

Category	Performance Indicator	Existing or new (E or N)	Actual 07/08	Targets 08/09	Responsible Officer	Current status of Data collection Arrangements	Latest Data (if available)	Date produced/period covered	Predicted year End figure 2008/2009 (if available)	Risk rating on progressing delivery Red /Amber/ Green	Comments on Progress
Ethnicity	% of whole workforce from BME background	E	4.77%	5%	Head of HR	Employee database is used to collect this	4.77%	30/09/08	5%	Amber	This target could be linked to achievement of target on representative panels and the other positive action activities i.e coaching and mentoring
Ethnicity	Top 5% of earners from BME background (excluding schools)	E	2.19%	3.25%	Head of HR	Employee database is used to collect this	2.50%	30/09/08	3.25%	Green	We are currently on target to achieve, however this is dependent on employee turnover
Ethnicity	% of recruitment panels that include an employee from a BME background	N	25%	60%	Head of HR	Employee database is used to collect this	31%	30/09/08	60%	Green	There is a large variation between departments on this. Corporate target set in line with highest achieving department
Disability	% of whole workforce that is Disabled (as a proportion of those whose disability is known)	E	3.28%	3.60%	Head of HR	Employee database is used to collect this	2.91%	30/09/08	3.60%	Green	The Council is currently undertaking an employee data gathering exercise. This may result in an increase on this figure.
Disability	Top 5% of earners that are disabled (excluding schools)	E	3.32%	3.32%	Head of HR	Employee database is used to collect this	3.27%	30/09/08	3.27%	Green	The number of employees in the top 5% fluctuates depending on the total number of employees in the department. As such the actual pay point may vary in turn affecting this indicator.
Disability	No of worktaster places provided for Disabled jobseekers	N	12	20	Head of HR	Employee database is used to collect this	11	30/09/08	20	Green	
Gender	Top 5% of earners that are women (excluding schools)	E	43.68%	45%	Head of HR	Employee database is used to collect this	46.59%	30/09/08	46.59%	Green	
Gender	% of senior (top 5%) of jobs taken up on a part-time/job share basis. Grade 14 has been used for this indicator	N	14%		Head of HR	Employee database is used to collect this. This is reported on annually	n/a		n/a	Green	
			NB R.A.G. rating =	Red	Performance will not be achievable even with corrective action	Amber	Off track but achievable with corrective action	Green	On Track to achieve target		

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Gender	% of men and women (reported separately) that feel the organisation supports flexible ways of working	N	Men (86.4%)	90% (needs to be agreed)	Head of HR	anually via staff survey	n/a	09/07 - 09/08	90%	Green	
			Women (86.2%)		Head of HR	anually via staff survey	n/a	09/07 - 09/08	90%	Green	
Sexual Orientation	% of employees willing to declare their Sexual Orientation	N	N/A	80%	Head of HR	Employee database is used to collect this. Data is currently being collated	n/a	04/08 - 03/09	80%	Green	This data is being collated through a bulk employee data gathering exercise. It will be available to report on in March 2009
Sexual Orientation	% of employees declaring as Lesbian Gay or Bisexual	N	N/A	6%	Head of HR	Employee database is used to collect this. Data is currently being collated	n/a	04/08 - 03/09	6%	Green	This data is being collated through a bulk employee data gathering exercise. It will be available to report on in March 2009
Religion or belief	% of employees declaring a religion	N	N/A	80%	Head of HR	Employee database is used to collect this. Data is currently being collated	n/a	04/08 - 03/09	80%	Green	This data is being collated through a bulk employee data gathering exercise. It will be available to report on in March 2009
Religion or belief	% of employees declaring a religion other than Christian	N	N/A	23%	Head of HR	Employee database is used to collect this. Data is currently being collated	n/a	04/08 - 03/09	23%	Green	This data is being collated through a bulk employee data gathering exercise. It will be available to report on in March 2009
Age	% of employees in the whole workforce that are under 25	N	4.55%	6%	Head of HR	Employee database is used to collect this	n/a	04/08 - 03/09	6%	Green	
All	% of the workforce that feels the organisation is committed to Equal Opportunities	N	86.40%	90%	Head of HR	anually via staff survey	n/a	09/07 - 09/08	90%	Green	
All	% of the workforce that feels they are treated with fairness and respect	N	83.90%	90%	Head of HR	anually via staff survey	n/a	09/07 - 09/08	90%	Green	
			NB R.A.G. rating =	Red	Performance will not be achievable even with corrective action	Amber	Off track but achievable with corrective action	Green	On Track to achieve target		