



Equalities Report Quarter Two 2004 OSOC

Directorate	PI Number	Definition	B&H YTD Performance against target	Page number
Improvement priority (shows the link between the PI and the council priority)				
All Directorates	BV, LPSA, KDT, L, PAF etc.	CPA LPSA	● ↔	1

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Indicators are owned by a specific Directorate or have a corporately shared responsibility across all directorates






Performance Indicator reference number These can be BVPIs (Best Value Performance Indicators), LPSAs (Local Public Service Agreement Indicators), KDTs (Key Delivery Targets from the Performance Plan), L (Local Indicators) or PAFs (Performance Management Framework Indicators)


CPA indicates if the CPA may select the PI for special attention

LPSA indicates the council has agreed to 'stretch' targets

Indicates if our performance to date is currently on or exceeding target (green), below (amber) or well below target (red). The arrow indicates whether performance has improved, declined or stayed the same compared to the previous month

Indicates the page number the PI can be found within the report

Directorate	PI Number	Definition	B&H YTD Performance against target	Page no
Corporate	BVPI 11a	CPA Top 5% of earners % of top 5% earners who are women	On/or exceeding target 	4
Corporate	BVPI 11b	CPA Top 5% of earners % of top 5% of earners who are from BME communities	Well below target >15% 	5
Corporate	BVPI 16a	CPA Disability No of staff declaring they meet the Disability Discrimination Act definition of disability as a % of workforce	Well below target >15% 	6
Corporate	BVPI 17a	CPA Minority Ethnic Staff Minority ethnic staff as a % of the workforce	Below target 5-10% 	7
Corporate	BVPI 174	CPA Racial incidents The number of racial incidents recorded per 100,000 of population arising from the delivery of council services	On/or exceeding target 	8

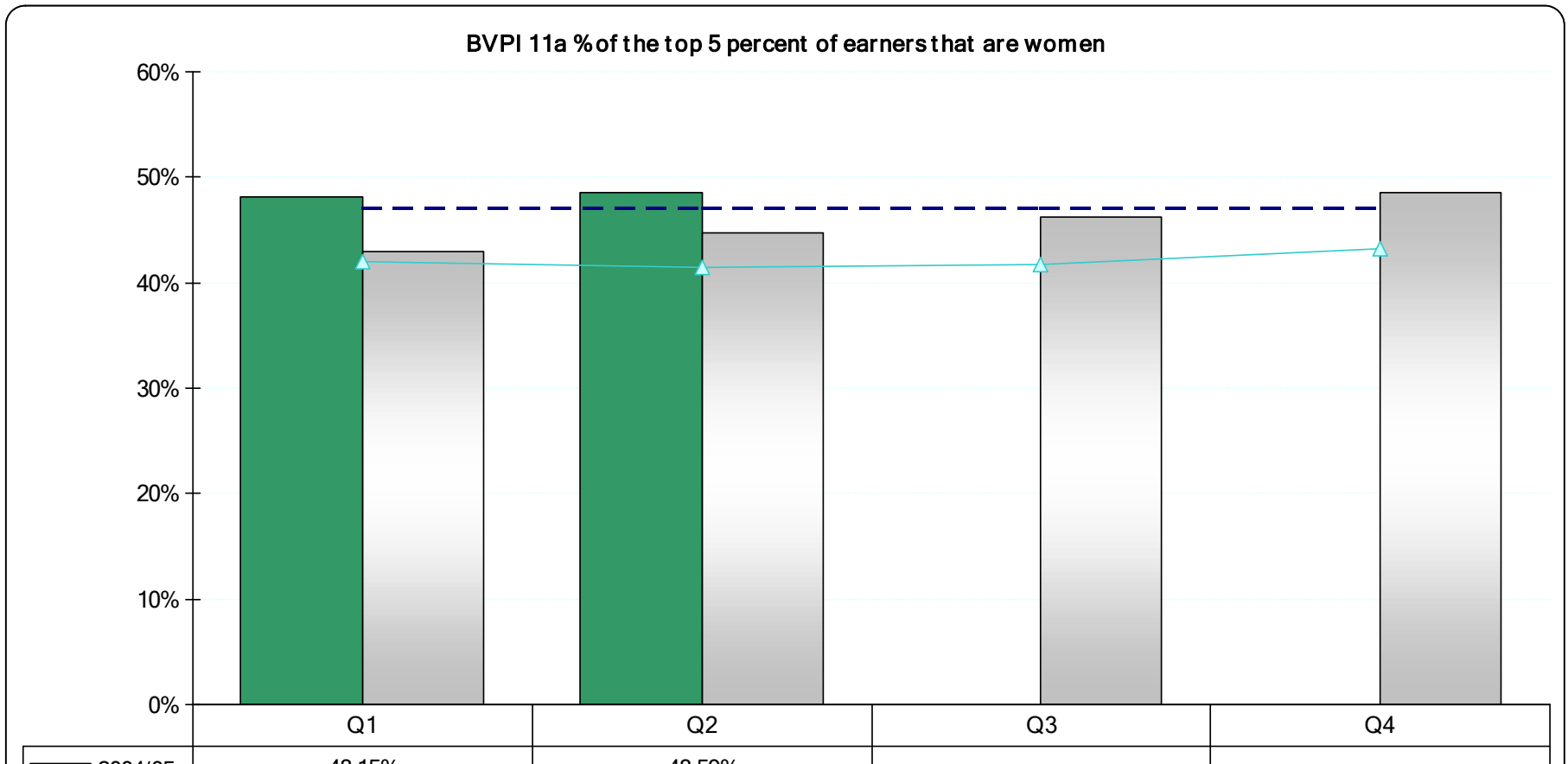
Directorate	PI Number	Definition	B&H YTD Performance against target	Page no
Corporate	BVPI 175	CPA Racial incidents % of those racial incidents resulting in further action	On/or exceeding target 	9

