make recommendations and provide advice to the Council

1.3 The current Panel comprises of Mr John Anderson CBE, Mr Les Watson, formerly of the Audit Commission and Dr Rachid Zemouri, Managing Director of ICAS Limited

2.0 BACKGROUND

2.1 The Panel is requested to give consideration to the current Members' Allowances Scheme and to make recommendations on the level of allowance for 2021/22.

3.0 MEMBERS' ALLOWANCE SCHEME

3.1 The Panel gave consideration to the Members' Allowances Scheme to determine if it was still set at an appropriate level.

3.2 In previous years it has been agreed that Members' allowances will be index linked to the annual pay award for employees working under the National Joint Council for Local Government Services National Agreement on Pay and Conditions of Service.

3.3 The Panel considered the continuation of the index linked approach and its recommendation is to continue on this basis for the 2021/22 financial year.

3.4 The Panel **recommends** that the Members' Allowances Scheme for 2021/22 remain unchanged.

4.0 BACKGROUND INFORMATION AND REFERENCES

- The Local Authorities (Members' Allowances) (England) Regulations 2003
- Previous reports of the Remuneration Panel
- Member's Allowances Schemes of Tyne and Wear Authorities, Mayoral Authorities and Statistical Neighbours
- Local Government Act 1972
- North Tyneside Council Constitution
- North Tyneside Members Allowances Scheme

This page is intentionally left blank

North Tyneside Council Report to Council 18 March 2021

Title: Motions

Notice has been received of the following motions from Members of the Council to be put to the Council meeting.

1. Motion signed by Councillors A McMullen, J Kirwin and M Thirlaway.

North Tyneside council notes:

- The Conservative government since 2010 has overseen a major dilution of Trade unions rights.
- Fire and rehire' tactics have been rife throughout the pandemic with 1 in 10 workers having been told to re-apply for their own job.
- These tactics often under the threat of dismissal are used to force through inferior terms and conditions and wage cuts.
- Amid the health and economic insecurity, hundreds of thousands of workers, including employees of companies such as British Airways and Centrica are being bounced into signing away their pay.
- This practice is outlawed in many European countries.
- Conservative Parliamentary Under-Secretary for Business, Paul Scully, shamefully told the House of Commons the "flexibility" offered to businesses by the absence of fire and rehire being banned in legislation is "necessary".

North Tyneside Council believes:

- This practice of firing and rehiring is shameful and should be outlawed.
- This would benefit millions of people overnight, but it will also support the responsible employers while making clear to those with fewer scruples that these sorts of actions are not tolerated in this country.
- It is immoral for employers to play fast and loose with the security of employees who have given decades of their lives to an employer.

North Tyneside council calls upon the Mayor:

- To write to Mary Glendon MP and Sir Alan Campbell MP and ask them to support the banning of fire and rehire in Parliament.
- Write to the Prime Minister urging him to bring forward legislation that bans fire and rehire.

Legal Implications

There are no direct legal implications in relation to this Motion.

Financial Implications

There are no direct financial implications in relation to this Motion.

2. Motion signed by Councillors C Johnson, M Rankin and C Burdis

North Tyneside Council Notes:

- The Conservative Government refused to back cross-party plans in the North East to give freeport to areas in the North East like the Port of Tyne.
- This decision has cost the North East 60,000 jobs and £2.6 Billion in investment.
- North Tyneside was placed in priority group 2 for the levelling up fund while the Chancellors leafy Richmondshire authority was placed in priority group 1.
- Many towns represented by members of the Cabinet were granted access to the town's fund, while the Conservative Government forgot about places like Killingworth, North Shields, Wallsend and Whitley Bay.
- The public accounts committee said it was “not convinced by the rationale for selecting some towns and not others”, with ministers’ reasoning “vague and based on sweeping assumptions”
- The Conservative Government missed the chance to fix the broken social care funding model which heaps financial pressure on local government.
- The Government may have clapped for our carers and local Government heroes but once again has failed to support them.
- The Conservative Government have shamefully only offered our NHS heroes a 1% increase in pay despite everything they have done for this country during the pandemic.

North Tyneside Council believes:

- The government is playing pork-barrel politics, 40 of 45 places granted access to the town's fund has a Tory MP and the Chancellor has prioritised spending in seats the Conservatives won last year.
- If the decision to place North Tyneside in category 2 for the 'Town's fund' is not reversed it will place us at the back of the line for economic support.
- That the decision to not award the North East LEP area freeport status could severely damage the region’s economy.
- This budget contains nothing that will help ‘Level up’ North Tyneside.

- The 1% pay rise offered to NHS workers is shameful.

North Tyneside council calls upon the Mayor to:

Write to the Chancellor and ask him to;

- Review and reverse his decision to not award the North East LEP area freeport status.
- Review North Tyneside's priority 2 category in the designation in the 'Levelling up' fund.
- Review his decision to do nothing on social care in the budget and fix the broken funding model.
- Give our NHS heroes the pay rise they deserve
- Review his decision to not give any of our towns access to the 'Towns fund'
- Give our Local Government heroes the pay rise they deserve.
- Write to Mary Glendon MP and Sir Alan Campbell MP and ask them to raise these issues in Parliament with the Chancellor.

Legal Implications

There are no direct legal implications in relation to this Motion.

Financial Implications

There are no direct financial implications in relation to this Motion.

3. Motion signed by Councillors W Samuel, M Rankin and B Pickard

North Tyneside Council Notes:

This Council regrets the continuing failure of successive Governments to provide sufficient resources to support adult social care in England. Councils have been forced to accept the adult social care precept in full, year on year, to ensure the stability of this service. We note that even with this funding there are inadequate resources to tackle the increasing demand.

Council agrees to request the elected mayor to write to the Prime Minister demanding that he supply additional ring-fenced funding centrally at a minimum equal or greater than the level of the precept thus avoiding the need to place this burden directly on council taxpayers in future years.

Legal Implications

There are no direct legal implications in relation to this Motion.

Financial Implications

There are no direct financial implications in relation to this Motion.

North Tyneside Council Report to Council Date: 18 March 2021

Title: North Tyneside Council Pay Policy 2021/22

Portfolio(s): Deputy Mayor	Cabinet Member(s): Councillor Bruce Pickard
Report from Service Area:	Resources
Responsible Officer:	Janice Gillespie, Head of Resources Tel: (0191) 6435701
Wards affected:	All

PART 1

1.1 Executive Summary:

The Localism Act 2011 requires all local authorities to prepare and publish a Pay Policy Statement by 31 March each year. The Act requires the statement to be approved by the full Council. The purpose of the Pay Policy Statement is to set out the Authority's policies on a range of pay matters relating to the workforce, including senior employees (known as Chief Officers).

The Pay Policy has not changed significantly during the last 12 months. The main change is to include the North Tyneside Council Living Wage as agreed by the full Council on 26 November 2020. The pay multiple and the gender pay gap have been calculated as at 31 March 2020.

The Authority has a statutory duty to publish the Pay Policy Statement following the approval by the full Council.

1.2 Recommendation(s):

It is recommended that the full Council approves the Pay Policy statement for 2021/22 and authorises publication of the Pay Policy.

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 8 January 2021.

1.4 Council Plan and Policy Framework

This report does not directly relate to the priorities in the 2020/24 Our North Tyneside Plan.

1.5 Information:

1.5.1 Background

1.5.2 The Localism Act 2011 requires all local authorities to prepare and publish a Pay Policy Statement. This statement must set out each authority's policies towards a range of issues relating to its workforce, particularly its senior posts (known as Chief Officers) and its lowest paid employees. Pay Policy statements must be prepared for each financial year, approved by the full Council and then published.

What must be included in the Pay Policy Statement

1.5.3 The Localism Act sets out what must be included in the Pay Policy Statement. In particular the statement must include:

- The Authority's definition of senior posts and the reasons for adopting that definition, and
- The Authority's definition of lowest paid employees and the reasons for adopting that definition.

1.5.4 The Statement must also include information related to:

- The policy on remuneration of its Chief Officers including remuneration at recruitment, how pay is increased, the use of performance related pay and bonuses, termination payments and transparency,
- The policy on remuneration of its lowest paid employees, and
- The relationship between the remuneration of senior posts and that of other employees.

1.5.5 The Pay Policy Statement attached at Appendix 1 follows the approach agreed by the full Council in previous years. The statement complies with the requirements of the Localism Act 2011. It also takes account of the policies and processes that the Authority already has in place to manage decisions around recruitment, appointment and termination of Chief Officers and the publication of data on senior salaries to comply with the Transparency Code.

Member Involvement

1.5.6 The Localism Act requires Members to take a greater role in determining pay by ensuring that decisions in relation to pay are taken by those directly accountable to local people. Along with the Transparency Code, the Act's provisions are in place to ensure that communities have access to the information they need to determine whether remuneration, particularly senior employee remuneration is appropriate and commensurate with responsibility. In addition, the Act requires that policies on the pay and reward of the most senior employees are set clearly within the context of the pay of the wider workforce.

Accountability

1.5.7 Pay Policy Statements and any amendments to them must be considered by a meeting of the full Council and cannot be delegated to a committee or sub-committee. All decisions on pay and reward must comply with the current Pay Policy Statement.

Transparency

- 1.5.8 The Pay Policy must include information on the Authority's approach to the remuneration of Chief Officers. Remuneration includes salary (for Chief Officers who are employed) or payment under a contract for services (for Chief Officers who are self-employed), expenses, bonuses, and performance-related pay as well as severance payments.
- 1.5.9 The Act does not require authorities to use their Pay Policy Statements to publish specific numerical data on pay and reward. However, the Authority does publish data under the Transparency Code as well as the Accounts and Audit (England) Regulations 2018. Authorities are asked in the Statutory Guidance to consider the opportunity this presents to put that data within the context of the Authority's agreed policies and to provide the public with clear justification of how their money is being used appropriately in the pay and reward of senior staff.

