

Plymouth City Council Corporate Equalities Plan 2007-2010

Annual Review – June 2008

Introduction

This Corporate Equality Plan (CEP) annual review shows what we have done during 2007 – 2008 to implement the objectives in our Corporate Equality Policy (2005). It also shows what we intend to do in the next couple of years.

From June 2008 this plan's timetabled actions will be reviewed within our recently published Equality Scheme (ES 2008 - 2011). We will produce our annual reports on our ES from our progress and monitoring system. This means that specific reports against this plan will no longer be required. This is par of our original commitment to streamline our planning arrangements on equality, diversity and community cohesion.

Our ES supports the delivery of our Corporate Improvement Plan (CIP), in particular CIP 4 that aims to “narrow the gap between our communities”. It will also ensure that we achieve our ambition of level 3 of the Equality Standard for Local government by March 2009.

The key dimensions of our ES and this plan are in following four sections:

- Leadership and partnerships
- Employment and training
- Service Delivery and Procurement
- Community engagement and community cohesion

The commitments we have made cover all the equality strands of age; disability; faith, belief and religion; gender (including trans); race and sexual orientation. It shows want we want to do as well as what we are required to do and where we are with these commitments. It also shows how we have done with our Disability (DES), Gender (GES) and Race Equality Schemes (RES) that are now incorporated within our ES although annual reviews and reports will be available on each one until they end.

Our Corporate Equality Group (CEG), which includes representation from across the council, is responsible for overseeing the implementation and monitoring of the plan and our ES and ensuring that will now be reviewed on an annual basis.

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Issue	Driver	Action	Who & When	Outcome / Target	Progress - June 2007
1. Leadership and partnerships.					
<ul style="list-style-type: none"> Our Member Development Strategy aims to ensure that elected members receive equalities training appropriate to their roles and demonstrate through their actions and behaviour a commitment to the Council's equalities and diversity agenda. Our Local Transport Plan has an accessibility section that commits us to improve access to transport for women and people with disabilities. Our Local Strategic Partnership has adopted a multi-agency Race Equality Action Plan as a first step to developing a strategic approach to diversity. 					<p>On target - Between August 2006 and to date 34 members have attended our corporate Equality awareness course. This is made up of 12 Conservatives; 20 Labour and 2 liberal democrats. Two more courses are planned for later in this financial year. Members also receive equality information a part of their induction.</p> <p>On target - the accessibility commitments are being implemented.</p>
					Achieved– the agreed actions in this project plan have been met.
1.1 Ensure views of staff from equality target groups are sought in developing corporate equalities work.	RES, DES, GES	Establish reporting line from staff networks to CEG and develop networks for remaining strands.	SIU/HR March 2008	% of Staff from across the equality strands expressing satisfaction in the way they have been consulted or engaged in corporate equalities work.	Achieved – we have established and held staff forums for Black and Minority Ethnic (BME); Disabilities and Sexual Orientation. These have contributed to the production of our ES. Their satisfaction rates have not yet been formally measured. Our staff survey included various questions about equality issues and we are in the process of setting priority targets against what we were told.

Colour Key for Progress – June 2008 column

Achieved	On target	Some slippage	Slipped
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Issue	Driver	Action	Who & When	Outcome / Target	Progress - June 2007
1.2 Progress with equalities is published and celebrated including significant achievements and data.	RES, DES, GES.	Publish Annual Equalities Review.	SIU/HR/CEG June 2007, 2008 and 2009.	Staff and wider community are aware of progress in equalities, as part of mainstreaming agenda.	Achieved - Two annual reviews have been produced and widely circulated to individuals, partners and community leaders within our city. Our third annual review will be completed and published in July 2008.
1.3 Develop a single integrated Equality Scheme or individual reviews of our Disability, Gender and Race Equality Schemes.	Race Relations (Amendment) Act (RR(A)A) 2000, Disability Discrimination Act 2005 (DDA 2005), Equality Act 2006 (EqA 2006), Equalities Review.	Investigate feasibility of publishing integrated Equality Scheme or conduct statutory reviews of Race Disability and Gender Equality Schemes.	SIU/CEG Integrated equality scheme by May 2008 or Race Equality Scheme May 2008, DES December 2009, GES April 2010.	Improved integration of equalities to reflect Commission for Equality and Human Rights (CEHR) agenda and equality legislation met.	Achieved – Equality Scheme 2008 – 2011 agreed by delegated decision on 23.05.08. This was published on the democratic pages by the end off May 2008. A “polished” version will be online and sent to key stakeholders by the end of June 2008.

