



**Brighton & Hove  
City Council**

# **Brighton & Hove City Council**

## **Performance Report**

*Apr 10 - Sep 11*

Report Filters:

Organisational Structure

Directorate:Organisational Health - Exceptions

Staff : ALL

Related Plan : Organisational Health Report - 6 Monthly

Action Status : ALL

Budget Type : ALL

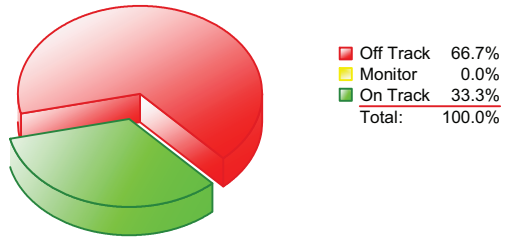
Committee : ALL

Display off track actions only:OFF



## Organisational Health - Exceptions

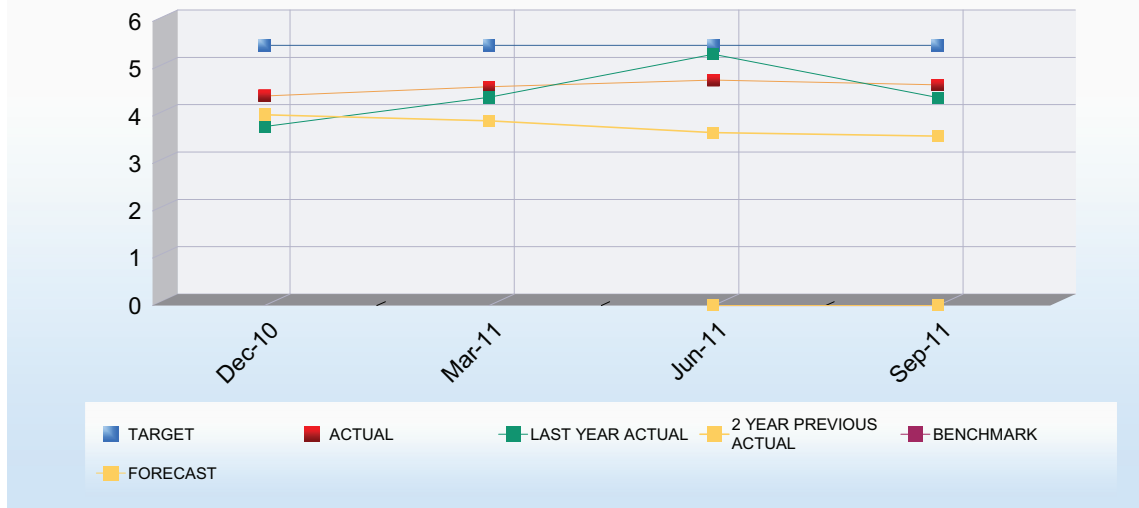
### KPI Status



136

KPI Detail

BV011c - % of top 5% of earners who declare that they have a disability



**Responsible Officer:**  
Nick Power - MIS Officer

**Reporting Officer:**  
Mel Dumbrill

**Calculation Method:**  
More is Better

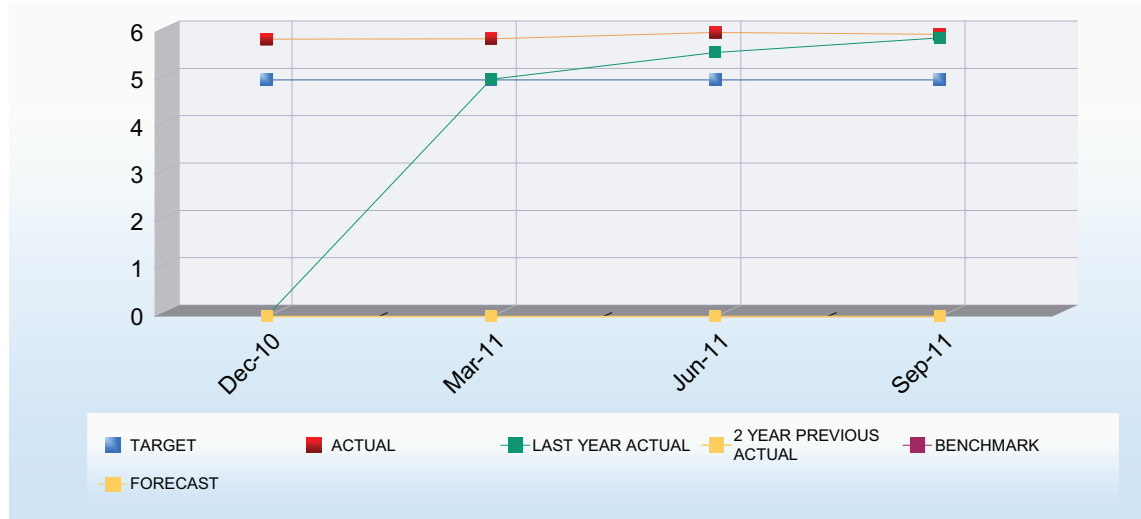
**Aggregation:**  
Normal

**Reporting Period:**  
Quarter

Period	Indicator	Unit	Target	Actual	Period Comments
Dec-10		%	5.50	4.43	Re-reported 08/05/11 9/203 and 28 unknowns - 231 staff
Mar-11		%	5.50	4.62	At the end of March, 9 of the 195 top earners (who declared information) i.e. 4.62% have a disability compared with 4.40% for the same period last year. We continue to use Search Providers in recruitment to actively seek staff with a disability at this level. There are 222 top earners but 27 (1.3%) have not declared whether they have a disability.
Jun-11		%	5.50	4.76	At the end of June, 9 of the 189 top earners (who declared information) i.e. 4.76% have a disability compared with 4.62% at the end of March 2011. We continue to use Search Providers in recruitment to actively seek staff with a disability at this level. There are 217 top earners but 28 (1.3%) have not declared whether they have a disability. If all 28 did declare and just 3 of those had a disability then we would have reached our target of 5.5%.
Sep-11		%	5.50	4.66	At the end of September, 9 of the 193 top earners (who declared information) i.e. 4.66% have a disability compared with 4.39% at the same period last year. We continue to use Search Providers in recruitment to actively seek staff with a disability at this level. There are 215 top earners but 22 (10.23%) have not declared whether they have a disability. If all 22 did declare and just 3 of those had a disability then we would have reached our target of 5.5%.



**BV016a - % of employees who declare that they have a disability (non schools) as a percentage of the total workforce who declare whether they have a disability..**



**Responsible Officer:**  
Nick Power - MIS Officer

**Reporting Officer:**  
Mel Dumbrill

**Calculation Method:**  
More is Better

**Aggregation:**  
Normal

**Reporting Period:**  
Quarter

Period	Indicator	Unit	Target	Actual	Period Comments
Dec-10	GREEN	%	5.00	5.86	Quarter 3 = 248/4231 960 unknown = 5191 staff