Other indicators in the ‘Diversity Barometer’ can only be reported annually.

The PIs below are reported annually.

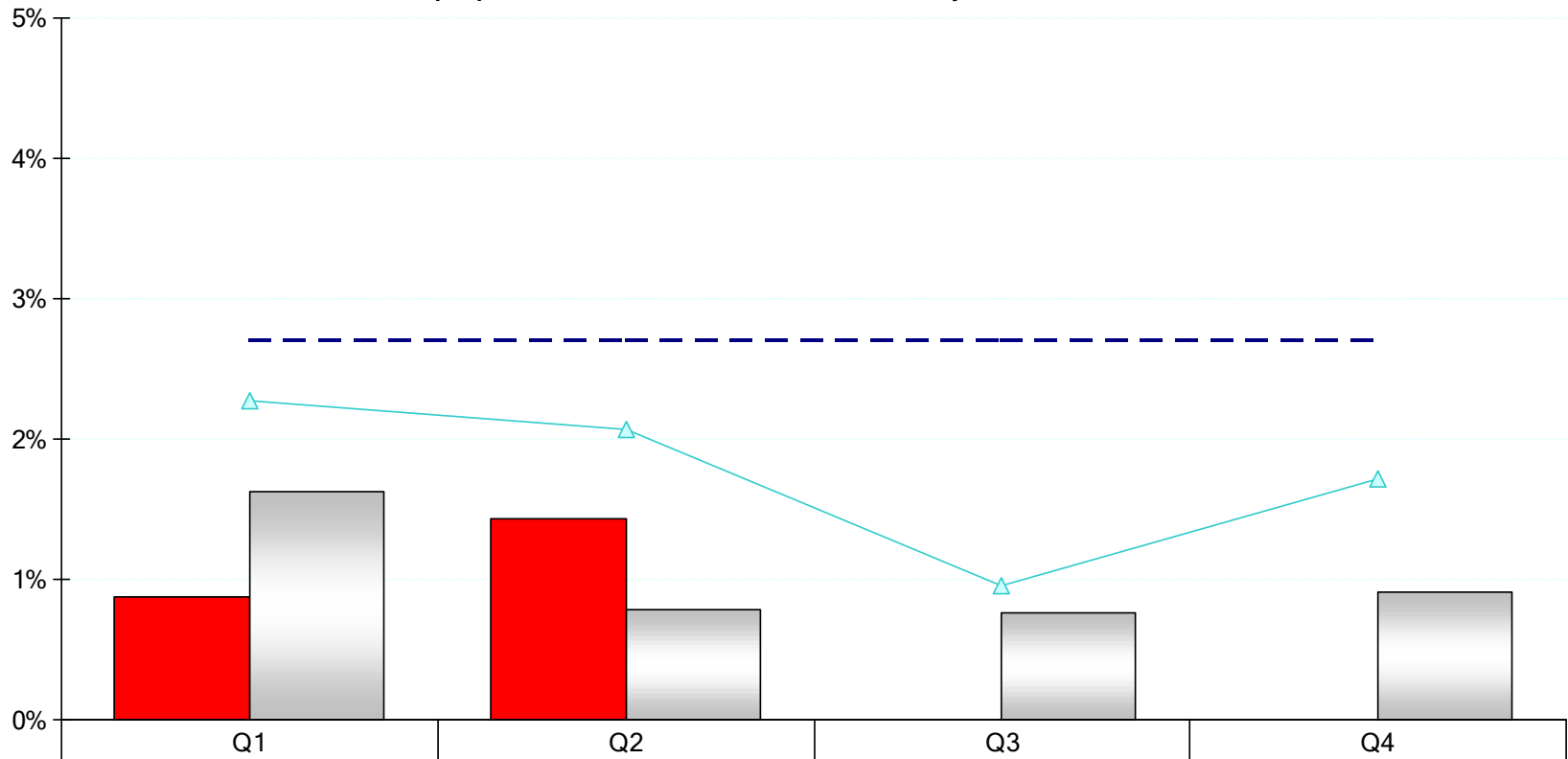
Directorate	PI number	Definition
Corporate	BVPI 2a	Fair Access The level of the equality standard to which the authority conforms
Corporate	BVPI 2b	Fair Access The duty to promote race equality
Corporate	BVPI 16b	CPA Disability % of economically active people in Brighton & Hove declaring they are disabled.
Corporate	BVPI 17b	CPA Minority Ethnic Staff The % of economically active people in Brighton & Hove from minority ethnic communities
Corporate	BVPI 156	CPA Building Access The % of authority buildings open to the public in which all public areas are suitable for and accessible to disabled people

Community Cohesion Indicators are shown on page 10.