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1.4 Implement a multi-media approach to publicity that links to other equality work.	Promotional aspects of RR(A)A; DDA and EqA and Community Cohesion.	Increase availability of positive images of diverse communities and review usage.	SIU and Corporate Public Relations. March 2008.	Positive images of people diverse communities are promoted and celebrated and negative stereotyping addressed.	On target – the CEG communications plan has been followed which ensures that this happens across the authority.
1.5 Ensure equality issues woven into strategic approach to older people.	CPA, LAA, Corporate Improvement Plan.	Contribute equality dimensions to development of strategy for Older People.	Adult Social Care 2010.	Outcomes for older people delivered with positive equality impacts.	On target – Older People’s Strategy and action plan published in June 2008. Consultation on this strategy was extensive and covered the equality strands with specific attention to community engagement with elders from our Chinese Community. Social Inclusion Unit (SIU) is a core member of the older people’s strategy project team to ensure equality considerations are integral and mainstreamed as the action plan outcomes are delivered.
1.6 Ensure equality issues for Children and young people woven into the Children and Young People Strategic Plan (CYPSP).	CPA, LAA, Every Child Matters, Corporate Improvement Plan.	Contribute equality dimensions to development of CYPSP.	Children’s Services Plan review and refresh 2008.	Outcomes for children and young people delivered with positive equality impacts.	Achieved – Children’s Service Plan reviewed and refreshed. It was republished in May 2008. Children and young people were integrally involved and SIU attended key planning events to ensure that equality considerations were part of the process.

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Issue	Driver	Action	Who & When	Outcome / Target	Progress - June 2007
1.7 Ensure equalities issues are taken into account when developing citywide priorities for Local Strategic Partnership (LSP) and actions.	RR(A)A2000, DDA2005, Equalities Act 2006. Audit Commission progress report on LSP (March 07), LSP Race Equality Action Plan.	<p>Analysis of outcomes for local people broken down by equality strand to establish equalities baseline for Sustainable Community Strategy (SCS) & Local Area Agreement (LAA), where available.</p> <p>Develop plan to address gaps in baseline information.</p> <p>Refresh of LAA + SCS to reflect any identified inequalities.</p>	<p>Head of Corporate Planning. July 07</p> <p>Head of Corporate Planning. October 07</p> <p>Head of Corporate Planning. April 08</p>	<p>Improved information about equalities informs prioritisation & development of services.</p> <p>SCS & LAA more focussed on inequalities where they exist.</p>	<p>Achieved – Research has been commissioned and delivered by Plymouth University’s SERIO unit. The outcome of this BME Data cataloguing study will be used to inform further actions for the LSP Race project team. Actions also taken to ensure that LAA’s were equality compliant via a programme of Equality Impact Assessments that are available on line.</p>

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Issue	Driver	Action	Who & When	Outcome/Target	Progress - June 2007
1.8 Implement the Disability Equality Scheme.	DDA 2005, DES	Publish information about accessible swimming and improve disabled access at our pools.	Culture, Leisure and Sport by April 2008.	Meet DES commitments on time and improve and promote disability equality.	On Target – information about accessibility to pools available and plans to improve access in hand. Review of car parking has happened and actions about parking as included in the disability equality scheme are being progressed. Review of waste collection has happened and city wide changes are expected later this year. Plans about accessibility to our buildings are progressing. Exceptional reports are produced for the DES implementation group and an annual report detailing progress completed in January 2008.
		Review car parking to include raising awareness of car parking restrictions and enforcement and improved access to City Centre shopping areas.	Parking Services & City Centre Team to Complete review by December 2007 and implement by March 2010.		
		Review of waste collection procedures including the assisted waste collection arrangement and bulky waste arrangements.	Street Services by March 2008.		
		Improve access to council buildings offering a public service.	Asset Management 2007 – 2009.		
		Monitor all other actions in DES using exceptional reporting.	CEG /DES Implementation group quarterly.		

