

APPENDIX A: DETAILED PERFORMANCE INFORMATION AND REPORTING

Figure 2 is an in depth look at all the KPIs in the Equality, Diversity and Inclusivity plan. The table shows, for each indicator, the latest data that is available and their direction of travel compared to its previous reporting period.

This is followed by a series of tables showing measures against themes/priorities, recent performance trends, targets and timescales. There is also an explanation of the current performance and what needs to happen to improve performance.

Figure 2: Performance indicators and their current Direction of Travel

An equal, diverse, and inclusive workplace							
Performance Indicator	What does a good performance equal?	Latest Value	Period	Previous Value	Period	Performance Trend	Comparator (Target)
Percentage of top 5% employees by income who are from BAME backgrounds	High	20.7%	Q4 2022/23	20.3%	Q3 2022/23	Improving	27.8%
Percentage of top 5% employees who are female	High	56%	Q4 2022/23	55.9%	Q3 2022/23	Improving	65%
Percentage of Employees with a Disability (not including schools)	High	4.62%	Q4 2022/23	4.4%	Q3 2022/23	Improving	5.4%
Percentage of employees from LGBTQ+ background	High	0.6%	2022/23	0.6%	2021/22	No change	2%
Percentage of employees from BAME backgrounds	High	30.2%	Q4 2022/23	29.9%	Q3 2022/23	Improving	33%

An equal, diverse, and inclusive workplace

Performance Indicator	What does a good performance equal?	Latest Value	Period	Previous Value	Period	Performance Trend	Comparator (Target)
Percentage of staff at PO1 or above that have completed equalities training.	High	98.6%	2023	98.3%	2022	Improving	100%
Number who have completed RESPECT e-learning (Rolling total)	High	1667 Total					
Number of Safe Space formal sessions carried out.	High	72	2023				

Inclusive and Accessible Services

Performance Indicator	What does a good performance equal?	Latest Value	Period	Previous Value	Period	Performance Trend	Comparator (Target)
Number of Council delivered Interventions that focus on health. Families with an Early Help Assessment.	High	198	July 2023	198	June 2023	No Change	

Inclusive and Accessible Services							
Performance Indicator	What does a good performance equal?	Latest Value	Period	Previous Value	Period	Performance Trend	Comparator (Target)
Percentage of service plans with an equality objective.	High	94%	2023-2024				We will hopefully be 100% by the time we go to O%Sc in the first week of Oct

An Inclusive Economy							
Performance Indicator	What does good performance equal?	Latest Value	Period	Previous Value	Period	Performance Trend	Comparator (Target)
Number of Employers engaging with Skills House	High	1900	2023				
Median earnings of employees in the area (average)	High	£569.00	2021/22	£545.10	2020/21	Improving	National £645.80
Number of people between 18 and 25 accessing Council delivered or procured support to develop skills	High	49%	2022/23	64%	2021/22	Worsening	
Percentage of Year 1 pupils achieving the Phonics Standard	High	72%	2022	81%	2019	Worsening	National 75%
Percentage of pupils achieving Stage 2 Reading, Writing and Maths at expected standard	High	57%	2022	63%	2019	Worsening	National 59%
Percentage of pupils achieving 9-4 pass in GCSE English and Maths	High	59.9%	2022	63.4%	2021	Worsening	National 64.4%

% of people aged 16-64 in the district qualified to NVQ level 3 or above	High	54.4%	2021	51.6%	2020	Improving	National 61.4%
Number of families living in poor quality housing. Percentage of dwellings with EPC Band 'D' or below	Low	68.9%	2021	68.8%	2020	Improving	National 57.9%
Number of private sector homes improved through council interventions	High	1,343	2022/23	880	2021/22	Improving	1,000 per year
Total Nos. households owed a homelessness duty by eligibility for homelessness assistance (Ann.)	Low	4.77 Per 1000 Pop	2021/22	4.74 Per 1000 Pop	2020/21	Worsening	4.92 Per 1000 Pop
% of Households in Fuel Poverty	Low	19.2%	2021	18.5%	2020	Worsening	National 13.1%
Trends in number of people gaining employment in the district	High	70.5%	2022	71.2%	2021	Worsening	
% of Total third party spend with suppliers operating from with the district - Rolling Values	High	34.67%	Q4 2022/23	35.41%	Q3 2022/2	Worsening	49%
Number of people with a disability accessing Council	High	394	2022/23	215	2021/22	Improving	

delivered or procured support into employment							
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Performance Indicator	What does good performance equal?	Latest Value	Period	Previous Value	Period	Performance Trend	Comparator Group (Target)
Inclusive Communities							
Percentage of Your Views survey respondents who say they feel safe in their local area.	High	71.90%	<i>Data as of 6.7.23</i>				75.30% West Yorkshire
Number of inclusive memorial and cultural events broadened to include all protected characteristics.	High	32 planned calendar events	2022/23				
The number of voice and influence opportunities shared with children and young people	High	10 local engagement opportunities	2023				

