

PERFORMANCE PLAN - EQUALITIES TARGETS

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1. Purpose

1.1 To inform the Panel of the performance indicator requirements of Best Value that relate to equalities and to seek agreement to local performance indicators and targets for inclusion in the Council's Best Value Performance Plan.

2. Summary

2.1 The Best Value Performance plan will include new statutory performance indicators relating to equalities issues.

2.2 Two local performance indicators for equalities are suggested, together with targets for achievement over the next five years.

3. Recommendations

3.1 That the new Best Value performance indicators that relate to equalities be noted.

3.2 That the Policy and Resources Committee be asked to agree the two local performance indicators and associated targets.

4. **Background**

- 4.1 The Council is required, by law, to publish a Best Value Performance Plan (BVPP) by 31 March 2000. The plan must contain details of the Council's objectives and priorities, together with performance measures and targets.
- 4.2 The Government has prescribed a set of statutory Best Value Performance Indicators that include measures relating to equalities issues. Local authorities are also expected to develop complementary local performance indicators.
- 4.3 The draft BVPP format includes a section for each of the corporate priorities, including that of "Reducing Poverty and Discrimination". The intention is to include in each of these sections a number of performance measures and targets that relate to the particular priority.
- 4.4 A draft of the BVPP will be reported to the Policy and Resources Committee on 15 February 2000. This will then be followed by a period of consultation, prior to a final version being reported to the Policy and Resources Committee on 29 March 2000.

5. **Issues and Choices**

- 5.1 The **Annex** to this report sets out an early draft of the text for the equalities element of the "Reducing Poverty and Discrimination" section of the BVPP.
- 5.2 It also describes the statutory BVPIs that relate to equalities.
- 5.3 The BVPIs are new indicators for which there is no historical data and there is not a requirement to set targets against these.
- 5.4 In addition to statutory PIs, authorities are expected to develop a set of complementary local PIs. The **Annex** identifies two suggested local PIs along with targets for the next five years.
- 5.5 This paper is based on our understanding of requirements to date for the BVPP. Discussions are ongoing with District Audit to ensure the Council's understanding is accurate. The Panel will be informed of any significant developments subsequent to this meeting.

6. **Implications**

6.1 Environmental

None.

6.2 Equalities

The performance indicators described in the report will help monitor progress against the council's equalities strategy.

6.3 Financial

None.

6.4 Legal

The council is required by the Local Government Act 1999 to publish a Best Value Performance plan by 31 March 2000 and include within this details of current performance and future targets.

6.5 Staff and Accommodation

A number of the new Best Value Performance indicators relate to employment issues.

7. **Conclusions**

7.1 The requirements of Best Value afford the Council the opportunity to develop a more rigorous approach to performance overall, including performance related to equalities.

Background Papers: Local Government Act 1999: Part I - Best Value.