Colour Key for Progress – June 2008 column

Achieved	On target	Some slippage	Slipped
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Issue	Driver	Action	Who & When	Outcome / Target	Progress - June 2007
1.9 Implement the Gender Equality Scheme.	EqA 2006, GES.	Improve access for all service users to swimming facilities.	Culture, Leisure and Sport April 2008.	Meet GES commitments on time and improve and promote gender equality	On target – Annual review report published in April 2008 showing 11 actions completed; 6 on target; 3 with some slippage and two that have slipped. Average numbers of women using “women only” swimming sessions is 30 per week. There has been an increase in uptake of services by fathers thought projects like “Plymouth Kids and Dads” and activities in Children Centres. Parent and family support implementation plan has 9 work streams with focus on BME; Male carers and fathers and LGBT groups. Transgendered/gender reassignment policy deadline changed to September 2008. Review of waste collection has happened and city wide changes are expected later this year.
		Work towards Father’s Quality Mark to address low uptake around family support services.	Children’s Services Family Support team March 2008.		
		Develop a policy to support people in the workplace who are undergoing gender reassignment.	Human Resources December 2007.		
		Ensure bulky waste collection meets the needs of women.	Street Services March 2008.		
		Monitor all other actions in GES using exceptional reporting.	SIU annual report December 2007; 2008; 2009.		

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2. Employment and training					
<ul style="list-style-type: none"> Our organisational development strategy has equality as one of our four core values. We are committed to promoting fair transparent employment free from unlawful discrimination and to celebrating the diversity of our workforce. Our learning and development policy commits us to providing equal access to learning and development opportunities for our employees. We are working towards removing barriers, including physical, which prevent individuals from developing their potential. We have commissioned an equalities training programme that will deliver training to 1950 staff by March 2009. We will complete job evaluation (JE) by October 2007. 					Achieved – organisational development strategy has been disseminated to service managers who cascade to teams. Our career appraisal process specifically requires consideration of equality and diversity contributions in day to day operations. Learning and development opportunities are available within corporate induction; corporate raising awareness courses and specialised courses like learning disability. EIA training is available. Our JE deadline is October 2007 and final collective agreement will be backdated to this point.
2.1 Our workforce reflects the diversity of our community.	RR(A)A, RES, BVPI 16 & 17, ESLG Level 3 DES, DDA 1995/2005.	Set targets for recruitment where under representation has been identified and develop action plans to ensure they are met.	Complete analysis by October 2007 and meet targets by 2010.	Our workforce reflects and is representative of the diversity of our communities.	On target – we are currently establishing our base lines and setting these targets accordingly.

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Issue	Driver	Action	Who & When	Outcome / Target	Progress - June 2007
2.2 Ensure diverse communities are fairly represented in senior management posts.	RES, BVPI 11 a, b & c DES, GES.	Analyse payroll/workforce diversity information and set appropriate targets.	Complete analysis by October 2008 and meet targets by 2010.	Our senior staff reflects the diversity of our communities.	On target – we are currently establishing our base lines and setting these targets accordingly.
2.3 Target equality training to managers and staff with greatest need.	RES, DES, GES, Workforce Development Strategy and Member Development Strategy.	Develop a set of equalities competencies for corporate appraisal system.	SIU/L&D to develop competencies based on learning outcomes agreed with training provider by Sept 2007.	Equality training targeted to areas of greatest need. Awareness of good practice increases.	Achieved – draft competencies developed ready for submission to the JE team when JE moves to the phase that develops new role profiles.
2.4 Develop proposals to ensure training needs of staff, especially those with specialist equalities responsibilities are met.	RES, DES, GES, ESLG Level 3.	Review need for specialist training (towards end of existing programme) and consider potential for mainstreaming equalities in relevant training.	L&D/SIU by December 2008.	Proposals are developed to ensure the council is compliant with statutory guidance in relation to staff training especially those with specific equalities responsibilities.	On target – SIU are conducting a needs analysis and will work with L&D team in relation to training required later this year. Learning disability. Disability awareness, faith and belief training events are happening.

