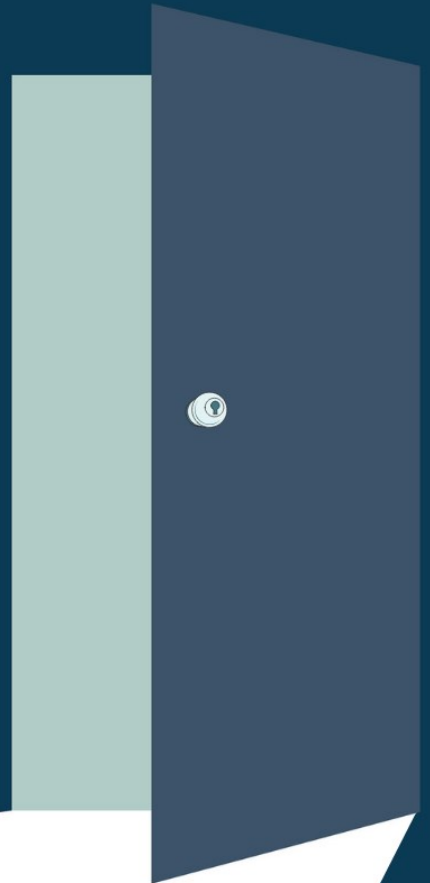


Open the door a little wider

How to make working in the North of Tyne better



**NORTH
OF TYNE**
~~~~~  
**COMBINED  
AUTHORITY**

 **Durham**  
University  
Business School





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## What we wanted to know

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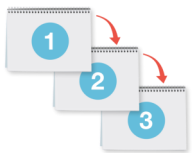
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# Introduction



We are the North of Tyne Combined Authority or the NTCA



The NTCA is made up of Northumberland, Newcastle and North Tyneside local councils



The North of Tyne Mayor is in charge of the NTCA. Jamie Driscoll was Mayor when this report was done



It is the job of the NTCA to help make the lives of people living in the North of Tyne better



This includes making sure people can get good jobs where they get paid well and are supported



The NTCA did some work about finding out people's views on finding good jobs in the North of the Tyne



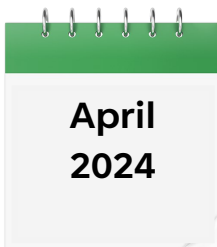
We talked to **employees, employers** and people who are looking for work



**Employees** are people who work for others



**Employers** are the people or companies who hire employees to work for them



A full report of this work was published in April 2024  
This is a shorter version of that report

Everyone has their own **protected characteristics** and they help make a person who they are

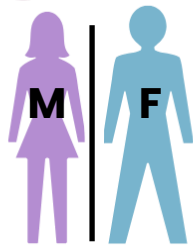
These could be...



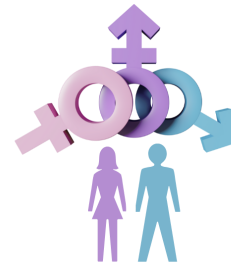
How old they are



If they have a disability



What their gender or sex is



What their sexual orientation is



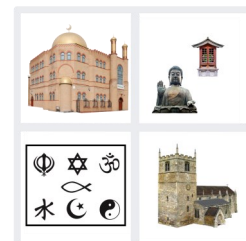
If they are married



If they are pregnant



What race or ethnicity they belong to



Their religion or beliefs



It is against the law to treat people unfairly or differently because of their protected characteristics



Having lots of people with different characteristics makes a better workplace.



This is called having a **diverse** work place

**Diverse** or **Diversity** means a mix of different kinds of people



# We wanted to know



- What problems people with **protected characteristics** had when looking for a job



- What people thought about finding work



- What people think makes a good workplace



- How to make finding a job easier for people



- How we could help employers to find and keep staff

## What we did



We wanted to talk to people to get their views



19 different groups and charities helped us to find people to talk to



We talked to 57 people in total and 15 different employers



The people we talked to included people with protected characteristics



We held 2 meetings to talk to people





3

We asked 3 questions



Some people who couldn't make the meeting, emailed us their views

## We asked...



- Have you had any problems trying to get a job?



- What could have made it easier for you to get a job?



- Is there anything else you would like to tell us?



Notes were taken by NTCA and Durham University staff



We also had 1 meeting with employers

## We asked employers...



- Did they have problems finding and keeping a diverse staff team?



- What could have made it easier to find and keep staff?



- Could they share any good ideas for finding and supporting staff?

# What we found out



We found out that people living in the North of Tyne faced problems getting good jobs



Some people had problems knowing where to look for jobs



Some people found it hard applying and interviewing for jobs



Some people with protected characteristics found workplaces unfriendly and were treated differently or unfairly



Employers said that they found it hard to find new staff with diverse protected characteristics

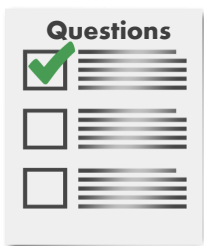


Employers also said they didn't always understand how to support people with protected characteristics

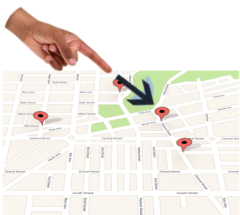
**Employees and employers did think that good changes could be made by...**



- Helping people to write CVs and application forms



- Telling people the questions they will be asked before going for interviews



- Help with finding where the interview is



- To be made welcome when they arrive for an interview

# What happens next



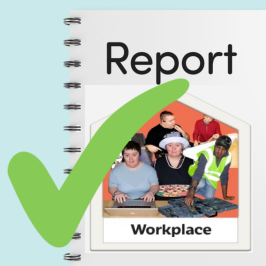
The NTCA want to make finding good work easier for people



We also want to make workplaces more supportive and better for employees



We will keep in contact with employers to share what we have learnt



And we will use this report to start making good changes in workplaces across the North of Tyne



# The NTCA would like to thank everyone who gave their views and helped with this report

