

Fair & Inclusive Workplace and Services Appendix 1

Non-cashable benefits							
	Benefit description	Data Source	Methodology	baseline value	Current value	Target value	Frequency of measurement
473 Fair and Inclusive Culture	Fair & Inclusive index	Staff Survey	Introduced 2019. Includes all Respect + Fair & Inclusive responses all staff	78% (2019)	78% (2019)	+5% (2021)	Biennial
	Fair & Inclusive index for specific protected groups: BME, White Other, Disabled, LGB	Staff Survey	Introduced 2019. Includes all Respect + Fair & Inclusive responses. Target is index score for all staff.	74%	74%	78% (2019)	Biennial
				80%	80%		
				68%	68%		
				79%	79%		
				(2019)	(2019)		
	The organisation feels like a fair and inclusive place to work	Staff Survey	Introduced 2019.	67% (2019)	67% (2019)	72% (2021)	Biennial
	I believe the organisation takes the issues of bullying, harassment and discrimination seriously	Staff Survey	Figure has increased by 2% since 2017. External benchmark is 57%.	67% (2019)	67% (2019)	72% (2021)	Biennial
	Working Together index	Staff Survey		63% (2019)	63% (2019)	68% (2021)	Biennial
	% of unknown declarations of ethnicity, religion or belief, sexual orientation, gender identity	Staff Survey	% of respondents who 'skipped' the question	10%	10%	-3% (2021)	Biennial
14%				14%			
14%				14%			
12%				12%			
			(2019)	(2019)			
% of unknown declarations of ethnicity disability religion or belief sexual orientation	Our People Data	Snapshot as at 31 March end Q4	9.1%, 13%, 15.3%, 13.1% (2018/19)	10.1%	-3%	Annual	
				14.3%			
				15.8%			
				13.8%			
				(2019/20)			

Accountability & Consequences	Number of mediation cases (non-schools)	HRAS Sharepoint to work	Cases closed during financial year	12 (2018/19)	8	15	Annual
	Number of disciplinary cases (non-schools)	HRAS Sharepoint	Cases closed during financial year	73 (2018/19)	117 (2019/20)	No target - tracking only	Annual
	Number of grievance cases (non-schools)	HRAS Sharepoint	Cases closed during financial year	31 (2018/19)	37 (2019/20)	No target - tracking only	Annual
	% of disciplinary cases relating to protected characteristics	HRAS Sharepoint	% of cases closed during financial year as listed above and (number of cases)	9.7% (2018/19)	11% (13) (2019/20)	No target - tracking only	Annual
Learning & Development	Developing People indicator	Staff Survey	5% increase on 2017	72% (2019)	72% (2019)	77%	Biennial
	% Attendance at Fair & Inclusive mandatory briefings	Learning Gateway	Commencing April 2020. % of workforce per quarter	2020/21 figure	2020/21 - briefings postponed	9%	Quarterly
	% Completion of recruitment training for hiring managers	Learning Gateway & Tribe Pad	As specified in Recruitment & Selection Policy. Snapshot as at 31 March end Q4	2019/20 figure	Awaiting data	100%	Annual
	Evaluation of F&I mandatory briefings	Learning Gateway	Online delegate evaluations – Likert Scales	2020/21 figure TBA by OD	2020/21 briefings postponed		Annual
Recruitment, retention & progression	% BME Job Applicants**	Tribe Pad	Recruitments closed within period. Expressed as a percentage of all applicants.	17.4% (2018/19)	18.12% (2019/20)	9.1%	Annual
	% BME Offers/Hires	Tribe Pad	Recruitments closed within period. Expressed as a percentage of BME applicants. Target is benchmark of all applicants	8.3% (2018/19)	4.94% (2019/20)	10.26% (2019/20)	Annual
	% BME in workforce	Our People Data	Snapshot as at 31 March end Q4	7.37% (2018/19)	7.61% (2019/20)	9.1%	Annual
	% BME at SO1/2 and above	Corporate KPIs	Snapshot as at 31 March end Q4	6.52% (2018/19)	7.12% (2019/20)	9.1%	Annual
	% White Other Job Applicants	Tribe Pad	Recruitments closed within period. Expressed as a percentage of all applicants. Target is based on economically active population in Brighton (2011 Census)	14.8% (2018/19)	16.81% (2019/20)	8.8%	Annual