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2.5 Monitor HR policies for equality implications.	RES, DES, GES, Corporate Equalities Policy.	Monitor HR policies, e.g. Recruitment, Training, Disciplinary and Grievance, etc as specified in statute and make recommendations to address any problems through our programme of EIA's.	SIU/HR by April 2008.	HR policies are demonstrably fair and do not unfairly discriminate against any equality group.	On target – HR policies are included in our three year corporate programme of EIA's. The priority EIA's for 2006 – 2008 have been completed. During 2007 – 2008 as a council we completed over 70 EIA's.
2.6 Monitor staff perceptions of equalities.	RR(A)A 2000, BV2b, RES.	Ensure two yearly staff survey includes staff perceptions and monitors improvement.	Performance unit and SIU as part of staff survey June 2007 and 2009.	HR practice provides equality through improved monitoring and feedback Effectiveness of training measures is monitored.	Achieved – Staff survey run in 2007 and included relevant equalities considerations. CEG will be considering the key findings and setting targets as needed.
2.7 PCC meets requirements of Equal Pay Act (EqPA 1970),	Sex Discrim Act 1975 (SDA1975), ESLG Level 3, GES.	Conduct equal pay review following job evaluation	HR Dec 2007	Men and women employees are afforded equality in pay and terms and conditions for work of equal value.	Some Slippage – JE conducted; results are known' next phase progressing. Scheme outcomes which include the equal pay review yet to be fully agreed.

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Issue	Driver	Action	Who & When	Outcome / Target	Progress - June 2007
2.8 Ensure we have implemented statutory employment regulations on Age, Sexual Orientation and Religion and Belief.	Employment (Equality) Religion and Belief Regulations 2003. Employment (Equality) Sexual Orientation Regulations 2003.	Review policies and practices to ensure compliance and send guidance to managers.	HR/SIU/Staff networks April 2008.	Employment Policies meet statutory guidance and legislative requirements.	Achieved – guidance given to service managers re Age regulations in 2006/07. Information about sexual orientation and religion/faith/belief issued in April 2008. This is backed by our EIA programme.

Colour Key for Progress – June 2008 column



Issue	Driver	Action	Who & When	Outcome / Target	Progress - June 2007
3. Service delivery and procurement					
<ul style="list-style-type: none"> All of our service areas specifically address equality in their service plans within a corporate framework. 'Have your say', our Corporate compliments, suggestions and complaints scheme commits us to encouraging feedback from everyone and will respect and make provision for differences in age, gender, race, culture, religion, language, literacy, disability and sexual orientation. 					<p>On target – guidance has been given to service managers in relation to equality and diversity and what they should give attention to within their service/business plans. Our Have your Say system is in place and we have dedicated homophobic and racist incident reporting available. In June 2007 we extended this to be available for disabled incidents and those based on faith, belief and religious grounds.</p>
<p>3.1 Ensure barriers to services are removed to provide equal access for diverse communities.</p>	<p>RES, DES, GES.</p>	<p>Ensure annual programme of EIA's are conducted and action plans are developed to address any negative impact.</p> <p>Produce annual report evidencing that EIA's are completed and highlighting key strategic issues arising from them.</p>	<p>CEG, EGG and Service Managers in accordance with published programme and in line with service planning by March 2009.</p>	<p>Produce annual report on EIA's completed and highlighting key strategic issues arising from them. are then traced in service plans. Negative impacts for equalities are identified and addressed.</p>	<p>On target – Three year programme in place (2007 - 2010). Annual report for 2007 – 2008 published in April 2008. New programme of EIA's (2008 – 2011) will be agreed by CEG in July 2008.</p>