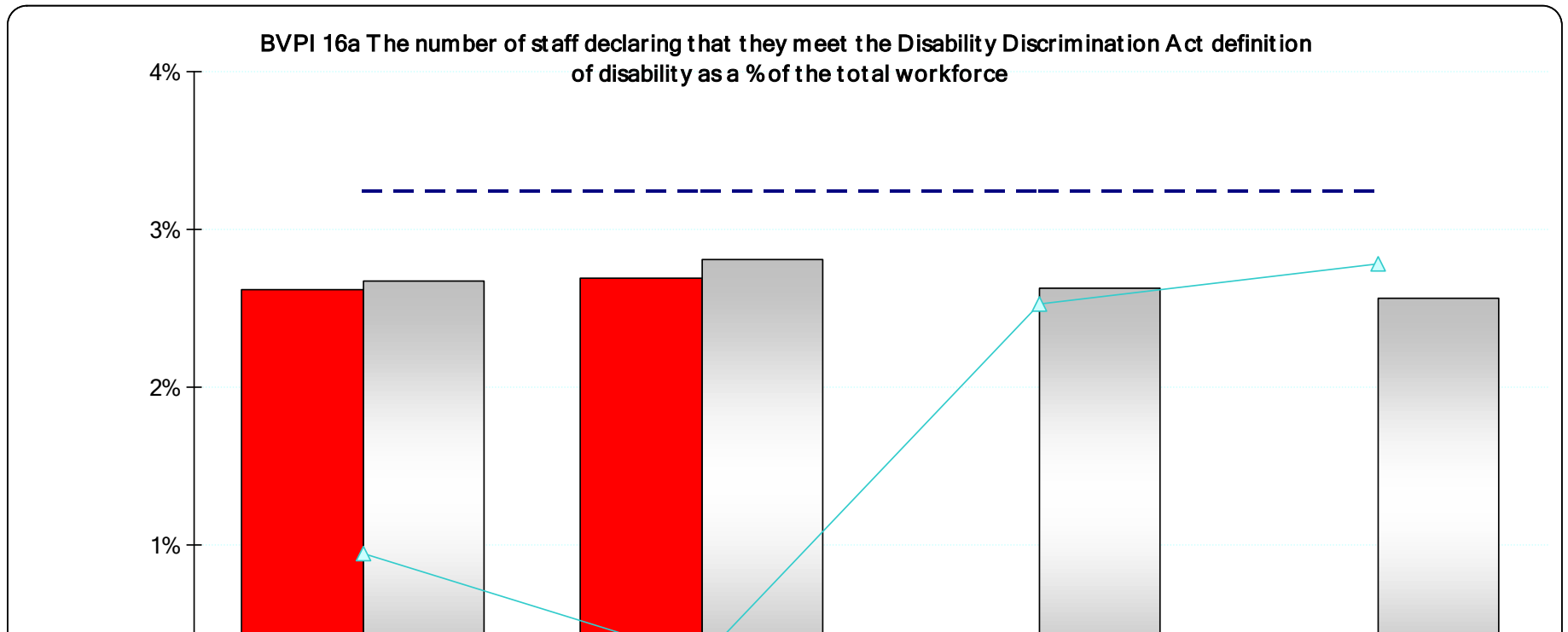


Quarterly support data	Qtr. One	Qtr. Two	Qtr. Three	Qtr. Four
Number that are women	117	107		