**Disability targets based on economically active population in Brighton (2011 Census)	% White Other Offers/Hires	Tribe Pad	Recruitments closed within period. Expressed as a percentage of White Other applicants. Target is benchmark of all applicants	10.4% (2018/19)	7.15% (2019/20)	10.26% (2019/20)	Annual
	% White Other in workforce	Our People Data	Snapshot as at 31 March end Q4	6.77% (2018/19)	7.29% (2019/20)	8.8%	Annual
	% Disabled Job Applicants**	Tribe Pad	Recruitments closed within period. Expressed as a percentage of all applicants.	3.39% (2018/19)	7.19% (2019/20)	7.5% (2020-21)	Annual
	% Disabled Offers/Hires	Tribe Pad	Recruitments closed within period. Expressed as a percentage of Disabled applicants. Target is benchmark of all applicants	10.8% (2018/19)	9.93% (2019/20)	10.26% (2019/20)	Annual
	% Disabled in workforce**	Our People Data	Snapshot as at 31 March end Q4	7.62% (2018/19)	7.55% (2019/20)	8.0% (2019-20) 7.5% (2020-21)	Annual
	% LGB Job Applicants***	Tribe Pad	Recruitments closed within period. Expressed as a percentage of all applicants.	17.6% (2018/19)	18.52% (2019/20)	13%	Annual
	% LGB Offers/Hires	Tribe Pad	Recruitments closed within period. Expressed as a percentage of LGB applicants. Target is benchmark of all applicants	14.1% (2018/19)	10.79% (2019/20)	10.26% (2019/20)	Annual
	% LGB in workforce***	Our People Data	Snapshot as at 31 March end Q4	12.51% (2018/19)	12.83% (2019/20)	13%	Annual
	% Reason for Leaving : Bullying, harassment, discrimination	Consultation Portal Exit data	Expressed as a percentage of all those leavers who completed an online exit questionnaire and specified this reason in any preference order (Actual no. of individuals shown in brackets)	11% (10) (2018/19)	Awaiting data –	-3%	Annual
Communities	% BME residents who feel strongly that they belong to their immediate neighbourhood by ethnicity	City Tracker	Snapshot as at November 2018. Target based on % White British residents who feel strongly that they belong to their immediate neighbourhood by ethnicity. (Figure for all residents is 76%)	72% (2018)	72% (2018)	77.2%	Annual
	% BME residents who agree that people from different backgrounds	City Tracker	Snapshot as at November 2018. Target based on % White British residents who agree that people from	93.8% (2018)	93.8% (2018)	93.6% (2018)	Annual

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	get on well together in their local area by ethnicity		different backgrounds get on well together in their local area by ethnicity. (Figure for all residents is 94%)				
	EEC service level actions are completed to timetable and monitored through the relevant DEDG and CEDG	EEC Directorate performance annual report	Snapshot as at 31 March 2021. Target based on progress of all service level actions pertaining to directorate equality objective XX	(2021)		% achieved towards target?	Annual
	FCL service level actions are completed to timetable and monitored through the relevant DEDG and CEDG	FCL Directorate performance annual report	Snapshot as at 31 March 2021. Target based on progress of all service level actions pertaining to directorate equality objective XX	(2021)			Annual
	F&R service level actions are completed to timetable and monitored through the relevant DEDG and CEDG	F&R Directorate performance annual report	Snapshot as at 31 March 2021. Target based on progress of all service level actions pertaining to directorate equality objective XX	(2021)			Annual
	HASC service level actions are completed to timetable and monitored through the relevant DEDG and CEDG	HASC Directorate performance annual report	Snapshot as at 31 March 2021. Target based on progress of all service level actions pertaining to directorate equality objective XX	(2021)			Annual
	HNC service level actions are completed to timetable and monitored through the relevant DEDG and CEDG	HNC Directorate performance annual report	Snapshot as at 31 March 2021. Target based on progress of all service level actions pertaining to directorate equality objective XX	(2021)			Annual
	SGL service level actions are completed to timetable and monitored through the relevant DEDG and CEDG	SGL Directorate performance annual report	Snapshot as at 31 March 2021. Target based on progress of all service level actions pertaining to directorate equality objective XX	(2021)			Annual
RAG ratings	Current value is >3% below target						
	Current value ≤3% below target						
	Target achieved or exceeded						