Areas of change to the Pay Policy Statement for 2021/22

1.5.10 The following areas of the Pay Policy Statement for 2021/22 have been amended:

- The North Tyneside Living Wage agreed at the full Council on 26 November 2020 is now included
- The median average salary has moved from £20,643 per annum to £23,568. The pay multiple when rounded remains the same at 1:7
- The information on the exit pay cap has been updated to include the implementation and revocation of the legislation for this.

1.6 Decision options:

The following decision options are available for consideration by Council:

Option 1

Approve the Pay Policy Statement for 2021/22

Option 2

Not approve the Pay Policy Statement for 2021/22.

Option 1 is the recommended option.

1.7 Reasons for recommended option:

Option 1 is recommended for the following reasons:

The proposed Pay Policy Statement is a representation of how the Authority manages its current pay decisions and complies with the requirements of the Localism Act 2011.

1.8 Appendices:

Appendix: North Tyneside Council Pay Policy Statement 2021/22.

1.9 Contact officers:

Janice Gillespie, Head of Resources, tel 643 5701

Suzanne Duncan, Senior HR Manager tel 07973 293217

Stephen Ballantyne, Legal Manager - Governance and Employment tel 643 5329

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) Localism Act 2011
- (2) Openness and accountability in local pay: Guidance under section 40 of the Localism Act – Department for Communities and Local Government February 2012.
- (3) Transparency Code – Department for Communities and Local Government February 2015.
- (4) Hutton Review of Fair Pay in the public sector March 2011.
- (5) Localism Act: Pay Policy Statements for Local Authority Chief Executives – Local Government Association and Association of Local Authorities Chief Executives (ALACE) November 2011.
- (6) Local Government and Housing Act 1989

PART 2 – COMPLIANCE WITH PRINCIPLES OF DECISION MAKING

2.1 Finance and other resources

2.1.1 The Authority must ensure that what is agreed in its Pay Policy Statement is applied in practice and where there are financial thresholds these must be adhered to.

2.2 Legal

2.2.1 The Localism Act 2011 requires a Pay Policy Statement to be prepared for each financial year and approved by the end of March each year by the Authority and published. The full Council meeting has responsibility for approving the Pay Policy Statement.

2.3 Consultation/community engagement

2.3.1 Internal Consultation

The relevant Cabinet Member and Elected Mayor and Senior Leadership Team have been briefed on the proposed Pay Policy Statement. The trades unions have also been consulted.

2.3.2 External Consultation/Engagement

The Pay Policy Statement is a description of what the Authority applies currently as part of its Constitution, and through HR policy and process. All have been through agreed consultation channels with managers and recognised trades unions.

As part of the requirements of the Localism Act any decisions on the pay and terms and conditions of employment of the workforce must be reflected in the annual pay policy statement. National agreements cover the pay and terms and conditions of employment of the workforce and any proposed changes to these agreements would be shared and consulted on with the trades unions as part of an ongoing dialogue to comply with appropriate legal obligations on consultation.

2.4 Human rights

The proposals in this report support the Authority's adherence to the principles set out in the Human Rights Act.

2.5 Equalities and diversity

2.5.1 The proposals in this report support the Authority's approach to equality and diversity. The Authority's pay and grading structures are underpinned by job evaluation schemes, the outcomes of which have been subject to an equality impact assessment.

2.5.2 The use of a job evaluation scheme provides a systematic way of comparing and assessing individual jobs in an objective way to make sure that there is a fair and equal pay system in place which does not discriminate between male and female employees.

2.6 Risk management

2.6.1 The Proposals in Pay Policy Statement reflect the application of the Authority's job evaluation schemes and pay and grading structures. Any deviation from this could destabilise the pay and grading structure leading to inconsistencies and a risk of further equal pay claims against the Authority. In the last staff survey most employees stated that they perceived their pay to be fair.

2.6.2 Risks around pay and grading are managed through corporate risk management responsibilities.

2.7 Crime and disorder

The proposals in this report do not relate to crime and disorder.

2.8 Environment and sustainability

There are no environmental and sustainability implications arising directly from this report.

PART 3 - SIGN OFF

- Chief Executive
- Head(s) of Service
- Mayor/Cabinet Member(s)
- Chief Finance Officer

- Monitoring Officer X
- Head of Corporate Strategy and Customer Service X

Pay Policy 2021-22

Date: March 2021 Author: HR Policy and Practice Manager



North Tyneside Council

1. Introduction

This is North Tyneside Council's (the Authority's) annual Pay Policy for the period 1 April 2021 to 31 March 2022.

The purpose of the statement is to set the Authority's policies on a range of pay matters relating to the workforce. The Authority understands the importance of openness and transparency in setting pay which is fair, consistent and equitable across the workforce. It is also vital that the Authority can demonstrate value for money, particularly around the role that senior leaders play in the organisation.

In accordance with the Localism Act 2011, the Authority is required to publish the pay policy for each financial year detailing:

1. The Authority's definition of senior posts
2. The Authority's definition of lowest paid employees
3. The relationship between the remuneration of senior posts and that of other employees.

In determining the pay and remuneration of all its employees the Authority will comply with all relevant employment legislation including the Equality Act 2010, the Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000, the Agency Workers Regulations 2010 and where relevant the Transfer of Undertakings (Protection of Employment) Regulations 2006.

This pay policy statement has been approved at a meeting of the full Council and is available on the Authority's website. In line with the local government transparency code 2015 the Authority also publishes information related to the organisation and its salaries on its website.

2. Definitions of senior posts and lowest paid employees

For the purposes of this statement, the Authority considers its senior posts to be those with the definition of "Chief Officer" as set out in Section 43 of the Localism Act 2011.

A "Chief Officer" is defined as:

- the Head of Paid Service designated under section 4(1) of the Local Government and Housing Act 1989;
- the Monitoring Officer designated under section 5(1) of that Act;
- a statutory chief officer mentioned in section 2(6) of that Act; or
- a non-statutory chief officer mentioned in section 2(7) of that Act; or
- a deputy chief officer mentioned in section 2(8) of that Act.

The lowest paid employees are defined by the Authority as those employed on Grades 1 and 2 (excluding apprentices) as these are the first two grades on the Authority's pay and grading structure.

3. How pay is determined in North Tyneside Council

As stated in the Authority's Constitution, the power to determine terms and conditions in North Tyneside Council rests with the full Council, unless determined nationally as detailed below.

The Authority uses nationally negotiated pay spines as the basis for its local pay structures. The pay scales currently in use in the Authority are set by the following:

- The National Joint Council for Local Government Services via the "Green Book" which includes senior salaries. Green Book pay scales are negotiated nationally and then implemented locally in the Authority following approval by the full Council.
- The Soulbury Committee via the "Blue Book" for posts such as Educational Psychologists and School Improvement professionals.
- The Joint Negotiating Committee for Craft Workers via the "Red Book"
- The Secretary of State via the National School Teachers' Pay and Conditions (Burgundy Book) and adopted through the Centrally Employed Teachers' Pay Policy for the small number of teachers employed by the Authority.
- The Authority's Chief Executive is paid in accordance with the terms of the national conditions of service covered by the Joint Negotiating Committee for Chief Executives. (Please note pay arrangements for senior posts/Chief Officers are detailed in Section 5.)
- All other Chief Officers are covered by the Joint Negotiating Committee for Chief Officers of Local Authorities. (Please note pay arrangements for senior posts/Chief Officers are detailed in Section 5.)
- Apprentices are paid according to the North Tyneside Council Apprentice Pay Model.
- Any employee who has transferred into the Authority under the Transfer of Undertakings (Protection of Employment) Regulations 2006 will be paid according to their specific terms and conditions.

Employees on all terms and conditions will receive a pay award where this is negotiated nationally by the relevant negotiating committee.

The majority of North Tyneside Council employees are covered by the Green Book terms and conditions; the current pay scale is contained in Appendix A. There will be a new pay scale effective from 1 April 2021, but this has not yet been agreed. Negotiations at a national level are continuing but agreement has not yet been

reached. Any increases will be back dated to 1 April 2021 when they have been agreed.

Within the Green Book pay spine each grade consists of spinal column points (SCP) to allow for incremental progression, with the exception of Grades 1 and 2 which are single point grades.

For Grades 3 to 11 new appointments are made at the bottom of the grade with incremental progression through the grade on an annual basis until the top SCP of the grade is reached. In exceptional circumstances, and only if supported by clear objective evidence, appointment can be made to the mid or top of the grade. This could be appropriate for example where the person has directly applicable experience in a similar post.

4. The North Tyneside Council Living Wage

Tackling low pay continues to be a priority for the Authority and measures have been implemented to support this over recent years. The Authority currently has a North Tyneside Council pay scale which ensures the lowest point on the pay scales is at least the rate of the real Living Wage as set by the Living Wage Foundation. Following approval by a meeting of the full Council in November 2020 the North Tyneside Council Living Wage was paid at £9.30 per hour from April 2020 (backdated).

When the outcome of the national pay negotiations for the pay scales from April 21 are known the aim for the Authority is to continue to ensure the lowest point on the pay scale is at least the real Living Wage of £9.50 per hour.

5. Process for grading posts

In order to determine which grade a new post is established on the Authority uses a job evaluation scheme for employees covered by Green Book terms and conditions which is implemented via a locally agreed Job Evaluation Process.

The Green Book Job Evaluation Scheme (operated via the Gauge System) is used for posts up to and including Grade 11. Posts are evaluated based on the knowledge, skills, demands and responsibilities required.

Where posts have been established at Grades 12 and above these have been evaluated using the Hay Evaluation Methodology. This considers the size and responsibility of the job role. The salaries for the posts are assigned using the North Tyneside Senior Pay Scale which is set out in Appendix A. These grades consist of spot salaries with no incremental progression.