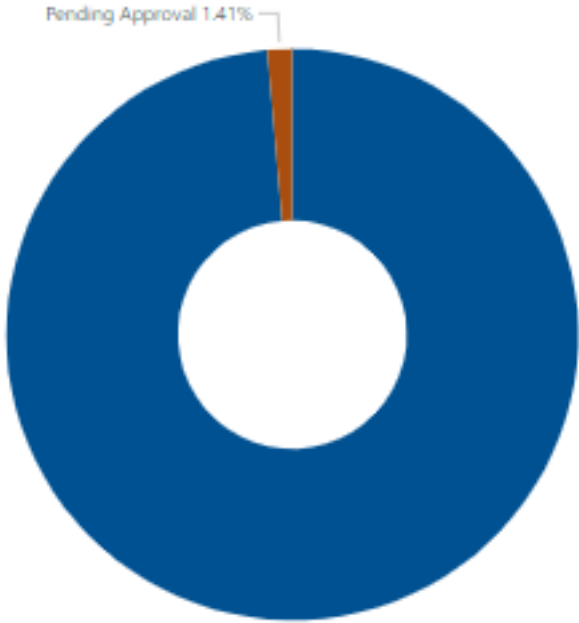
Measures requiring further development.

Performance Indicator	Actions	Expected Date
Inclusive and Accessible Services		
Number of Equality Impact Assessments.	Template created on SharePoint for DMTs to complete annually	October 2023
The percentage of Equality Impact Assessments that include a mitigant to address low-income impact.	Template created on SharePoint for DMTs to complete annually	October 2023
Percentage of policies within the LGA guidance reviewed.	Suggest looking at the procurement and commissioning process this year:- Commissioning & procurement department AD – equality objectives listed on their documents. Book a meeting with the Commissioning & procurement AD. Chris Constello, Kashi Akhtar.	
Number of services with action plans to create data sets to ascertain if there is an under usage.	Khalida to have discussion about data sets, what they don't have re equality. Each DMT having a plan to say where we are now and what we need to do to get where we need to be. PLACE, Adults,	
Involvement in Council run consultations and engagement progresses towards a correlation with district makeup	Demographic completing 'about you' section involved in district wide consultations are not reflective of district makeup.	
Percentage of reasonable adjustments agreed by managers	Suggested managers survey through snap once a year looking at how many times have you done a referral, how many times have you agreed to these adjustments	

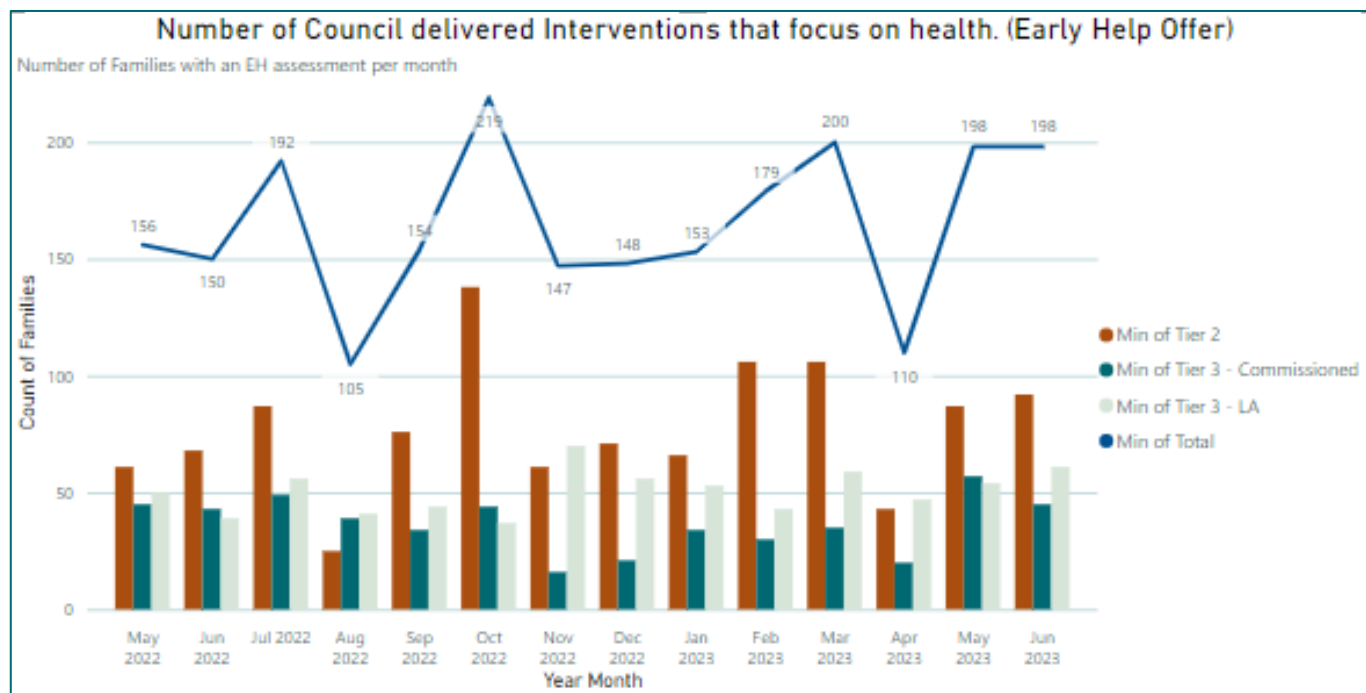
Performance Indicator	Actions	Expected Date
after being proposed by occupational health.		
Internal promotions progress towards a correlation with district makeup.	With HR for development in SAP	
An equal, diverse, and inclusive workplace		
Survey of staff showing what communications are accessed, and reduction of barriers to corporate communications.	Awaiting list of approved questions from CMT	
Percentage of staff who feel safe in the workplace.	Awaiting list of approved questions from CMT	
Survey of staff showing what communications are accessed, and reduction of barriers to corporate communications.	Awaiting list of approved questions from CMT	
Inclusive Communities		
Number of decisions influenced by the voice of children and young people.	<p>The number of voice and influence opportunities shared with children and young people -The number of young people involved in the commissioning of projects and programmes</p> <p>We are unable to provide a numerical metric for this until we have the necessary systems in place to provide an accurate view to O&SC. We expect this to be ready for January 2024. This is tied into the development of the new Joint Commissioning functions.</p>	January 2024

