






Legal Directorate

People Plan theme	Measure	Q1	Q2	Q3	Q4	Status\ Direction of travel
 Flexible	# Full time equivalent (FTE)	102.3	107.2	132.9	131.39	▲
	£000s Staffing budget variation[1]	603	657	742	712	
	Agency hours			551	1996	▼
	# voluntary leavers under Early Leavers Initiative (ELI)	0	0	3	1	▼
	# average length of time in redeployment	0	0	0	0	◄►
	% Black and Minority Ethnic (BME) employees at PO5+	15.56	15.56	14.89	14.58	▼
	% disabled employees at PO5+	2.22	2.22	2.22	2.08	▼
% female employees at PO5+	75.56	73.33	77.47	75.00	▼	
 Healthy	# projected absence per FTE	7.63	7.69	6.86	6.55	▲
	# accidents / incidents involving employees	0	0	1	1	◄►
	# accidents / incidents not involving employees	0	0	0	2	▼
	# incidents reportable under RIDDOR* to Health and Safety Executive	0	0	0	0	◄►
	# number of accident paid (insurance) claims lodged	0	0	0	0	◄►
 Enabled	% of Directorate development budget spent/committed[2]		8	19	30	
	% of key and major decisions where equality is given due regard	To be established for Q4				
	# of employees who recognise the values in their colleagues work (0 – 10)			7.36	7.36	
	% of staff in talent pool with basic skills assessment			0	0	◄►
 Engaged	% staff who feel engaged			74	74	◄►
	% of services assessed against Investors in People (IIP) standard			100	100	◄►
	Average directorate score against IIP standard			10	10	◄►
	# Employee relations framework measures	Under development with trade unions				
	# number of Criminal Records Bureau (CRB) checks completed (including reviews)	Being established for Q3				
 Performing	% employees who received an appraisal	70	96	98	100	▲
	% employees who received a quality appraisal	Being established for Q4				
	# New grievances	0	0	0	0	
	# New disciplinaries	0	0	0	0	
	# New performance managements	0	0	0	0	

* RIDDOR - Reportable Injuries, Diseases, Dangerous Occurrences Regulations

[1] Red equals under spend

[2] Cumulative figure given. Direction of travel based on assumed equal monthly spend should be 100% at month 12