6. Remuneration of senior posts – Chief Officers

As above the Authority's Chief Executive is paid in accordance with the terms of the national conditions of service covered by the Joint Negotiating Committee for Chief

Executives. All other Chief Officers are covered by the Joint Negotiating Committee for Chief Officers of Local Authorities.

As set out above, all salary packages will accord with the requirements of the Authority's pay and grading structures and will depend on the outcome of an evaluation of a post's job role and responsibilities. The senior pay scale is set out in Appendix B.

Chief Officers can also be engaged under a contract for services as a contractor. The engagement of Chief Officers under a contract for services is the responsibility of the Authority's Cabinet.

In the procurement of a Chief Officer under a contract for services Cabinet will:

- comply with the Authority's Standing Orders in relation to contracts and any other requirements of the public procurement regime; and
- ensure that any engagement will not cost more than the annual salary, with the relevant on-costs, of employing a Chief Officer in that role.

Where a Chief Executive or Head of Service is engaged under a contract for services by Cabinet, the Council will be informed of these arrangements.

7. Appointment of a Chief Officer

The appointment of individuals to the posts of Chief Executive, Director of Public Health and Head of Service is the responsibility of the Authority's Appointments and Disciplinary Committee. At appointment, Chief Officers are appointed to the evaluated grade which consists of a spot salary. There is no incremental progression for a Chief Officer.

8. Increases and additions to a Chief Officers' remuneration

Increases to a Chief Officers remuneration will only apply in the following circumstances:

- a pay award agreed through national pay bargaining arrangements;
- a change to the role and its responsibilities warrants a change in grade through the agreed job evaluation process;
- there is evidence of a recruitment and/or retention problem, at which point the Market Supplement Policy will be applied in order to determine the appropriate payment;
- temporary additional duties and responsibilities warrant an honorarium or ex-gratia payment in line with agreed policy;

- where a Chief Officer is engaged under a contract for services in accordance with provisions of the contract and the public procurement regime.

9. Payments to Chief Officers for election duties

Fees for local election duties undertaken by Chief Officers on behalf of the Authority are included in their salaries.

Fees for the Returning Officer and Deputies and other electoral duties are identified and paid separately for elections to Parliament and other electoral processes such as referenda.

10. Performance related pay and bonuses

The Authority does not apply any performance related pay scheme or bonuses for its Chief Officers.

11. Termination payments

The Authority has agreed policies and procedures in place that apply to all employees, including Chief Officers, leaving the Authority's employment by way of early retirement, redundancy (voluntary or otherwise) or on the grounds of efficiency of service. These policies are reviewed on a regular basis and consulted upon with trades unions. The North Tyneside Council redundancy scheme is not contractual and is varied from time to time.

Chief Officers who cease to hold office or be employed by the Authority will receive payments calculated using the same principles as any other employee. This is based on their contract of employment, nationally agreed terms and conditions and existing Authority policies.

Chief Officers who cease to be engaged under a contract for services will receive any monies due to them in accordance with the provisions of the contract for services.

12. Re-engagement of Chief Officers previously employed by the Authority.

Chief Officers who leave the Authority under the Restructure and Redundancy procedure will not be re-employed by the Authority in any capacity without the approval of the Appointments and Disciplinary Committee.

13. Contracts for Services and IR 35

In some circumstances, for example where there is a need for interim support to provide cover for a substantive post, the Authority will consider if it is necessary to engage individuals under a 'contract for service'.

These are sourced through an appropriate procurement process, ensuring that the Authority is able to demonstrate the maximum value for money in securing the relevant service.

In accordance with the IR35 rules which determine off-payroll working rules for clients, workers and their intermediaries, where a worker is engaged via an intermediary personal service company, the responsibility for assessing their income tax and national insurance liability lies with the Authority, along with responsibility for deducting and paying the correct income tax.

14. The relationship between Chief Officers and lowest paid employees

The pay for the Authority's lowest paid employees (which are all covered by Green Book terms and conditions) and that of the Authority's Chief Officers is determined by the job evaluation process.

The pay multiple for the Authority is determined by comparing the remuneration for the highest paid employee against that of the median average earnings for the organisation as a whole. The pay multiple for the Authority is 1:7. This is based on median average earnings of £23,567.51. This pay multiple is the same as the previous year.

15. Gender pay gap

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on 31 March 2017. Public Sector employers with over 250 employees must report the following gender pay gap information:

- The overall 'mean' and 'median' gender pay gaps and the 'mean' and 'median' bonus pay gaps:
- The number of male and female employees in each pay quartile; and
- The proportion of male and female employees in receipt of a bonus.

The report on the above data is included at Appendix C.

16. Legislative changes

Introduction of a £95,000 cap on public sector exit payments

The legislation implementing the £95 000 cap on exit payments came into force on 4 November 2020. After an extensive review the Government revoked the regulations on 12 February 2021 stating the cap had unintended consequences. In the time the regulations were in force there were no situations where the application of the exit cap was required in North Tyneside Council.

Reforming exit pay for local government workers

As part of the wider reform of severance payments across the public sector the Government proposes to reform exit payment terms for local government workers. This is separate to the broader £95 000 cap on exit payments and includes capping severance payments, imposing a maximum salary level upon which calculations for severance payments can be based, preventing an employer making discretionary redundancy payments and limiting any amounts an employer can contribute to pension strain costs where an employee receives a statutory redundancy payment. Consultation for these proposals closed in December 2020 and the response has not yet been published. Following the revocation of the exit pay cap there have been no further updates.

Repayment of Public Sector Exit Payments Regulations

The Government's proposed regulations for repayment of exit payments are not yet in place and there is currently no date for implementation. These require any employee or office holder earning £80,000 or above per annum to repay any exit payment they received (in full or part as set out in the regulations), if they then return to a similar role in another local authority or local government body within 12 months. This applies if the new role is either on or off payroll. This requirement can only be waived in exceptional circumstances and by a decision of the full Council.

17. Review and Publication

This policy statement will be reviewed annually and, following approval by the full Council, published on the Authority's website together with the Gender Pay Gap report.

Appendix A

North Tyneside Council Salary Scales

SCP	Salary	Salary Scale
1	17842.00	Grade 1
2	18198.00	Grade 2
3 4	18562.00 18933.00	Grade 3
5 6	19312.00 19698.00	Grade 4
7 8 9	20092.00 20493.00 20903.00	Grade 5
10 11	21322.00 21748.00	Not Used
12 13 14 15	22183.00 22627.00 23080.00 23541.00	Grade 6
16 17 18	24012.00 24491.00 24982.00	Not Used
19 20 21 22	25481.00 25991.00 26511.00 27041.00	Grade 7
23 24 25 26 27	27741.00 28672.00 29577.00 30451.00 31346.00	Grade 8
28 29	32234.00 32910.00	Grade 9

30	33782.00	
31	34728.00	
32	35745.00	
33	36922.00	Grade 10
34	37890.00	
35	38890.00	
36	39880.00	
37	40876.00	
38	41881.00	Grade 11
39	42821.00	
40	43857.00	
41	44863.00	
42	45859.00	
43	46845.00	
44	47672.00	Grade 12
45	49191.00	
46	50823.00	
47	52454.00	Grade 13
48	54312.00	
49	57239.00	Grade 14
50	60447.00	Grade 15
51	63935.00	Grade 16
52	67988.00	Grade 17
53	72435.00	Grade 18
54	77669.00	Grade 19
55	84925.00	Grade 20
56	88428.00	Grade 21
57	92100.00	Grade 22
58	96048.00	Grade 23
59	100218.00	Grade 24
60	104612.00	Grade 25
61	109284.00	Grade 26
62	130859.00	Grade 27
63	158122.00	Grade 28

Appendix B

North Tyneside Council Senior Salary Pay Scale

Job Role	Grade (Spinal Column Point)	Salary (per annum)
Chief Executive	Grade 28 (63)	£158 122
Head of Service	Grade 22 (57) to 26 (61)	£92 100 - £109 284
Senior Managers	Grade 12 (44) to Grade 21 (56)	£47 672 - £88 428
	Grade 11 (38 – 43)	£41 881 - £46 845

Appendix C

Gender Pay Report

Introduction

All public sector employers are now required by law to publish information every year about gender pay gaps within their workforce. The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on 31 March 2017.

The regulations require employers to publish a report based on a snapshot date of 31 March. Employers have 1 year in which to publish the report.

As at 31 March 2020 the Authority workforce profile comprised of 62% female and 38% male.

The report below sets out North Tyneside Council's calculations in relation to:

- The mean gender pay gap in hourly pay
- The median gender pay gap in hourly pay
- The proportion of males and females in each pay quartile

The mean is the average hourly rate of pay, calculated by adding the hourly pay rate for employees then dividing by the number of employees.

The median is the middle hourly pay rate, when the pay rates are arranged in order from lowest to highest.

The table below shows overall mean and median gender pay gap based on hourly rates of pay.

The Authority does not pay any bonuses.

The gender pay gap as at 31 March 2020

	Mean	Median
Hourly fixed pay	8.05%	0.06%
Bonus paid	N/A	N/A

The proportion of males and females in each quartile



The Authority's gender pay gap information is published on the Government website (gender-pay-gap.service.gov.uk) and will be supported by a narrative explaining the position in the Authority and an action plan to address the gender pay gap.

