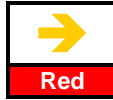


## End of Year Equalities Performance Review - 2006/07

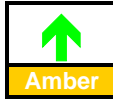
Key:



Same as last year

**Red**

Performance missing target



Better than last year

**Amber**

Performance close to target














Worse than last year







**Green**

Performance on target

Perspective	Ref.	05/06	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Monthly Progress	YTD Progress	Target 06/07
<b>Children &amp; Young People's Equalities indicators</b>																	
Excellent services	Local	<b>Achievement at GCSE % at 5+ A*-C By Ethnicity:</b>															
		<b>B&amp;ME</b> Reported Yearly															
		45%												48%	<b>Green</b>		
Excellent services	Local	<b>Achievement at GCSE % at 5+ A*-C By Ethnicity:</b>															
		<b>WB</b> Reported Yearly															
		63%												62%	<b>Green</b>		
Excellent services	<b>The ratio of the proportion of children on the CPR that were from minority ethnic groups to the proportion of children in the local population that were from minority ethnic groups</b>															1.07	
	Reported Yearly																
		1.02												1.07	<b>Green</b>		
<b>Urban Environment Equalities indicators</b>																	
Excellent services	BVPI 90a	<b>% of people expressing satisfaction with waste collection monitored by ethnicity, gender and disability</b>															
		Reported Yearly															
		63%												64%	<b>Red</b>	<b>Red</b>	69%
Excellent services	BVPI 90b	<b>% of people expressing satisfaction with recycling facilities monitored by ethnicity, gender and disability</b>															
		Reported Yearly															
		39%												57%	<b>Red</b>	<b>Red</b>	60%

Perspectiv e	Ref.	05/06	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Monthly Progress	YTD Progress	Target 06/07
Excellent services	BVPI 165	<b>% of pedestrian crossings with facilities for disabled people</b>															
		Reported Yearly															
		100%													80%	<b>Green</b>	80%
<b>Housing Equalities Indicators</b>																	
Excellent services		<b>The percentage difference between Housing Applications and Lettings for BME applicants</b>															
		This PI examines the percentage of BME applicants on the Housing Register, and compares the figure with the percentage of lets given to BME applicants. If BME applicants are receiving a proportional share of lets, there should be no variation between the two figures, +/- 5%. This PI has been expanded for 2007/08, and the Housing Service now examines individual ethnicities and communities and looks at possible factors affecting discrepancies, such as bed size and area required, in order to gain a better understanding of housing need. It should be noted that the application data for this PI was taken as at April this year, as the re-registration exercise has now been completed and this gives us a more accurate picture of housing need.															
		new													-3.72%	<b>Green</b>	<b>Green</b>
Excellent services		<b>The percentage of lets made through Choice Based Lettings</b>															
		Choice Based Lettings began operating in January 2007 under Home Connections. Therefore this data only looks at lets that were resulted in the period January to March 2007. The data does not include lets which are automatically let directly, such as lets to sheltered accommodation. The percentage let through choice within this sample of three months' data at the launch of the service was less than target. However, this was expected when CBL went live as some direct lets were necessary as the service was set up. In 2007/08 more properties are going through choice and analysis will be available on the use of direct lets															
		new													68.45%	<b>Red</b>	<b>Red</b>
Excellent services	74a	<b>Satisfaction of council tenants with the overall service provided by their landlord</b>															
		<i>Statistical confidence ± 3.5%</i> Significantly lower than the 67.5% average for London Boroughs															
		73.67%													59%	<b>Red</b>	<b>Red</b>
Excellent services	74b	<b>Satisfaction of BME council tenants with the overall service provided by their landlord</b>															
		<i>Statistical confidence ± 5.2%</i>															
		71.1%													56%	<b>Red</b>	<b>Red</b>
Excellent services	74c	<b>Satisfaction of non-BME council tenants with the overall service provided by their landlord</b>															
		<i>Statistical confidence ± 4.8%</i> Although more white tenants were satisfied with their land Lord than BME tenants, the difference is not statistically significant.															
		74.7%													64%	<b>Red</b>	<b>Red</b>

