

Ensuring Effective Corporate Leadership													
Equalities and Diversity													
2004/05 year end outturn	2005/06 year end outturn	2006/07 year end outturn	PI ref	PI description	Q1 outturn	Q2 outturn	Q3 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	3.00	3.00			4.00	3.00		Level 4 is self declared so we don't go through another assessment until November, the focus is information and monitoring and we've already put things in place such as quarterly CMT reports.
63.00	74.00	84.00	BV 002b	Duty to promote race equality	84.00	84.00	84.00			90.00	84.00		The authority has achieved 16 of the 19 standards but is not quite in the position to claim 17 which would take us up to 89%. We've improved slightly due to recent work on migrant workers & Eastern European communities as well as continuing existing work around Gypsy and Traveller communities but this hasn't given us additional indicators, just strengthened those we had. Darlington and Durham County Racial Equality Council are still operating below capacity so we're trying to resolve how we support & work with them in the future. This has had an impact on some of the engagement work we may otherwise have been able to progress over the last year with BME communities. Quarter 4 may increase but it is unlikely that 17 will be achieved. 08/09 targets will be reviewed at year-end.
41.80	44.12	45.19	BV 011a	Percentage of the top-paid 5% of local authority staff who are women	46.96	46.37	48.19			48.00	48.00		This appears to be a new record high score for BVPI11a and takes us beyond our target for 2007-08.
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	0.56	0.78			1.00	0.85		The addition of one person can make a difference to the overall indicator and this has propelled us some way towards our end of year projection. On this basis, one further addition would see us very close to our target.
N/a	2.90	2.92	BV 011c	Percentage of the top-paid 5% of local authority staff who have a disability	3.04	3.63	4.15			3.00	4.00		The steady increase in performance over the last year has continued and we have exceeded our 2007/08 year-end target
1.90	1.17	1.84	BV 016a	Percentage of local authority employees with a disability	1.83	1.91	1.94			2.25	2.25		This continues the gradual rise over the last couple of years and it remains possible that we might meet our target.
0.50	0.60	0.53	BV 017a	Percentage of local authority employees from ethnic minority communities	0.48	0.55	0.54			0.70	0.65		The reported figure has remained consistent throughout the year, but this remains some way short of our target. It is noticeable that this appears to be a nationwide issue as a Government Minister recently urged HR to go out and actively seek to recruit more BEM workers.
35.09	50.00	55.45	BV 156	% local authority buildings accessible to people with a disability	55.45	55.45	67.33			60.00	67.33		DCC has taken responsibility for 40 surestart properties since April 2007. Of the 150 buildings open to the public, 101 are accessible
28.12	28.58	38.22	BV 174	Racial incidents reported to the local authority per 100,000 population	27.01	34.15	29.76			40.00	38.75		It is not possible to accurately predict the 2007/08 outturn but it looks like it might be slightly down on the 2006/07 outturn of 191 incidents (38.22). It is suspected that the reported numbers are lower than the actual due to people being reluctant to report incidents.
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			100.00	100.00		The majority of incidents come via schools so have some form of follow up at the time and are also discussed by CYPs Racist Incident sub-group so can also be followed up in other ways where appropriate.

Corporate Health													
2004/05 year end outturn	2005/06 year end outturn	2006/07 year end outturn	PI ref	PI description	Q1 outturn	Q2 outturn	Q3 outturn	On target	Change since year end 2006/07	2007/08 Year End Target	2007/08 predicted outturn	Predicted 2007/08 performance	Comments
89.38	93.22	93.23	BV 008	Percentage of invoices paid on time	93.72	94.19	94.43			95.00			327,079 undisputed invoices were paid within 30 days during 1 April 2007 and 31 December 2007
9.76	10.02	9.84	BV 012	Working days lost due to sickness absence	9.58	9.65	9.23			9.75	9.85		Although a much improved figure, it may be worth exercising caution when considering the projected end of year figure. The effect of the disaggregation and reorganisation of the largest two Services remains an uncertain factor in influencing the final data, hence there has been no specific change to the projection at this point.
0.93	0.97	1.09	BV 014	% of employees retiring early (excluding ill-health retirements)	1.20	1.15	1.22			0.85	1.10		The rationalisation of Services and strategic changes affecting schools referred to in the previous quarter remains a factor in the higher level of early retirements.
0.24	0.30	0.17	BV 015	% of employees retiring on grounds of ill-health	0.17	0.18	0.13			0.25	0.20		As with BVPI14, it is anticipated that problems earlier in the year regarding data retrieval methods have now been finalised with the number of retirees from the TPA coming through Resource Link. There has been a continuing fall in numbers being recorded and the last quarter showed the first zero return across the pension schemes.
94.70	100.00	96.55	BV 157	% of E-enabled interactions	98.89	99.86	93.97			100.00	100.00		30 additional PIDs (process identifiers) have been added to the database during January. It is necessary to sort through these and make the necessary adjustments.