Top 5% of earners/staff	243	218		

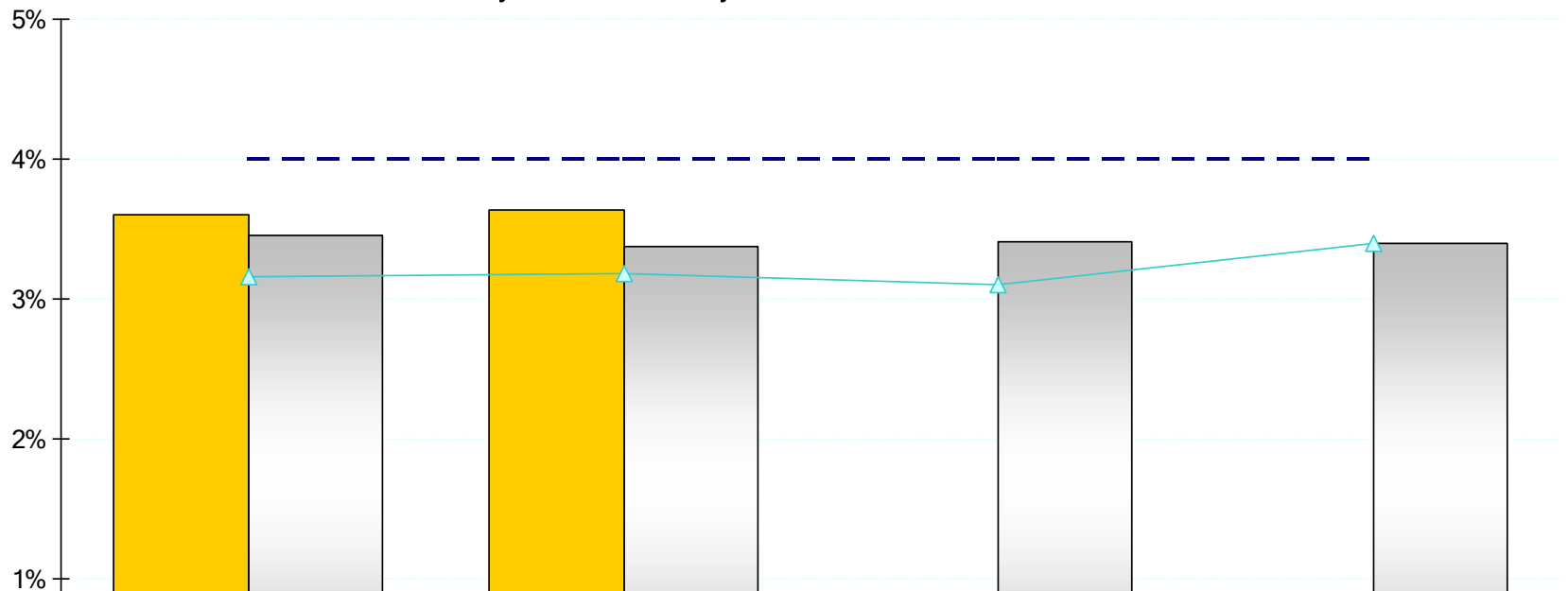
BVPI 11b % of top 5 percent earners from black and minority ethnic communities