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3.2 Develop appropriate comparison data including customer representations to monitor service use by diverse communities.	Corporate Equalities Policy, RES, DES, GES, ESLG Level 3, BVPI 2a, 2b.	Review our planned approach to collecting and recording service user diversity data including corporate and departmental customer representation systems.	SIU/CEG April 2008.	An appropriate benchmark is set and accurate data collected about service user's diversity to allow inform EIA's and service plans leading to targeted improvements.	Some slippage – corporate standard for service user monitoring agreed in 2006/07. Requires review and reissue and this is planned for June/July 2008. Some work has been undertaken to achieve a base line in order to set targets. This will be completed and ratified by CEG in July 2008.
3.3 Commissioning arrangements meet the needs of diverse communities.	Corporate Equalities Policy, RES, DES, GES, ESLG Level 3	Procurement guidance is updated and diverse communities e.g. the catering/restaurant trade are encouraged to tender for council work.	SIU/CEG rep for Corporate Procurement Team by December 2007.	Contracts include measures to ensure general and specific duties are delivered and specific procurement requirements are met.	Achieved – Specific project plan delivered and procurement strategy issued in April 2008 is now equality compliant.

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3.4 Ensure information, including regulatory and licensing functions, provided to the public is accessible to diverse communities.	RES, DES	<p>Conduct audit to include regulatory and licensing functions against corporate standard for provision of information in alternative languages and accessible formats.</p> <p>Review accessibility of information on council website for people with disabilities.</p>	SIU/Web Access Team/ Corporate Audit Team by March 2008	Diverse communities are able to access information about council services including regulatory and licensing functions. Provision of information in different formats upon request	Achieved – Audit conducted by SIU and Web development team and it is accessible according to LG national criteria. Target to achieve the next level of this standard is already in place.
3.5 Ensure we have implemented statutory regulations on Sexual Orientation and Religion and Belief in relation to goods and services.	EQA 2006, Equality Act (Sexual Orientation) Regulations 2007.	Develop guidance for staff and review any policies that may be non-compliant.	SIU/CEG April 2008	All council services are offered equitably to service users irrespective of their sexual orientation or faith.	Achieved – guidance given to service managers re Age regulations in 2006/07. Information about sexual orientation and religion/faith/belief issued in April 2008. This is backed by our EIA programme.

Colour Key for Progress – June 2008 column



Issue	Driver	Action	Who & When	Outcome / Target	Progress - June 2008
4. Community engagement and community cohesion					
<ul style="list-style-type: none"> We are committed to delivering the Plymouth Asylum Seeker and Refugee (ASR) Strategy and Action Plan 2005 - 2008 monitored through the Asylum Seeker and Refugee Statutory Forum. Our Local Strategic Partnership Race Equality Action Plan includes a commitment to engage with Black and minority ethnic community leaders. We have commissioned support from local voluntary and community sector agencies to support the delivery of our equalities priorities. 					<p>Achieved – our ASR forum now includes third sector partners. The strategy action plan is being reviewed. Joint commissioning arrangements for ASR services are being developed. The LSP race action plan is on target. There are two BME representatives on the LSP itself. A variety of commissioning and service level agreements are in place directed to voluntary organisations and community groups.</p>
4.1 Consult with service users from diverse communities on service plans.	RES, DES, GES, ESLG Level 3, CEHR European Year of Equalities.	Establish programme of consultation to increase participation and engagement from diverse communities.	Head of Safer Communities/CPU by January 2008.	Programme published and engagement with diverse communities improves.	Some Slippage – a project called “diverse plymouth” was set up and key milestones achieved until January 2008. Meetings that were in the planning have now changed in focus due to recent local events. A new approach to this ambition will be starting in June 2008. We have actively sponsored, supported promoted and been involved in a series of activities as detailed in the CEG year end report.

