# Candidate Information

Newcastle City Council



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If you need this information in another format such as in braille or large print, contact **Employee Services** at **jobs@newcastle.gov.uk** or call **0191 211 5205**.

# We are Newcastle

We are responsible for providing all local government services within the city including social services, waste management, housing, and education. We are committed to making our residents' lives happier and healthier.

We are one of the city's largest employers. In 2022-23 we employed 4,745 full-time equivalent employees. Together, we work hard to deliver our priorities and ambitions for the city and its residents.

We have been nominated or shortlisted for, and won many awards and accreditations in recent years, including:

- Accredited as a Real Living Wage Employer 2022.
- Nominated for Municipal Journal Award for leadership in responding to climate emergency
- Awarded Gold Charter Status for Bereavement Services 2023
- Winner at North-East Energy Awards 2023
- A-graded city in CDP's ranking for tackling climate change 2022
- Awarded Social Enterprise Place badge by Social Enterprise UK 2022
- Awarded World Habitat Gold for homelessness prevention 2020
- Stonewall LGBT Employer of the Year 2020





**Pam Smith**
Chief Executive Officer
Newcastle City Council

# Working with Us

Thank you for your interest in working with us. As a city with a reputation for passion, culture, creativity, and diversity, we are proud to do local government differently.

I am so proud of all the work our diverse, talented, and resourceful colleagues do. Each one of them touches the lives of people that live and work in, or visits, our great city, delivering our services and improving the lives of our residents. The work we do changes lives.

You will be welcomed into a team of almost 5,000 colleagues dedicated to achieving our ambitions for Newcastle. That vision belongs to the people of our great city, and you will work together with residents; public, private, voluntary, and community organisations to make a city we can all be proud of. You will help us to build a city that is fairer for everyone who lives, works, volunteers, studies, or visits here.

Newcastle has long been a city of innovation, determination, and adaptability, with talented people but there is still much to do to resolve significant and very real challenges including: **child poverty**, **cost-of-living**, the **climate crisis**, and **getting the basics right**. We are building a workforce fit to face these challenges by putting people first, and we are committed to being inclusive, better reflecting the communities we serve.

We will support your hard work, passion, and commitment to build the career your talent and ambition deserves.

In this pack, you will find some important information about the Council and working with us. If you are up to the challenge, join us and make a real difference to our great city.

We look forward to welcoming you to Team Newcastle.

# Our Great City

We are a major UK city, part of the UK Core Cities Network, and part of an historic £4.2billion North-East devolution including Northumberland, Tyneside, Wearside, and Durham. This brings greater powers and investment to the region from May 2024.

We are immensely proud of our great city with its rich history and bright future, a city thriving with culture and innovation.

Newcastle is so welcoming and inclusive, and we celebrate the positive impact our differences have. We truly believe that Geordies are the friendliest people on the planet.

Visit **newcastlegateshead.com** for more information.

Estimated population of **300,125**

**8,645** businesses

**£9.9 billion** GDP

We acknowledge that it is not all good. There is significant health and social inequalities, and our work helps to address that.

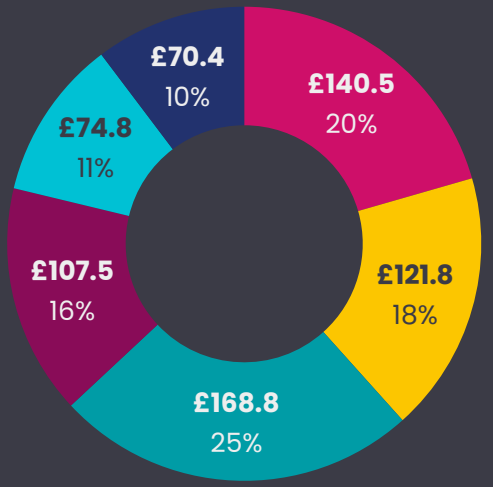
**38%** of children are in poverty

**15.2%** of households in fuel poverty

Life expectancy is lower than average.

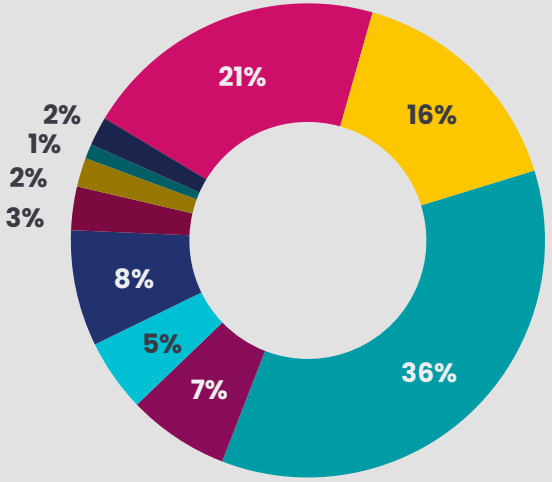


# Where our money comes from




- Council Tax
- Sales, fees, and charges
- Government grants
- Business rates
- Recharge to schools, Housing Revenue Account, and capital projects
- Contributions from third-parties

