

Ensuring Effective Corporate Leadership											
Equalities and Diversity											
2004/05 year end outturn	2005/06 year end outturn	2006/07 year end outturn	PI Reference	PI Description	Q1 outturn	On target	Change since year end 2006/07	2007/08 Year End Target	2007/08 predicted outturn	Predicted 2007/08 performance	Comments
2.00	3.00	3.00	BV 002a	Level of the Equality Standard for local government	3.00			4.00	4.00		The Authority has completed the equality action planning process, set objectives and targets and established information and monitoring systems to assess progress
63.00	74.00	84.00	BV 002b	Duty to promote race equality	84.00			90.00	90.00		We have made steady progress in 16 out of 19 indicators, including work with Gypsy and Traveller communities and in support to schools. Some of the work needed relies on our partnership with the Darlington and Durham Racial Equality Council who have gone through significant organisational changes this year, including loss of key senior staff. The 2007/08 target is now revised to 90% to reflect this and other changes. Target for 2007/08 has been amended to take into account local changes in the management of Darlington and Durham County REC which affects the capacity to progress in certain areas. Also impact of increase in migrant workers. Eastern European communities will need to be assessed to update Race Equality Scheme - this may require further work on certain issues to ensure full compliance.
41.80	44.12	45.19	BV 011a	Percentage of the top-paid 5% of local authority staff who are women	46.96			48.00	48.00		A positive trend is continuing
1.54	0.77	0.58	BV 011b	Percentage of the top-paid 5% of local authority staff who are from an ethnic minority	0.55			1.00	1.00		
	2.90	2.92	BV 011c	Percentage of the top-paid 5% of local authority staff who have a disability	3.04			3.00	3.00		Returns continue to improve and the next quarter will show the first period following the introduction of the new flexi policy and the crediting of appointments relating to disability.
1.90	1.17	1.84	BV 016a	Percentage of local authority employees with a disability	1.83			2.25	2.25		
0.50	0.60	0.53	BV 017a	Percentage of local authority employees from ethnic minority communities	0.48			0.70	0.70		
35.09	50.00	55.45	BV 156	% local authority buildings accessible to people with a disability	55.45			60.00	60.00		
28.12	28.58	38.22	BV 174	Racial incidents reported to the local authority per 100,000 population	27.01			40.00	40.00		During quarter one, 17 racial incidents were reported making a total of 135 (1 July 06 - 30 June 07)
100.00	100.00	100.00	BV 175	Racial incidents reported to the local authority resulting in further action	100.00			100.00	100.00		

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Corporate Health											
2004/05 year end outturn	2005/06 year end outturn	2006/07 year end outturn	PI Reference	PI Description	Q1 outturn	On target	Change since year end 2006/07	2007/08 Year End Target	2007/08 predicted outturn	Predicted 2007/08 performanc e	Comments
89.38	93.22	93.23	BV 008	Percentage of invoices paid on time	93.72			95.00	94.00		111,400 of 118,865 (93.72%) undisputed invoices were paid within 30 days. This is a slight improvement on year end 06/07 but year end prediction has been revised to 94%.
9.76	10.02	9.84	BV 012	Working days lost due to sickness absence	9.58			9.75	9.75		Recent improvement continues with most Services showing declining rates apart form Environment and puts us ahead of target. At this point, the data still relies on individual returns form the Services as Resource Link cannot supply all the data.
0.93	0.97	1.09	BV 014	% of employees retiring early (excluding ill-health retirements)	1.20			0.85	0.85		Significant problems in accessing suitable data in relation to teachers because of switch in recording mechanism.
0.24	0.30	0.17	BV 015	% of employees retiring on grounds of ill-health	0.17			0.25	0.25		Some problems in gathering information from relevant data stream for teachers due to change in recording mechanism
94.70	100.00	96.55	BV 157	% of E-enabled interactions	98.89			100.00	100.00		This indicator is no longer a BVPI.