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Achieved	On target	Some slippage	Slipped
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Issue	Driver	Action	Who & When	Outcome / Target	Progress - June 2008
4.2 Encourage diverse communities to report incidents of harassment and ensure victims are satisfied with responses.	DDA 2005 and DES, BVPI 174, 175 and ESLG Level 3	Improve capture of racist and homophobic incident reports and extend to cover disablist incidents.	SIU, CEG by 2008 (Explore options for extending this system to faith and belief incidents during 2009.)	Follow up action for racist incidents is 90%. Disablist system in place Diverse communities have increased confidence and satisfaction in our reporting systems	Achieved - Racist and homophobic incident reporting had been in place for three years. It was reviewed and upgraded this year. We have been recording disablist incidents this year and have now made this process available on line. We have accelerated our actions on faith/belief/religious incidents and this is also available on line. Our follow up exceeds our target and we are starting to measure satisfaction rates to ensure continuous improvement.
4.3 Building Community Cohesion and Integration.	ESLG Level 3, RR(A)A; Improving Opportunities & Strengthening Society; Our shared futures; Corporate Improvement Plan.	Agree a strategic approach to community cohesion and integrate equalities and ensure equality dimensions of Service Inspections are met.	SIU Dec 2007 CEG as per individual inspections.	Clearer approach to community cohesion and respond to government guidance.	Achieved – our strategic approach based on “our shared futures” was agreed by our cabinet in January this year. Our LSP will be taking a lead on this work closely supported by the SIU. An initial proposal has already been considered by the LSP and key actions agreed.

Colour Key for Progress – June 2008 column



Issue	Driver	Action	Who & When	Outcome / Target	Progress - June 2008
4.4 Meet the accommodation needs of Gypsies and Travellers both transient and settled communities	Housing Act 2004, RR(A)A	Develop council wide approach to site management	Head of Safer Communities Dec 2007	Improved health and welfare for Gypsy and Traveller communities and reduced community tensions.	Completed – we have agreed our council wide approach and work in the area will be ongoing during 2008 – 2009.

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Key Performance Indicators which relate to the Plymouth City Corporate Equality Plan

Area	Dept Service	Indicator	Source	Reporting.	Baseline	Target (s)	Progress June -2008
Quality of our Race Equality Scheme.	Social Inclusion Unit. (SIU)	Best Value Performance Indicator 2b.	Audit Commission.	Corporate Race Relations Manager.	Current score 38%.	50% by March 2008.	We exceeded this target by 2%.
Reaching equality Standard for Local Government Level 3 & 4.	SIU.	Best Value Performance Indicator 2a.	Audit Commission.	Equality and Diversity Officer.	Level 2.	Reach level 3 by March 2009 Reach Level 4 by March 2010.	Peer assessment for level 3 scheduled for November 2008.
Number of racist incidents reported and recorded per 100,000 of the population.	SIU.	Best Value Performance Indicator 174.	Audit Commission.	Community Cohesion Officer.	Current indicative target is 95%.	2007/08 is 95% 2008/09 is 98%.	At year end this was 52.4 % - the figure is based on 130 incidents (95 from schools and 35 corporately) recorded against a target of 232. The target is indicative only as the key measure is 175 below.
The percentage of racial Incidents reported to the local authority that resulted in further action.	SIU.	Best Value Performance Indicator 175.	Audit Commission.	Community Cohesion Officer.	Follow up action for reported racist incidents was 90.3% for 2006/07.	2007/08 is 90% 2008/09 is 90%.	This target was exceeded by 9.23% (i.e. at year end was 99.23%). The follow up mechanism is working effectively.