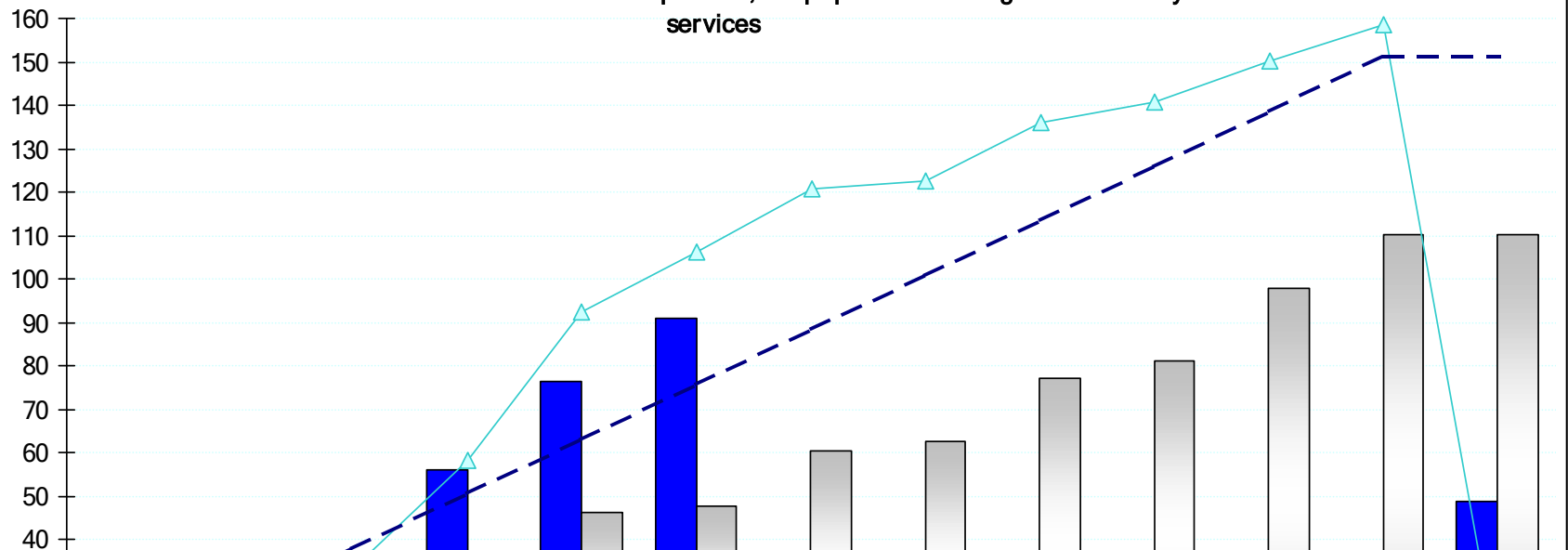
Quarterly support data	Qtr. One	Qtr. Two	Qtr. Three	Qtr. Four
Number that are from BME communities	2	3		
Top 5% of earners/staff	229	209		