Perspectiv e	Ref.	05/06	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Monthly Progress	YTD Progress	Target 06/07
Excellent services	75a	<b>Satisfaction of council tenants with opportunities for participation in management &amp; decision making</b>															
		<i>Statistical confidence ± 3.9%</i> A fall from the previous survey result but only just below the 57% average for London Boroughs															
		69.37%												55%	Red	Red	71%
Excellent services	75b	<b>Satisfaction of BME council tenants with opportunities for participation in management &amp; decision making</b>															
		<i>Statistical confidence ± 5.7%</i>															
		64.23%												56%	Red	Red	68%
Excellent services	75c	<b>Satisfaction of non-BME council tenants with opportunities for participation in management &amp; decision making</b>															
		<i>Statistical confidence ± 5.5%</i>															
		70.76%												55%	Red	Red	73%
<b>Adult, Culture and Community Services Equalities indicators</b>																	
Excellent services	Paf E47	<b>Ethnicity of older people receiving an assessment</b>															Paf Top Banding 1<2
		<i>the percentage of older service users receiving an assessment that are from minority ethnic groups with the percentage of older people in the local population that are from minority ethnic groups. Good performance is generally one or greater. This indicator determines the need for Social Services of people from minority ethnic groups to see if it is at least as great as for the general population</i>															
		1.14	1.13	1.13	1.15	1.14	1.15	1.16	1.16	1.19	1.22	1.19	1.25	1.23	Green	Green	1
Excellent services	Paf E48	<b>Ethnicity of older people with services following an assessment</b>															Paf Top Banding 0.9<1.1
		<i>The percentage of older service users receiving services following an assessment that are from a minority ethnic group, divided by the percentage of older service users assessed that are not from a minority ethnic group. Good performance is around 1, assuming no difference between the proportions of those assessed that require services for minority ethnic communities and the general population. 0.7 to 1.3 is regarded as 'acceptable' and 0.9 to 1.1 as 'good'.</i>															
		1.02	1.03	1.01	1.03	1.07	1.07	1.06	1.05	1.09	1.09	1.05	1.04	1.03	Green	Green	1
Excellent services	Paf C51	<b>The number of clients receiving direct payments by physical disabilities per 100,000 population</b>															
		101	107	107	88	86	85	88	88	90	92	93	100	97	Green	Green	82
Excellent services	Paf C51	<b>The number of clients receiving direct payments by mental health per 100,000 population</b>															
		3	3	3	3	3	3	3	3	3	3	3	3	3	Amber	Amber	4

Perspectiv e	Ref.	05/06	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Monthly Progress	YTD Progress	Target 06/07	
<b>Corporate Resources Equalities indicators</b>																		
Financial Health	BVPI 156	<b>% of buildings open to the public in which all public areas are suitable for and accessible to disabled people</b>															2005/06 Est Top Quartile 75%	
		Much of the adaptation work in relation to the Disability Discrimination Act has completed. Some of the adaptation work will improve our performance to BV156 (known as Document M compliance). Independent surveys, for audit purposes of these buildings																30.0%
		27.45%			27.0%			27.00%			30.0%			34.0%	Green	Green	28.0%	
<b>Chief Executive's Equalities indicators</b>																		
Customer Focus	BVPI 11a	<b>The percentage of the top paid 5% of local authority staff who are women</b>																
		Of the 202 FTEs in the top 5% of earners, 110 are female.																54.20%
		55.90%			58.40%			57.30%			56.72%			54.20%	Green	Green	50.00%	
Customer Focus	BVPI 11b	<b>The percentage of the top 5% of earners who are from ethnic minority communities</b>																
		Of the 192 FTEs both whose ethnicity we know and who are in the top 5% of earners, 35 are from an ethnic minority.																18.16%
		21.10%			18.20%			18.60%			18.30%			18.16%	Red	Red	26%	
OD	BV 11c	<b>The percentage of top 5% of earners declaring they meet the Disability Discrimination Act disability definition</b>																
		This represents 4 members of staff short of target. Of the 137.9 FTEs both whose disability status we know and are in the top 5% of earners, 3 have declared a disability under this definition.																2.18%
		4.06%			2.5%			2.5%			1.5%			2.18%	Red	Red	4.90%	
Customer Focus	BVPI 17a	<b>The % of staff that are from ethnic minorities</b>																
																		45%
		45%			45%			44.90%			45%			45%	Green	Green	39.30%	
Customer Focus	BVPI 16A	<b>The percentage of staff declaring they meet the Disability Discrimination Act disability definition</b>																
		168 staff out of 4,715 who answered yes or no.																3.56%
		4%			2.5%			2.5%			1.50%			3.56%	Red	Red	5%	
Customer Focus	BVPI 174	<b>No. of racial incidents recorded by the local authority per 100,00 population</b>																
		<i>Reported Yearly</i>																
		64.65																n/a