This page is intentionally left blank

Grade	Count
APPRENTICE CORP2	5
APPRENTICE CORP	50
LGGRADE1	110
LGGRADE2	333
LGGRADE3	54
LGGRADE4	157
LGGRADE5	390
LGGRADE6	433
LGGRADE7	411
LGGRADE8	336
LGGRADE9	324
LGGRADE10	155
LGGRADE11	113
LGGRADE12	31
LGGRADE13	3
LGGRADE14	18
LGGRADE15	1
LGGRADE16	14
LGGRADE17	2
LGGRADE18	4
LGGRADE19	3
LGGRADE20	2
LGGRADE21	1
LGGRADE22	3
LGGRADE23	3
LGGRADE26	2
LGGRADE28	1
BAND2 NHS	2
BAND4 NHS	12
BAND5 NHS	2
BAND6 NHS	19
BAND7 NHS	1
CAPITA01	1
CAPITA03	1
CAPITA04	1
CAPITA05	1
CAPITA06	1
CAPITA07	1
CRAFT1	50
CRAFT2	98
CRAFT2.527	2
CRAFT3A	20
CRAFT527	13
CRAFT531	3
KIERFG1	1
KIERFG2	1
KIERFG3	29

KIERFG8	3
KIERFG9	2
SOAD0912	8
SOAD0912+1	2
SOAD0912+2	3
SOAD0912+3	4
SOAD1619	2
SOAD1619+2	1
SOAD1619+3	2
SOAD2023+3	2
SOEP0207+1	2
SOEP0207+2	3
SOEP0207+3	6
SOSEP0205+3	2
SOSEP0609+3	1
TISR10814 H01	1
TUPPER Pxx	1
TUPP Pxx	8

North Tyneside Council Report to Council

Date: 18 March 2021

Title: Children and Young People’s Plan 2021 – 2025

Portfolio(s): Children, Young People and Learning	Cabinet Member(s): Councillor Peter Earley
Report from Service Area: Health, Education, Care and Safeguarding	
Responsible Officer: Jacqui Old – Head of Health, Education, Care and Safeguarding	Tel: (0191) 643 7317
Wards affected: All	

PART 1

1.1 Executive Summary:

1.1.1 The purpose of this report is to seek Council’s approval for the adoption of the Children and Young People’s Plan 2021-2025 “the Plan”).

1.1.2 The Plan is a key strategy used by the North Tyneside Partnership to deliver the priorities set out within the Our North Tyneside Plan, particularly in relation to ‘Our People’. It sets out the strategic framework and partnership priorities to ensure that all children in North Tyneside are able to achieve their full potential.

1.1.3 The Plan sets out how the Authority and its partners will work together to achieve its vision for children and young people in North Tyneside, which is:

“Making North Tyneside an even greater place for children and young people to thrive; where all, including those who are vulnerable, disadvantaged or disabled, are ready for school, ready for work and life, cared for and supported.”

1.1.4 The Plan then sets out the Authority’s and partners’ priorities to achieve this vision, which are:

1. Ensuring children and young people are living safely
2. Supporting children to have a healthy early childhood
3. Narrowing the gap in educational outcomes
4. Ensuring the right support for children and young people with disabilities and additional needs
5. Supporting children to be active citizens
6. Developing resilience, confidence and independence in children and young people

1.1.5 The priorities within the Plan build on the positive work delivered across the partnership in recent years and are based on a detailed understanding of need across the borough, as well as recognising the impact of COVID-19 on services across all partners.

1.2 Recommendation(s):

It is recommended that Council

(1) Approve and adopt the final version of the Children and Young People's Plan 2021 – 2025 appended to this report.

1.3 Forward Plan:

1.3.1 Twenty-eight days' notice of this report has been given and it first appeared on the Forward Plan that was published on 11 February 2021.

1.4 Council Plan and Policy Framework

1.4.1 The Plan is one of the Authority's key plans that forms part of the Authority's Policy Framework. Accordingly, this report is submitted to Council pursuant to the rules under Part 4.7 of the Constitution for formulation and approval of plans and strategies within the Policy Framework.

1.4.2 The Plan is a key mechanism by which the Authority delivers the objectives linked to 'Our People', set out within the Our North Tyneside Plan. It focuses on delivering improved outcomes for all children and young people up to the age of 19 years, and those young people aged up to 25 years who are care leavers, have special educational needs or a disability and live in the borough.

1.4.3 This report relates to the following priorities in the 2020-2024 Our North Tyneside Plan:

- Be listened to so that their experience helps the council work better for residents;
- Be ready for school – giving our children and their families the best start in life;
- Be ready for work and life – with the right skills and abilities to achieve their full potential, economic independence and meet business needs;
- Be healthy and well – with the information, skills and opportunities to maintain and improve their health, well-being and independence, especially if they are carers;
- Be cared for, protected and supported if they become vulnerable including if they become homeless; and
- Be encouraged and enabled to, whenever possible, be more independent, to volunteer and to do more for themselves and their local communities.

1.5 Information:

1.5.1 The North Tyneside Children and Young People's Plan 2021-2025 is developed and owned by the Children and Young People's Partnership. The partnership brings together public, voluntary and community sector organisations to improve the lives of the borough's children and young people.

1.5.2 The Plan is the third Children and Young People's Plan that the partnership has produced. The previous Children and Young People's Plan 2014-2018 has underpinned the delivery of key success and significant service developments and improvements, which include:

- Children’s services were judged Outstanding by Ofsted in March 2020, noting that “strategic partnerships are mature, well-developed and highly effective”;
- Continuing to successfully deliver the Troubled Families programme in North Tyneside, successfully ‘turning around’ 1,500 families, demonstrating improved outcomes across a range of indicators;
- Entering into a long-term, strategic partnership with Barnardos to develop new and innovative solutions supporting children and young people’s emotional wellbeing and mental health;
- Establishment of schools-led, peer-to-peer, exclusion panels, as part of a borough-wide Keeping Children in School programme, which have contributed to improved exclusion and attendance rates; and
- Multi-agency Keeping Families Connected service, funded by the Department for Education innovation funding, has effectively supported a reduction in entries to care, stabilisation of existing placements, and reunification where possible.

1.5.3 Despite the many significant achievements that the Authority has delivered in recent years, there remain many challenges that the Authority continues to be focused on. Alongside the changing need and demand that the partnership expects as a result of the impact of COVID-19, the Authority’s understanding of its challenges and what is important to children and young people have informed the priorities and actions set out in the Plan.

1.5.4 The priorities and deliverables set out in the Plan are aligned to the strategic outcomes the Authority and partners wants to see for children and young people, which are:

Outcome 1: I am Safe

Priority 1.1: Ensure children and young people are living safely

Outcome 2: I am Healthy

Priority 2.1: Supporting children to have a healthy early childhood

Outcome 3: I have Opportunities

Priority 3.1: Narrow the gap in educational outcomes

Priority 3.2: Ensure the right support for children and young people with disabilities and additional needs

Outcome 4: I have a Voice

Priority 4.1: Support children to be active citizens

Outcome 5: I am Happy

Priority 5.1: Develop resilience, confidence and independence in children and young people

1.5.5 These priorities and actions have been developed through engagement with a range of stakeholders across the children and young people’s partnership, as well as drawing upon engagement with children and young people which is a central component of the Authority’s approach.

1.5.6 The initial proposals for the refresh and development of the Plan were agreed at Cabinet on 30 November 2020 and recommendations and comments from Overview

and Scrutiny committee meetings on 18 January and 2 February 2021 have been incorporated into the final version of the Plan, with final approval of the Plan given by Cabinet on 22 February 2021 and its agreement that the Plan be submitted to full Council for its approval.

1.6 Decision options:

1.6.1 The following decision options are available for consideration by Council

Option 1

Approve and adopt the Children and Young People's Plan 2021-2025.

Option 2

Refer the Children and Young People's Plan 2021-2025 Plan back to officers for further consideration of the relevant issue(s) identified by Council.

Option 1 is the recommended option.

1.7 Reasons for recommended option:

1.7.1 Option 1 is recommended for the following reasons:

- The Children and Young People's Plan 2021-2025 is a key plan to deliver the priorities linked to 'Our People', as set out within the Our North Tyneside Plan and provides the shared strategic vision that will enable partners to further integrate the planning, commissioning and delivery of children's services, to address their shared priorities.

1.8 Appendices:

Appendix: North Tyneside Children and Young People's Plan 2021-2025.

1.9 Contact officers:

Jacqui Old, Head of Health, Education, Care and Safeguarding, tel. (0191) 643 7317

Mark Jupp, Senior Manager, Transformation, tel. (0191) 643 5332

David Dunford, Senior Finance Business Partner, tel. (0191) 643 7207

1.10 Background information:

The following background papers/information have been used in the compilation of this report:

- (1) [2014-18 Children and Young People's Plan](#)
- (2) [2020-24 Our North Tyneside Plan](#)
- (3) [North Tyneside Council Constitution: Part 4.7 Budget and Policy Framework Procedure Rules](#)
- (4) [The Children and Young People's Plan \(England\) Regulations 2005](#)
- (5) [Cabinet 30 November 2020](#)
- (6) [Overview and Scrutiny Committee 18 January 2021](#)
- (7) [Overview and Scrutiny Committee 02 February 2021](#)
- (8) [Cabinet 22 February 2020](#)

PART 2 – COMPLIANCE WITH PRINCIPLES OF DECISION MAKING

2.1 Finance and other resources

2.1.1 The Plan's priorities are aligned with the Our North Tyneside Plan and are consistent with the Authority's existing financial and resource planning priorities.

2.2 Legal

2.2.1 Under the Children and Young People's Plan (England) Regulations 2005 the Authority is required to prepare, consult upon and publish a Children and Young People's Plan and to review the Plan. The Regulations specify amongst other things what should be included in the Plan, how consultation on the Plan should take place as well as the timing and manner of publication of the Plan and how a review of the Plan should be undertaken.

The Children and Young People's Plan is the shared responsibility of Cabinet and Council. As such it is included in Schedule 3 of The Local Authorities (Functions and Responsibilities) (England) Regulations 2000 and is therefore a function which is not to be the sole responsibility of Cabinet. It is for this reason that the Plan forms part of the Authority's Budget and Policy Framework.