# How we spend the money




- Education
- Children's Social Care
- Adult Social Care
- Public Health
- Highways and Transport
- Environmental and Regulatory Services
- Housing Services
- Cultural and Related Services
- Planning and Development Services
- Central and Other Services

1 Values shown in £millions 2 Values shown for 2023-24

# Organisation Overview



**Chief Executive Officer**
Pam Smith



**Deputy Chief Executive**
Matt Wilton



**Chief Finance Officer**
Mark Nicholson



**Director of City Operations, Neighbourhoods, and Regulatory Services**
Christine Herriot



**Director of Housing and Communities**
Vicky McDermott



**Director of Public Health**
Alice Wiseman



**Director of Adult Social Care and Prevention**
Laura Choake



**Director of Children and Families**
Cath McEvoy-Carr

# Why Aye.

## You will get a warm welcome to Team Newcastle.

Our values of **Proud**, **Fair**, and **Ambitious** are at the heart of everything we do.

You will be invited to *Welcome to Team Newcastle*, our corporate induction. This is an opportunity to meet other new colleagues, develop your knowledge of the Council, and understand how you will contribute to our ambitions.



# Working for Us

## Pay, Pension, and Discounts

### Pay

Your salary is based on the level of skill, knowledge, and experience needed for your role. You will receive an increase each year until you reach the top of your pay band.

### Annual Leave

You will enjoy a generous annual leave allowance, receiving 25 days[1] leave, increasing to 29 days[1] after five years, and eight public holidays[1]. You can even build up to two additional days each month as part of our flexible working hours[2] and take additional leave.

### Pension

You will benefit from the *Local Government Pension Scheme (LGPS)*, one of the biggest and best occupational pension schemes in the UK, providing you with an income when you retire. Your contributions vary based on your salary, and our contribution is currently 17.6 % of your salary.

### Lifestyle Benefits

We all have less in our pockets because of the cost-of-living crisis. Stretch your pay further with our *Viv Up* app, which gives you access to thousands of savings from the UK's leading retailers, restaurants, food delivery services, and attractions.

### Travel to Work

We are committed to achieving Net Zero by 2030. Wherever you live, you will be eligible for annual discounted travel passes for buses and Metro, or discounted car parking. You will have access to our pool cars and can take advantage of our car lease scheme[2]

### Equipment

Whether you work from home, the office, or off-site, our ICT starter pack[2] will help you get the job done and enable you to work collaboratively with colleagues. A start-up allowance[2] of up to £150 is available towards buying a suitable adjustable chair and desk.

Information correct at time of publishing and subject to change.
1 Pro-rata for part-time colleagues. 2 Depending on job role. 3 Subject to operational requirements.

# Working for Us

## Work Environment and Culture

### Being Yourself at Work

We want you to be yourself at work. We celebrate and embrace diversity, and value the positive impact that our differences offer our great city. We have established informal support networks for LGBTQ+ colleagues, those with disabilities, and ethnic minorities.

### Your Development

Your success is our success. We will support your career with a range of learning resources, including a comprehensive induction, on-the-job training, e-learning, apprenticeship programmes up to degree level qualifications, workshops, secondment opportunities, and access to our learning zones.

### Valued Colleagues

We are committed to colleague engagement, and you will be encouraged to share your ideas and feedback with us at in-person events and through regular feedback opportunities. Our annual *We are Newcastle Awards* shines the spotlight on colleagues who make a difference to our great city through our values of fair, proud, and ambitious.

### Volunteer Your Time

You can volunteer for up to five days, or 37 hours[1], so you can support your favourite charity or local community[3]. You can take this paid leave together or spread it over the year.

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1 Pro-rata for part-time colleagues. 2 Depending on job role. 3 Subject to operational requirements.

# Working for Us

## Wellbeing and Work-life balance

### A Positive Work-life Balance

We all have priorities outside of work and wherever possible we will try to help you achieve a great work life balance. With a commitment to flexible working, depending on your role, options may include full-time, part-time, term time only, part year working, compressed hours, casual hours, home working and an amazing flexi-scheme.

### Family-Supportive

We are a family-supportive employer and will support you with your caring responsibilities alongside your job with flexible working patterns[2] to suit your needs. Enjoy financial reassurance with our enhanced maternity, adoption, and parental leave and pay. we will help you ease back into work when it is time to return.

### Your Health and Wellbeing Matters

Your health and wellbeing is important to us. Our Occupational Health service offers advice and support to help you be at your best.

### Support Through Life's Challenges

You and your immediate family can get support from our 24/7 confidential Employee Assistance Programme to help with challenges life throws at you.

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newcastle.gov.uk/jobs