Performance Indicator	Actions	Expected Date
	<p>We are working with the new Engagement and Coproduction Manager in the Joint Commissioning Team to develop systems to embed the voice and influence of children and young people (CYP) into our commissioning approaches in the future. For example, the ability to include a provider focus on children and young people’s voice within our service specifications and contracts. In additional, where relevant and meaningful, children and young people will have the opportunity to take part in commissioning panels to help us work with the right providers to deliver the best outcomes.</p> <p>Children, young people, parents carers and families are currently being consulted on the new SEND Joint Commissioning Strategy with this engagement activity concluding on 14/9/23. The outcomes of this will then inform our future approaches to giving young people with SEND a voice and influence within our commissioning processes and we will be able to provide updates to O&SC.</p> <p>-The number of young people involved in the recruitment and selection of staff We are unable to report at this point in time, as above we are working towards having the monitoring systems in place to enable this reporting across the LA for January 2024.</p>	
<p>Percentage of asylum seekers and refugees informed of how to report hate crime.</p>	<p>Can obtain ‘Hate Crime Victim Satisfaction’</p>	
<p>Percentage of Your View respondents who say people from different backgrounds get on well together in their local area.</p>	<p>Data currently unavailable</p>	
<p>Number of representatives invited to attend strategic boards from non-statutory organisations.</p>	<p>To discuss with board meeting reps</p>	

The content below provides performance against theme and priority measures, recent performance trends, targets, and timescales to deliver.

Equality Objective:	An Equal, Diverse, and Inclusive workplace								
Performance Measure:	Percentage of staff at P01 or above who have completed equalities training								
<div data-bbox="97 613 1286 1518" style="border: 1px solid black; padding: 10px;"> <p>Percentage of staff at P01 or above that have completed equalities training.</p> <p>Annual</p>  <table border="1" data-bbox="411 750 992 1370"> <caption>Completion Status Data</caption> <thead> <tr> <th>Completion Status</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Successful</td> <td>98.59%</td> </tr> <tr> <td>Pending Approval</td> <td>1.41%</td> </tr> </tbody> </table> </div>				Completion Status	Percentage	Successful	98.59%	Pending Approval	1.41%
Completion Status	Percentage								
Successful	98.59%								
Pending Approval	1.41%								
Actual and timescale:	98.6%, 2023	Target:	100%						
Comments:									
<p>During 2023 98.6% of higher management within the council have successfully completed training on equality and respect. This significant statistic highlights the councils dedication to creating a culture of understanding, fairness and diversity, ultimately contributing to a more balanced, productive and professional environment.</p>									

Equality Objective:	An Equal, Diverse, and Inclusive workplace
Performance Measure:	Inclusive and Accessible Services