2.3 Consultation/community engagement

2.3.1 Internal Consultation

Consultation has been carried out with the Cabinet Member for Children, Young People and Learning and colleagues at all levels across Health, Education, Care and Safeguarding. The Plan incorporates the recommendations and comments of Overview and Scrutiny Committee.

The key dates for consideration are as follows:

- Initial proposal for the Plan considered by Cabinet on 30 November 2020
- Draft Plan approved by Overview and Scrutiny on 18 Jan 2021
- Final proposal for Plan approved by Overview and Scrutiny on 2 Feb 2021
- Final approval of the Plan and agreement to its submission to full Council by Cabinet on 22 Feb 2021
- Final adoption and approval of the Plan to be considered by Council 18 March 2021

2.3.2 External Consultation/Engagement

The Plan and its priorities have been developed through engagement with partners represented on the Children and Young People's Partnership.

The Authority and partners have engaged with children and young people and provided opportunity for them to share their views on the Plan through a variety of mechanisms and methods, including consultation with Children and Young People's Partnership Board, Young Mayor and Youth Council, where their views were central to the development of the Authority's priorities.

2.4 Human rights

2.4.1 There are no human rights issues arising from this report.

2.5 Equalities and diversity

2.5.1 The Plan will contribute to the Authority's statutory equalities duties. It will advance the equality of opportunity for children and young people, with a focus upon those who are experiencing or at increased risk of experiencing vulnerability and / or deprivation. It will also contribute to towards the achievement of the two other key aims of the Equality Act 2010 and Public Sector Equality Duty; to eliminate discrimination, harassment and victimisation and to foster good relations.

2.6 Risk management

2.6.1 Failure to deliver significant priorities, particularly in the context of the COVID-19 pandemic, could limit the Authority and partnership's ability to improve outcomes for children and young people. Therefore, the Plan proposes a focus on a smaller number of priorities to ensure the Authority's efforts are focused on the key issues facing children, young people and their families.

2.7 Crime and disorder

2.7.1 The partnership's work to reduce risk taking behaviour will incorporate young people engaged in or at risk of becoming involved in offending behaviour.

2.8 Environment and sustainability

2.8.1 There are no direct environmental and sustainability issues 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

North Tyneside Children and Young People's Plan

2021 – 2025



Contents

Foreword	3
1. Introduction, Strategic Vision and Context	4 - 5
2. Demographics and Demand	6
3. Recent Achievements	7
4. Strategic Priorities	8 - 17
5. Governance and Delivery	18
6. Outcomes Framework – Measuring Success	19



Foreword



Welcome to the Children and Young People's Plan 2021-2025, which sets out the strategic framework and partnership priorities to ensure that all children in North Tyneside are able to achieve their full potential.



Our collective vision for children and young people in North Tyneside is:

“Making North Tyneside an even greater place for children and young people to thrive; where all, including those who are vulnerable, disadvantaged or disabled, are ready for school, ready for work and life, cared for and supported.”



This is a key strategy for the North Tyneside partnership to deliver the priorities set out within the Our North Tyneside Plan. It is based upon a detailed understanding of our successes, the challenges that we continue to face, and the clear feedback from children and young people about what is important to them.

This is the third Children and Young People's Plan that the partnership has produced. Through the lifetime of the previous strategies, we have worked together as a partnership to support children and young people to be ready for school, work and life, as well as being safeguarded and supported if required.

The strategy will cover a period of change and opportunity in the way that the partnership works. This includes the formation of the North of Tyne Combined Authority, which has set out ambitious plans to develop an inclusive economy and an Education Challenge, and the new Multi-Agency Safeguarding Arrangements that we have established in line with our duties under Working Together to Safeguard Children 2018.

Inevitably, the context within which we all work will be impacted by the ongoing presence of Covid-19, meaning we need to understand how need has changed as a result and how we need alter and adapt our approach to working with children and young people.

Regardless, our vision and focus remain the same – ensuring children are safe, happy, healthy, with opportunities and a voice.

1. Introduction, Strategic Vision and Context

The Our North Tyneside Plan sets out the strategic objectives for North Tyneside. It has been developed with the North Tyneside Strategic Partnership (NTSP) and is the key driver for the work of the partnership.

The Our North Tyneside Plan focuses on three areas:

- Our People
- Our Places
- Our Economy

The Children and Young People's Plan is a key mechanism by which we deliver the objectives linked to 'Our People'. It focuses on delivering improved outcomes for all children and young people up to the age of 19 years, and those young people aged up to 25 years who are care leavers, have special educational needs or a disability and live in the borough.

Our vision for children and young in North Tyneside is:

“Making North Tyneside an even greater place for children and young people to thrive; where all, including those who are vulnerable, disadvantaged or disabled, are ready for school, ready for work and life, cared for and supported.”



1. Introduction, Strategic Vision and Context

To achieve our vision, we will focus on the 5 outcomes that children, young people and their families tell us matter most to them:



**I AM
SAFE**

**I AM
HEALTHY**



**I HAVE
OPPORTUNITIES**

**I HAVE
A VOICE**



**I AM
HAPPY**

The Covid-19 pandemic has impacted all of our communities, and its ongoing presence will continue to do so. In North Tyneside, we have continued to provide services across the partnership, with multi-agency arrangements continuing and work with children and families being delivered using virtual methods where face-to-face contact has not been possible. Schools have worked incredibly hard, in collaboration with key partners, to ensure they were able to provide places for vulnerable children and those of key workers. This work continued to ensure that schools were able to fully open safely from September 2020. However, the national lockdown announced in January 2021 required schools again to alter the way in which they operated and continued to educate children in the borough.

The impact of the pandemic has increased rates of poverty across families in North Tyneside and, whilst some measures such as the Poverty Intervention Fund will help us support those families, we know this is likely to have a long-term impact on children and families. Similarly, mental health issues for our children and young people are likely to increase and require us to harness the work already underway in North Tyneside to an even greater extent.

Alongside this, financial constraints and funding reductions across agencies continue to challenge the way we work. This provides a continued impetus to find new ways of working within each partner agency, and across the partnership, to ensure we continue to deliver high-quality services and improve outcomes for our children and young people.

2. Demographics and Demand



North Tyneside has a current population of 205,985, which is expected to increase by 2% by 2030, with much of this increase in the over-65 population. Our 0-18 population is 43,415 (around 21% of the borough's total population).

Children and young people from minority ethnic groups account for 8.7% of all children living in the area, which is lower than the national average.

North Tyneside is the least deprived of the five Tyne and Wear municipal areas. However, whilst there are some areas in the 10% least deprived nationally, there are other areas of significant deprivation. This is illustrated by the fact that a child born in one part of the borough can expect to live 10 years less than a child born in another part of the borough. The 'disadvantage gap' can be seen from a very young age across a range of issues, including in the rate of childhood obesity which doubles from Reception (1 in 10) to Year 6 (1 in 5). The increase is even more significant for boys living in more deprived communities.

Just under 5,000 children and young people in North Tyneside schools have identified special educational needs and/or disabilities (SEND) – 3,542 (11% of the school-age population) children in our schools have a SEN Support Plan and 1,265 (4.1%) have an Education, Health and Care Plan (EHCP). The total number of North Tyneside children, including those educated out of borough, having an EHCP stands at 1,827. For our cohort of children and young people with SEND, we have seen a sustained increase in those with Social, Emotional and Mental Health (SEMH) or Autism Spectrum Disorder (ASD) identified as their primary need.

Approximately 900 families in North Tyneside receive early help support at any time, either through a plan led by local authority Family Partners or by other partner agencies, usually schools.

Contacts to our multi-agency front door service average around 12,000 per annum, with an increasing proportion having needs met through a multi-agency early help response. During the Covid-19 pandemic, whilst most authorities have seen a sharp reduction in the number of referrals made to social care, demand levels in North Tyneside have remained stable. Around 500-600 children in North Tyneside have a Child in Need Plan at any time, and around 150-175 children have a Child Protection Plan, although the number of CP Plans were at their highest during the height of the pandemic in 2020.

Numbers of children in care in North Tyneside have remained relatively stable for a number of years, between 290-310. At the end of 2019/20, North Tyneside's rate of children in care was the lowest in the north east. The majority of children in our care live with North Tyneside foster carers.

3. Recent Achievements



The Children and Young People's Partnership is comprehensive, robust and mature, which has enabled us to deliver a range of significant service developments and improvements in recent years.

These include:

- Children's services were **judged Outstanding by Ofsted** in March 2020, noting that "strategic partnerships are mature, well-developed and highly effective"
- We have continued to successfully deliver the **Troubled Families programme** in North Tyneside, which is fully embedded into our multi-agency early help offer in the borough. We have successfully 'turned around' 1,500 families, demonstrating improved outcomes across a range of indicators
- Through our continued focus on promoting resilience, prevention and early intervention issues, we have entered into a long-term, **strategic partnership with Barnardos** to develop new and innovative solutions supporting children and young people's emotional wellbeing and mental health
- Establishment of schools-led, peer-to-peer, exclusion panels, as part of a borough-wide **Keeping Children in School** programme, which have contributed to improved exclusion and attendance rates
- Strong partnership working is also visible in the broader approach to **tackling deprivation** in North Tyneside, which started in Chirton and Riverside Wards and has now been extended to Howdon and Wallsend

- Our multi-agency **Keeping Families Connected** service, funded by DfE innovation funding, has effectively supported a reduction in entries to care, stabilisation of existing placements, and reunification where possible.

