

Personnel and Organisational Development

Status	Improvement direction	Indicator	2006/07 Actual	2006/07 Best Quartile	2006/07 Worst Quartile	2006/07 Family Average	2007/08 Actual	2007/08 Target	2008/09 Target	2009/10 Target	2010/11 Target
Not Met	Bigger is better	BV002a The level of the Equality Standard for Local Government to which the authority conforms	2				2	3	Removed from 08/09	Removed from 08/09	Removed from 08/09
Not Met	Bigger is better	BV002b The duty to promote race equality	94.7%	84%	58%	61%	94.7%	100%	Removed from 08/09	Removed from 08/09	Removed from 08/09
Met	Bigger is better	BV011a The percentage of top 5% of earners that are women	25%	43.56%	24.11%	24.17%	29.63%	21%	Replaced from 08/09	Replaced from 08/09	Replaced from 08/09
	Bigger is better	The percentage of top management that are women					22.2%		24%	26%	28%
Not Met	Bigger is better	BV011b The percentage of top 5% of earners that are from black & ethnic minority backgrounds	6%	4.53%	0%	2.45%	3.84%	6%	Replaced from 08/09	Replaced from 08/09	Replaced from 08/09
	Bigger is better	The percentage of top management that are from black & ethnic minority backgrounds					2.2%		2.2%	4%	4%
Not Met	Bigger is better	BV011c The percentage of the top paid 5% of staff who have a disability	4%	5.49%	0%	3.76%	3.84%	5%	Replaced from 08/09	Replaced from 08/09	Replaced from 08/09
	Bigger is better	The percentage of top management who have a disability					2.2%		2.2%	2.2%	4%
Met	Smaller is better	BV012 - The proportion of working days/shifts lost due to sickness absence	11.79	8.09	10.73	9.71	9.61	10	8.5*	8	7.5

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Met	Smaller is better	BV014 - The percentage of employees retiring early (excluding ill-health retirements) as a percentage of the total workforce	0.35%	0.18%	0.97%	0.7%	0.17%	0.75%	0.75%	0.75%	0.75%
Met	Smaller is better	BV015 - The percentage of employees retiring on grounds of ill health as a percentage of the total workforce	0.69%	0%	0.32%	0.38%	0%	0.55%	0.55%	0.55%	0.55%
Met	Bigger is better	BV016a - The percentage of authority employees declaring that they meet the Disability Discrimination Act 1995 disability definition	5.21%	4.43%	1.9%	5%	5.9%	5%	5.9%	5.9%	5.9%
Met	Target is best	BV016b % Economically active disabled people in the authority area	17.9%				17.9%	17.9%	Removed from 08/09	Removed from 08/09	Removed from 08/09
Not Met	Bigger is better	BV017a - The percentage of employees from minority ethnic communities within the authority's workforce	4.34%	5.2%	1%	1.9%	3.85%	4.3%	4%	4.2%	4.4%

Notes:

Indicators relating to our workforce are influenced by the individual situations of our staff, and thus not fully within our control.

Indicators for the composition of top management within the authority have been reviewed to reflect our top management level, rather than the top 5% of earners. This represents 45 people under the new definition, in place of 27 under the BVPI definition.

Targets for the composition of our workforce overall are set to maintain the proportion of staff reporting a disability, and to increase the proportion of staff from ethnic minority backgrounds. From 2008/09 we will include staff identifying themselves as 'white other', to reflect the increased representation of European nationals.

The target for reducing sickness absence in 2008/09 has been increased from 9 days to 8.5 days to maintain the pace of the successful reductions achieved in 2007/08.