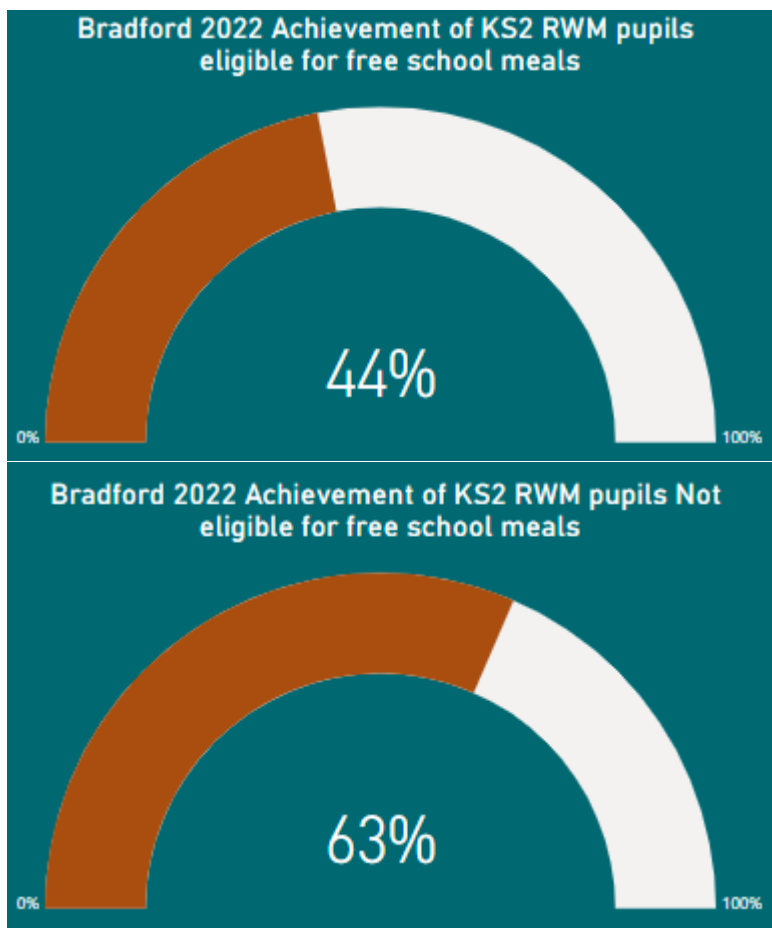
Actual and timescale:	198 July 2023	Target:	
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Comments:

Bradford Prevention & Early Help Strategy, agreed in January, sets out Bradford District’s approach to Prevention & Early Help and reflects the widespread recognition that it is better to identify and address difficulties early. This way, we can positively reduce demand on a specialist or social care services.

The number of families with an Early Help assessment has remained stable around the 200 mark per month. 27% of assessments were completed by LA family support services (Tier 3 LA), 29% by our commissioned providers (Tier 3 Commissioned) and the remaining 44% by partners (Tier 2).

Equality Objective:	An Inclusive Economy
Performance Measure:	Percentage of pupils achieving Stage 2 Reading, Writing and Maths at expected standard



Actual and timescale:	57%, 2021	Target:	National 59%
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Comments:

Reflecting a comparable trend to the national average, Key Stage 2 students in Bradford achieved the expected standard in Reading, Writing and Maths at a rate of 57%. This closely aligns with the national average of 59%.

The above chart demonstrates that those pupils who are eligible for Free School Meals are achieving this at a slightly lower percentage of 44%. These figures highlight the educational challenges that vulnerable students encounter, highlighting the importance of equitable resources and interventions to ensure equal educational opportunities for all.

Equality Objective:	An Inclusive Economy
Performance Measure:	Total Nos. households owed a homelessness duty by eligibility for homelessness assistance (Ann.)

Ethnicity	% Total owed a prevention or relief duty	% Bradford Population	% Gap
Black, Black British, Black Welsh, Caribbean or African	6.00%	2.01%	-3.99%
Other ethnic group	5.00%	1.97%	-3.03%
% Not known	0.00%		0.00%
Mixed or Multiple ethnic groups	1.00%	2.75%	1.75%
White	54.00%	61.13%	7.13%
Asian, Asian British or Asian Welsh	24.00%	32.15%	8.15%

Actual and timescale:	4.77 Per 1000 Pop, 2021/22	Target:	.4.92 Per 1000 Pop National
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Comments:

Examining the data on homelessness support, Bradfords figure of 4.77 households owed a homelessness duty per 1000 population during 2021/22 mirrors England average of 4.92 per 1000 population. When focusing on specific communities, Bradford Black, Black British, Black Wels, Caribbean or African communities is disproportionately affected, constituting 6% of the homeless population, whilst only comprising 2.01% of the city’s total population. This discrepancy emphasizes the need for targeted efforts to ensure equitable access to housing resources and solutions within diverse communities.