The impact of the range of work we have delivered across the partnership over recent years is evident in a number of strong indicators:

- **72% of children reached a Good Level of Development** at the Early Years Foundation Stage in 2019, improved by 24% since 2013
- 8 in 10 young people attending a **school that is judged as Good or Outstanding** by Ofsted
- **School attendance and exclusion rates** have reduced and are lower than national averages
- 2.8% of 16 and 17 year olds are **Not in Education, Employment or Training (NEET)** at June 2020, which is an improvement from 4.1% in 2013/14
- **Referral and re-referral rates** to children's social care have been lower than national, regional and statistical neighbour averages for many years
- **The rate of children in care in North Tyneside** was the lowest in the north east region at the end of 2019/20

4. Strategic Outcomes and Priorities



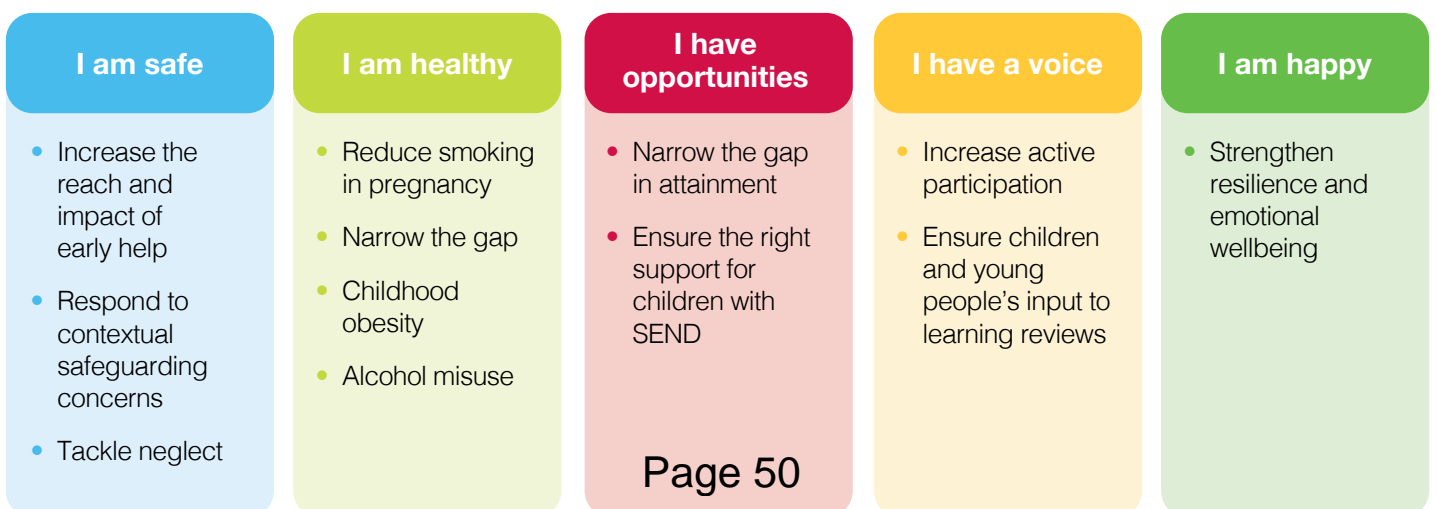
In 2019, the 5 Is Outcomes Framework was adopted to ensure a child-centred focus for all the work we do across the partnership, based on feedback from children and young people about what is important to them.

THE FIVE IS



Despite the many significant achievements that the partnership has delivered in recent years, there remain many challenges that we continue to be focused on. Alongside the changing need and demand that we expect as a result of the impact of Covid-19, our understanding of our challenges and what is important to children and young people have informed the priorities and actions set out in this strategy.

The priorities and deliverables set out in this strategy are aligned to the strategic outcomes we want to see for children and young people.



I am Safe: safe and free from harm and neglect



Priority 1.1: Ensure children and young people are living safely

Why is it important?

We want to ensure that children and young people are living safely and, where they do need to be in the local authority's care, we want to ensure they are close to home and we are actively supporting them to improve their outcomes. Whilst we have worked successfully together to provide an effective early help and multi-agency response where concerns are raised, we know that new challenges are presenting that require a partnership response.

Contextual safeguarding, where factors outside of the traditional family home can cause young people to participate in a range of risky behaviours, is an increasing concern. We know from our analysis that neglect remains the biggest factor in referrals to social care, and this has increased during the Covid-19 pandemic.

And, whilst North Tyneside has a well-established and effective multi-agency early help model, we want to expand and develop this model even further, as we know prevention is the best solution to the challenges faced.



I am Safe: safe and free from harm and neglect



What will we do as a partnership?

Our new statutory Multi-Agency Safeguarding Arrangements, via our Safeguarding Executive, will lead the development of safeguarding approaches and practice in the three key areas of: Early Help; Neglect; and Contextual Safeguarding.

We will:

- Develop and implement a new Prevention and Early Help Strategy and associated delivery plan
- Review and re-launch new strategic and operational Missing, Slavery, Exploited and Trafficked (MSET) partnership arrangements
- Launch a new multi-agency Adolescent Service
- Develop new partnership tools to identify and respond to risks around exploitation and contextual safeguarding
- Review and refresh the North Tyneside Neglect Strategy
- Launch a borough-wide communications campaign regarding neglect
- Review and develop new practice guidance regarding working with children, young people and their families where there is neglect

How will we know we've made a difference?

- Reduction in repeat referrals to early help
- Reduction in early help cases that step up to social care
- Reduction in those supported through early help, child protection or in care due to neglect
- Reduction in the number of missing episodes and children and young people that go missing



I am Healthy:

choosing healthier lifestyles



Priority 2.1: Supporting children to have a healthy early childhood

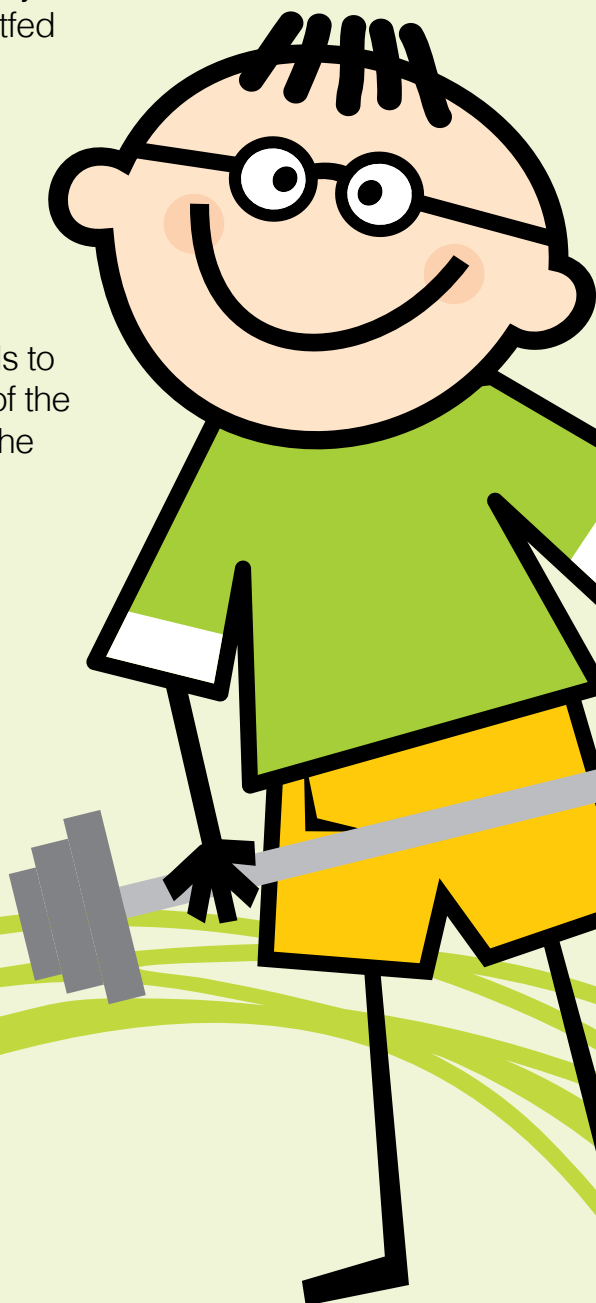
Why is it important?

The majority of children in North Tyneside enjoy a healthy early childhood. However, issues such as smoking during pregnancy, babies born with low birth weight, and babies not being breastfed can have a negative impact on a child's healthy life chances. Progress has been made in these areas in recent years - for example, rates of smoking amongst pregnant women have improved but remain too high; while breastfeeding rates have also improved but remain below the national average.

The evidence regarding the importance of early years is clear. When someone doesn't have a healthy early childhood, it leads to gaps which widen throughout a child's life; for instance, 40% of the attainment gap between disadvantaged pupils and others at the age of 16 is present even before children start school.

There are four main areas of focus within this priority:

- Narrowing the gap in health and wellbeing outcomes
- Reducing smoking in pregnancy
- Tackling childhood obesity
- Tackling the impact of alcohol in childhood



I am Healthy:

choosing healthier lifestyles



What will we do as a partnership?

We will:

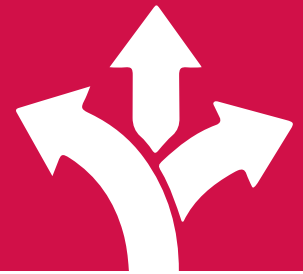
- Provide universal health visiting to all families, promote uptake of 2- and 3-year offer, and provide targeted parenting support programmes in areas of greatest need
- Implement a plan and pathways which includes antenatal interventions, access to good quality stop smoking services and promotes smoke-free homes
- Develop and implement a healthy weight action plan that:
 - Promotes healthy weight through pregnancy
 - Promotes breastfeeding and improve rates of initiation and at 6-8 weeks
 - Focuses on healthy weaning and reducing sugar consumption in early years
 - Delivers the National Child Measurement Programme
 - Promotes physical activity, use of parks, wagon ways and outdoor space
- Develop a plan to promote an alcohol-free childhood, which incorporates alcohol free pregnancy, supports children of alcohol-dependent parents, and supports young people who misuse alcohol

How will we know we've made a difference?