Mar-11	GREEN	%	5.00	5.87	At the end of March, 5.87% of employees (246 of 4193 staff who declared their disability) declared that they met the disability definition. 18.9% (979 of 5170 staff) did not declare whether or not they had a disability. This compares with 5.01% for the same period last year.  The number of BME and disabled employees within the workforce as a whole have remained virtually unchanged since Quarter 3. However, there has been a slight increase in the number of unknowns. This is partly attributable to the organisational restructure which resulted in those employees working at the Acorn Nursery being re-classified as non-schools staff following their transfer to Children's Services.
Jun-11	GREEN	%	5.00	6.00	At the end of June, 6% of employees (248 of 4,132 staff who declared their disability) declared that they met the disability definition. This compares with 5.87% at the end of March 2011. 19.14% (978 of 5110 staff) did not declare whether or not they had a disability.  The number of disabled employees within the workforce as a whole have remained virtually unchanged since quarter 4 but the number of employees has decreased by 60 from 5170 to 5110.
Sep-11	GREEN	%	5.00	5.96	At the end of September, 5.96% of employees (250 of 4193 staff who declared their disability) declared that they met the disability definition. This compares with 5.89% for the same period last year. 17.41% (884 of 5077 staff) did not declare whether or not they had a disability.  Since quarter 4 the number of employees has decreased by 93 from 5170 to 5077, however, the number of disabled employees within the workforce as a whole has remained virtually unchanged.



D05 - Total number of LGO complaints



**Responsible Officer:**  
Brian Foley - Standards & Complaints Manager

**Reporting Officer:**  
Andy Edwards

**Calculation Method:**  
Less is Better

**Aggregation:**  
Normal

**Reporting Period:**  
Month

Period	Indicator	Unit	Target	Actual	Period Comments
Oct-10		No.	5.75	3.00	N/A
Nov-10		No.	5.75	6.00	N/A
Dec-10		No.	5.75	2.00	N/A
Jan-11		No.	5.75	13.00	N/A
Feb-11		No.	5.75	5.00	N/A
Mar-11		No.	5.75	6.00	N/A
Apr-11		No.	5.75	4.00	N/A
May-11		No.	5.75	6.00	N/A
Jun-11		No.	5.75	9.00	Last years monthly average is being used as a target
Jul-11		No.	5.75	3.00	N/A
Aug-11		No.	5.75	14.00	The number of complaints referred for investigation by the Ombudsman has been unusually high in August and September (14 and 9 respectively). The services which have accounted for the greater number of LGO complaints in this period are Children and Families (7); Planning and Public Protection (5); Housing and Social Inclusion (5). Brian Foley
Sep-11		No.	5.75	9.00	The number of complaints referred for investigation by the Ombudsman has been unusually high in August and September (14 and 9 respectively). The services which have accounted for the greater number of LGO complaints in this period are Children and Families (7); Planning and Public Protection (5); Housing and Social Inclusion (5). Brian Foley