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Area	Dept Service	Indicator	Source	Reporting.	Baseline	Target (s)	Progress June -2008
Eliminate unlawful racial discrimination.	SIU.	Satisfactions in the way racist incidents that result in further action are handled.	LAA - Safer and Stronger Block SSC7.	To be collected as part of LAA delivery, reported annually.	No Baseline, baseline to be established 2007/08.	To be established 2008/10.	Baseline measured against 35 reports from which 25 did not reply of the ten that did 8 said they were satisfied.
Promote equality of opportunity.	SIU.	% of people from BME Communities who feel that one or more key public services would treat them worse than people of other races.	LAA - Safer and Stronger Block SSC.	To be collected as part of LAA delivery, reported annually.	No Baseline, baseline to be established 2007/08.	To be established 2008/10.	Part though the year it became apparent that this would be superseded by new National Indicators.
Promoting good relations between people from different racial groups.	SIU.	Number of people who feel their local area is a place where people from different backgrounds get on well	LAA - Safer and Stronger Block SSC.	Baseline data collected via Local Government User Satisfaction Survey.	2006/07-44%.	49% by 2009/10.	On clarification it became apparent that this baseline should be 75%. The PLACE survey to be carried out later this year will enable us to fix an agreed baseline and targets ready for 2009/10 onwards.

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Area	Dept Service	Indicator	Source	Reporting.	Baseline	Target (s)	Progress June -2008
		as a % of people surveyed.					
CRE code of practice for local authority housing services.	Housing service.	CRE code including tackling racial harassment for housing.	Audit Commission.	Housing.	2006/07 – Yes	2007/08 – Yes	An audit off evidence supporting compliance has been undertaken and recommendations to maintain good practice made.
Satisfaction of housing tenants with the overall service provided by their LA landlord: broken down by ethnicity.	Community Services.	Best Value Performance Indicator 74b.	Audit Commission.	Tenants survey every three years.	2006/07 – 83%.	2007/08 – 84%.	Our last indicator was 58% (06/07). It is obtained from the biennial STATUS survey which takes place again June-November 2008. We have been undertaking a series of initiatives to engage better with BME tenants like the BME involvement group (met four times with over 30 BME tenants) and a BME event in February 2008 to reach our targets.
% of top 5% of earners of staff who are women.	Human Resources.	Best Value Performance Indicator 11a.	Audit Commission.	Through workforce monitoring.	2006/07 – 45%.	2007/08 - 50%.	Our reported figure is 49.40%. Proactive in recruitment methods are taking place to ensure women are attracted to advertised vacancies. Our performance is in the top quartile compared to other authorities.
The % of top 5% of earners from ethnic minorities.	Human Resources.	Best Value Performance Indicator 11b.	Audit Commission.	Through workforce monitoring.	2006/07 – 1.7%.	2007/08 – 1.8%.	The year end figure is 4.54% - positive recruitment campaigns taking place enabled us to exceed this target.

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Area	Dept Service	Indicator	Source	Reporting.	Baseline	Target (s)	Progress June -2008
The % of top 5 % staff that have a disability (not schools).	Human Resources.	Best Value Performance Indicator 11c.	Audit Commission.	Through workforce monitoring.	2006/07	2007/08 –3.5%.	There was an improvement this year even though target narrowly missed at 3.38%.
The % of employees with a disability.	Human Resources.	Best Value Performance Indicator 16a.	Audit Commission.	Through workforce monitoring.	2006/07	2007/08 – 3.5%	An improvement on previous figures with target marginally missed at 3.37%
The % of local authority employees from ethnic minority communities.	Human Resources	Best Value Performance Indicator 17a	Audit Commission	Through workforce monitoring	2006/07 – 1.6%	2007/08 – 2%	The year end report was that this is at 5.09%.
The % of LA public buildings that are suitable for an accessible to people with disabilities.	Asset.	Best Value Performance Indicator 156	Audit Commission	Building accessibility programme.	2006/07	2007/08 – 16.5 %	The final figure of 18% is above the target and forms a sound platform for further improvements.

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Achieved	On target	Some slippage	Slipped
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