- Reduce prevalence of smoking in pregnancy to 6% by 2025
- Prevention of any further rise in childhood obesity by 2025.
- Increased initiation of breastfeeding and continuation at 6-8 weeks
- Increased access of adults to treatment who are dependent on alcohol and living with children



I have Opportunities: learning and developing skills for life and work



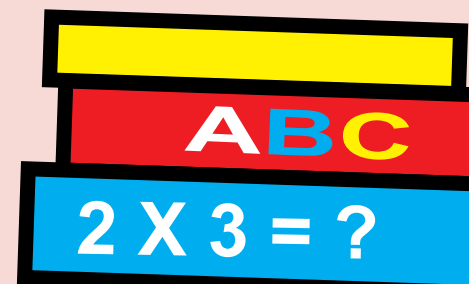
Priority 3.1: Narrow the gap in educational and employment outcomes

Why is it important?

North Tyneside has a very good education offer for most pupils; 8 in 10 pupils in the borough attend a Good or Outstanding school, and the majority of attainment measures compare well with national comparators.

However, there continues to be a gap in educational attainment between disadvantaged pupils and non-disadvantaged pupils in the borough. This gap gets wider as pupils get older. The overall average for pupils in North Tyneside achieving grade 4 or higher in English and maths GCSEs was 65%. For the non-disadvantaged cohort, it was 72%, which was 1% higher than their national peers, but it was 44% for North Tyneside's disadvantaged pupils. The impact of Covid-19 is likely to have, and will continue to, exacerbate this gap further.

Whilst we know that the proportion of young people in North Tyneside who are Not in Education, Employment or Training (NEET) compares favourably with other areas, it is clear that the impact of Covid-19 on education and the economy will reduce opportunities for our young people at a crucial point in their life.



I have Opportunities: learning and developing skills for life and work



What will we do as a partnership?

A new Education Strategy, developed through engagement and consultation with schools and a range of other partners, will take forward this priority. As part of this strategy and associated implementation plan, we will work in partnership to implement specific strategies to support the attainment and progress of disadvantaged pupils, including:

- A focus on early reading, with every nursery being supported to focus on phase 1 phonics
- Increased focus on Pupil Premium strategies and the identification of barriers to learning
- Improved literacy delivery across the curriculum alongside a strengthening of reading cultures in schools
- The development of education-to-employment pathways that maximise participation in learning and support progression to vocational training and employment:

How will we know we've made a difference?

- Reduced gaps in speech, language and communication attainment at the end of EYFS
- Reduced gaps in reading achievement and greater consistency in our results at all stages
- Increased proportion of young people in Education, Employment or Training (EET)



I have Opportunities: learning and developing skills for life and work



Priority 3.2: Ensure the right support for children and young people with disabilities and additional needs

Why is it important?

North Tyneside, like many areas nationally and regionally, has seen a significant increase in the numbers of children with an identified Special Educational Needs and Disability (SEND).

Children and young people with SEND in North Tyneside achieve good outcomes compared to national averages. This can be seen in educational attainment across the Early Years Foundation Stage, Key Stage 2, Key Stage 4 and Key Stage 5, as well as the rate of young people with SEND who are in Education, Employment or Training (EET).

Despite this, we know we need to do more as a partnership to provide the right level of support at the right time, through an inclusive approach across education, health and care to respond to increased demand, pressures on school places, and – most importantly – our desire to support every child and young person to fulfil their potential.

What will we do as a partnership?

Through the SEND Strategic Board and supporting governance, we will:

- Embed the graduated approach to supporting children and young people with SEND in school
- Launch and embed a new SEND Inclusion Strategy, with a clear understanding of local need, priorities, and how these will be met
- Develop a new multi-agency early help model for SEND, to strengthen the early identification of need and deliver the right support at the right time
- Launch and embed a new Autism Strategy and develop an effective multi-agency response for children and young people with autism

How will we know we've made a difference?

- An increasing proportion of children and young people with SEND supported through early help and SEN Support Plans
- An increasing proportion of children and young people with SEND in mainstream education
- Continued strong educational attainment and education, employment and training outcomes for children and young people with SEND

I have a voice: an active citizen with a voice and influence



Priority 4.1: Support children to be active citizens

Why is it important?

North Tyneside wants to be a place that listens, cares and is ambitious for our residents. This starts with our children and young people. Our strategy, outcomes framework, and priorities are all informed by what children and young people have told us are important to them.

This priority is aimed at ensuring the delivery of our strategy, priorities and ongoing service developments across the partnership are all based on feedback from children and young people.

We have many very positive examples of listening to children and young people and ensuring our services are shaped by their aspirations – including a Children in Care Council described as “exceptional” by Ofsted and the recent development of a SEND Youth Forum. We want to embed this through everything we do, ensuring that children and young people are able to tell their stories, help us to test services, and provide us with ongoing challenge.



What will we do as a partnership?

We will:

- Commission an annual borough wide survey of children and young people in order to better understand their needs, experiences, vulnerabilities and any threats they face
- Embed our SEND Engagement and Co-production Strategy, ensuring the voice of the child is evident throughout everything we do
- Deliver a project to engage every child in our schools to understand the impact of poverty on children and young people
- Via our Quality of Practice Group in our multi-agency safeguarding arrangements, consult and develop a proposed strategy and plan for delivering a shift in practice
- Continue to work with our Children in Care Council to have a conversation with every child in care to understand their experience
- Deliver the national New Belongings project to understand, and act upon, the views of care leavers about support they receive in North Tyneside

How will we know we've made a difference?

- We will make progress and deliver improved outcomes in the areas that children and young people tell us are important to them
- All service developments will be able to clearly set out how they have been informed by the views of children and young people

I am happy: resilient, enjoying life and having fun



Priority 5.1: Develop resilience, confidence and independence in children and young people

Why is it important?

All children and young people in North Tyneside should enjoy happy, confident childhoods. We want them to grow into resilient adolescents and adults, be able to cope with the demands of daily life, and be equipped to contribute to life in the borough.

Positive early experience is vital to ensure children have good life chances and are resilient. Mental health conditions affect about 1 in 10 children and young people and it is estimated that 75% of mental health problems in adult life, excluding dementia, start before the age of eighteen.

Locally young people, through the “Make Your Mark” campaign, voted for young people’s mental health to be their top priority which aligns with the findings from the recent MH2K youth-led project which explored mental health.

This objective will be delivered through the North Tyneside Children and Young People’s Mental Health and Emotional Wellbeing partnership, which is working toward the vision of all children, young people and their families achieving their optimum mental health and emotional wellbeing.

What will we do as a partnership?

- Review the current strategy and action plan and develop a clear vision to promote mental and health and wellbeing in children and young people in North Tyneside which focuses on:
 - promoting resilience, prevention and early intervention
 - improving access to support
 - services for high risk and vulnerable groups
- Promote a whole school approach to mental health and wellbeing across all education settings
- Develop a model of peer support across North Tyneside

How will we know we’ve made a difference?

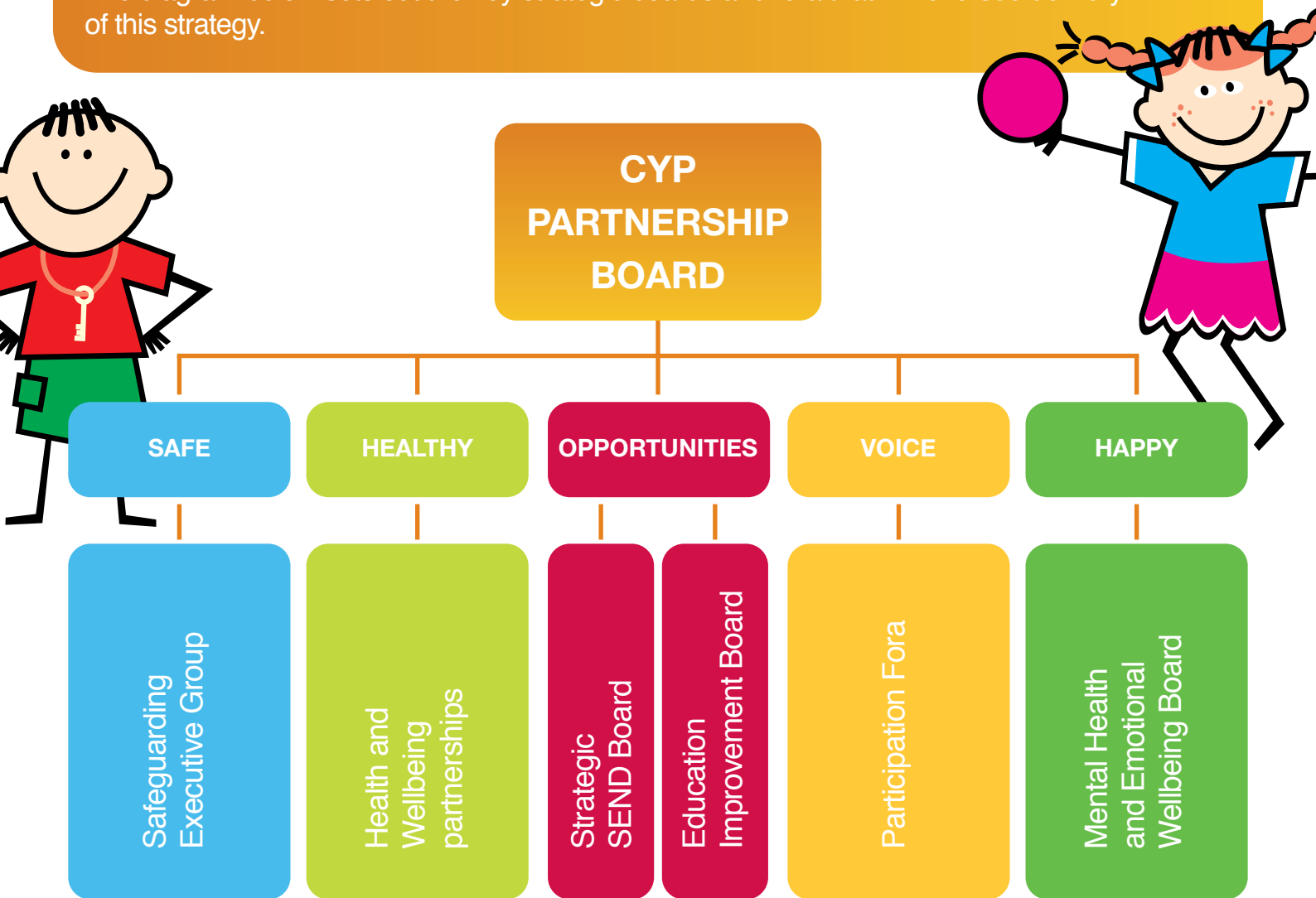
- Continued improvement in self-reported wellbeing in the biannual local mental health and wellbeing survey
- Fewer referrals into specialist mental health services
- Fewer children and young people with emotional and mental health issues being as their primary special educational need



