

## **Brighton & Hove City Council**

**Meeting:** Overview and Scrutiny Organisation Committee

**Date:** 17 January 2005

**Report of:** Director Strategy and Governance

**Subject:** 'Diversity Barometer' Quarter two 2004/05

### **1. Purpose of the report**

- 1.1 To present OSOC with the quarter two 'Diversity Barometer' report. This report contributes to improving performance management across the council within the framework set out in Performance Matters (agreed at Policy & Resources Committee 26 June 2002) and to the delivery of the council's Inclusive Council policy and programme of action 2004-07.

### **2. Recommendations**

- 2.1 To consider the equalities PI results for quarter two.

### **3. Background**

- 3.1 The council's 'The Inclusive Council' policy includes a section on ensuring the delivery of the strategy through effective monitoring and review. This section highlights the importance of using existing means to measure and review performance in place across the council. The Programme of Actions Equalities Forum 2004-2007 that forms a part of the policy includes the Equalities Forum receiving reports on performance indicators (PIs). These PIs are drawn from the set of corporate national PIs which the council currently monitors and is known as 'The Diversity Barometer'.

### **4. The Diversity Barometer**

- 4.1 The 'Diversity Barometer' is attached to this report. It uses a traffic light system to indicate the year to date performance against target: green indicates on or exceeding target, yellow indicates up to 15% below target, red indicates well below target (more than 15%) and blue indicates the end of year estimate in the case of annual indicators.
- 4.2 2002/03 quartile information is shown on the graphs, where available, in order to enable comparison with the performance achieved by other authorities. If quartile information is not available this is due to the BVPI having changed definition since 2001/02.

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