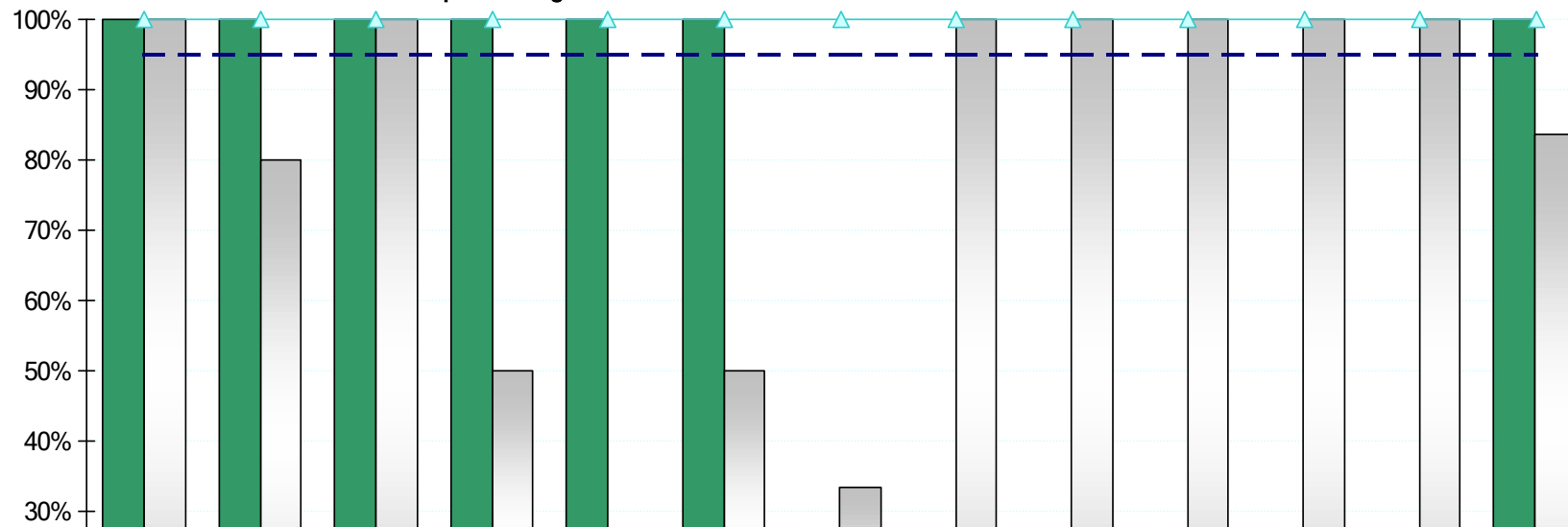
BVPI 17a Minority ethnic community staff as a % of the total workforce



BVPI 174 The number of racial incidents recorded per 100,000 population arising in the delivery of the council's services



BVPI 175 The percentage of those racial incidents that resulted in further action



This is a list of the Community Cohesion Indicators showing the response rates from the tri-annual BVPI general survey in November 2003

Community Cohesion Indicator numbers	% response 'Definitely agree' & 'Tend to agree'
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<p>CC01</p> <p>To what extent do you agree or disagree that this local area (within 15/20 minutes walking distance) is a place where people from different backgrounds get on well together?</p>	<p>76.4</p>
<p>CC02</p> <p>How strongly do you feel you belong to each of the following?</p> <ul style="list-style-type: none"> -Your neighbourhood -Brighton & Hove -England -Britain 	<p>56.4</p> <p>71.6</p> <p>76.5</p> <p>74.0</p>
<p>CC04</p> <ul style="list-style-type: none"> -Do you agree or disagree that you can influence decisions affecting your local area? -To what extent do you agree or disagree with the following statement: 'By working together, people in my neighbourhood can influence decisions that affect my neighbourhood'? 	<p>29.1</p> <p>55.2</p>
<p>CC05</p> <p>To what extent do you agree or disagree that this local area (within 15/20 minutes walking distance) is a place where residents respect ethnic differences between people?</p>	<p>82.8</p>
<p>CC10</p> <p>In everyday situations would you say you regularly meet and talk with people of a different ethnic origin/social class origin to you?</p>	<p>91.0</p>