5. Governance and Delivery

The Children and Young People's Partnership is the strategic mechanism by which partners come together to address the biggest challenges facing the borough's children, young people and their families.

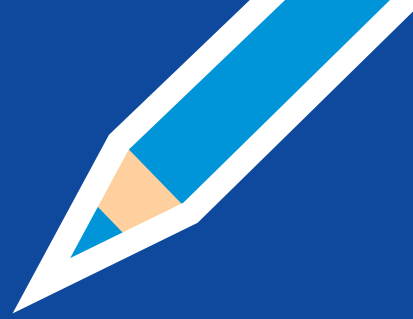
The diagram below sets out the key strategic boards and fora that will oversee delivery of this strategy.



Underpinning this strategy will be an implementation plan to take forward delivery of the key priorities and actions. Respective priorities will be overseen by the boards shown above, linked to the partnership's outcomes framework.

Quarterly reports will be presented to the CYP Partnership Board to update on progress, with particular focus on a certain priority at each meeting.

6. Outcomes Framework

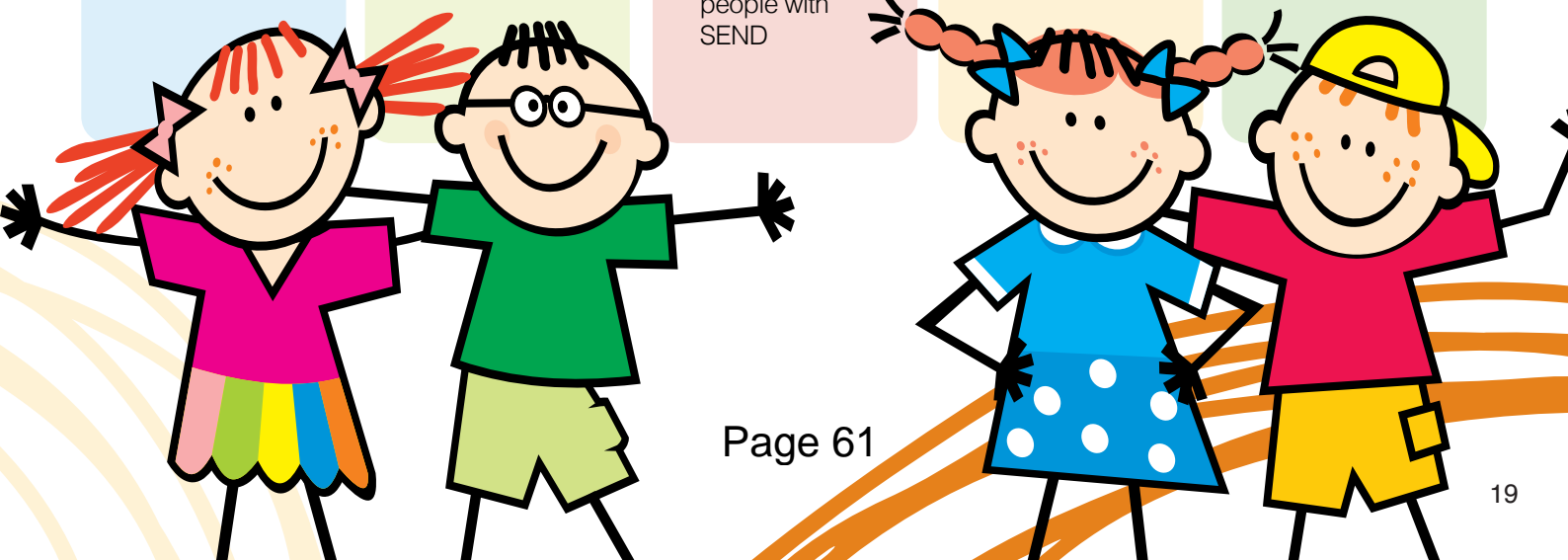
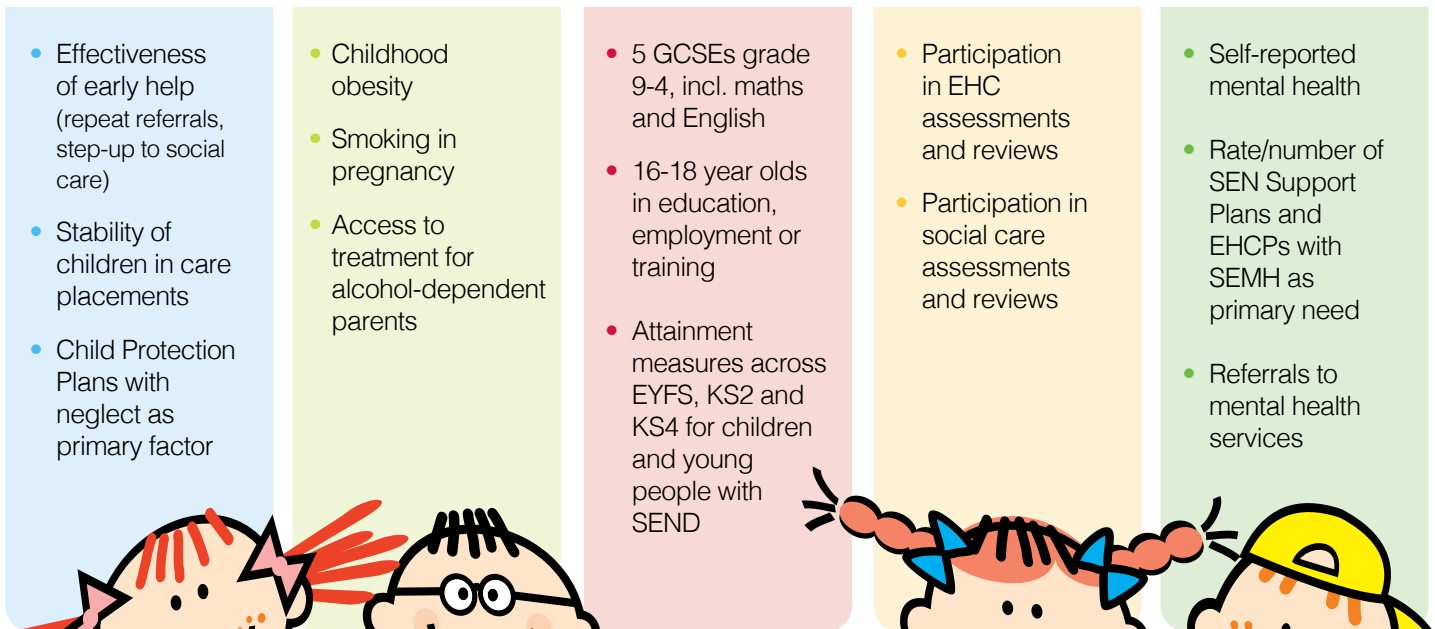


Our outcomes framework is based on five key statements that children and young people have told us are important to them. At a strategic level, we have a small number of indicators that will tell us whether we are meeting these outcomes for children and young people in North Tyneside.

Individual priorities and projects will have a range of other indicators that will demonstrate success; however, below are the indicators across the strategic partnership that we are most focused on.



Key Indicators





North Tyneside Council
Quadrant
The Silverlink North
Cobalt Business Park
North Tyneside
NE27 0BY

www.northtyneside.gov.uk

February 2021

North Tyneside Council Report to Council 18 March 2021

Title: Questions by Members of the Council

Notice has been received of the following questions from Members of the Council to be put to the Council meeting.

1. Question to the Elected Mayor by Councillor Frank Lott

What investment has been made in North Tyneside into Roads, Pavements, and associated infrastructure?

2. Question to the Elected Mayor by Councillor Naomi Craven

What plans do the council, and its partners have to tackle Anti-social behaviour and environmental issues over the summer?

3. Question to the Elected Mayor by Councillor Matthew Thirlaway

What progress has the council made on tackling plastic free agenda and the climate emergency?

4. Question to the Elected Mayor by Councillor Anthony McMullen

Our home care workers are among the essential workers who have been the true heroes of this pandemic, has the council considered doing anything to improve their terms and conditions and future career prospects?

5. Question to the Elected Mayor by Councillor Tommy Mulvenna

What progress is the council making on its building of affordable homes?

6. Question to the Elected Mayor by Councillor Sandra Graham

The poverty intervention fund has proved a fantastic success, can the Mayor confirm it is continuing?

This page is intentionally left blank