

## PERFORMANCE INDICATORS

The figures below are based on the general performance indicator statistics that are collated based on the Council's overall headcount at 31st December each year.

The calculation for these figures is different to the Local Government Benchmarking Framework (LGBF) performance indicator statistics that are collated annually which removes teaching staff as well as staff with less than 1 year service – information relating to Top 5% LGBF figures can be found at <http://www.falkirk.gov.uk/services/council-democracy/budgets-spending-performance/council-performance/lgbf/>

### TOP 2% - ALL STAFF

CATEGORY	Dec 2015	Dec 2016	Dec 2017	Dec 2018	Dec 2019
Gender	Female – 56% Male – 44%	Female – 57% Male – 43%	Female – 60% Male – 40%	Female – 55% Male – 45%	Female – 55% Male – 45%
Ethnicity	White – 100%	White – 100%	White – 100%	White – 100%	White – 96% BME – 4%
Disability	Non disabled – 100%	Non disabled – 99% Disabled – 1%	Non disabled – 99.1% Disabled – 0.9%	Non disabled – 100%	Non disabled – 100%

### TOP 5% - ALL STAFF

CATEGORY	Dec 2015	Dec 2016	Dec 2017	Dec 2018	Dec 2019
Gender	Female – 60% Male – 40%	Female – 62% Male – 38%	Female – 64% Male – 36%	Female – 61% Male – 39%	Female – 61% Male – 39%
Ethnicity	White – 99.6% BME – 0.4%	White – 99.6% BME – 0.4%	White – 99.6% BME – 0.4%	White – 99.6% BME – 0.4%	White – 96% BME – 4%
Disability	Non disabled – 100%	Non disabled – 99.1% Disabled – 0.9%	Non disabled – 99.2% Disabled – 0.8%	Non disabled – 99.6% Disabled – 0.4%	Non disabled – 99.6% Disabled – 0.4%

**TOP 2% - TEACHERS ONLY**

<b>CATEGORY</b>	<b>Dec 2015</b>	<b>Dec 2016</b>	<b>Dec 2017</b>	<b>Dec 2018</b>	<b>Dec 2019</b>
Gender	Female – 57% Male – 43%	Female – 67% Male – 33%	Female – 70% Male – 30%	Female – 68% Male – 32%	Female – 72% Male – 28%
Ethnicity	White – 100%	White – 100%	White – 100%	White – 100%	White – 94% BME – 6%
Disability	Non disabled – 100%	Non disabled – 100%	Non disabled – 100%	Non disabled – 100%	Non disabled – 100%

**TOP 5% - TEACHERS ONLY**

<b>CATEGORY</b>	<b>Dec 2015</b>	<b>Dec 2016</b>	<b>Dec 2017</b>	<b>Dec 2018</b>	<b>Dec 2019</b>
Gender	Female – 60% Male – 40%	Female – 62% Male – 38%	Female – 65% Male – 35%	Female – 62% Male – 38%	Female – 64% Male – 36%
Ethnicity	White – 100%	White – 100%	White – 100%	White – 100%	White – 97% BME – 3%
Disability	Non disabled – 100%	Non disabled – 100%	Non disabled – 100%	Non disabled – 100%	Non disabled – 100%

**TOP 2% - ALL STAFF (EXCEPT TEACHERS)**

<b>CATEGORY</b>	<b>Dec 2015</b>	<b>Dec 2016</b>	<b>Dec 2017</b>	<b>Dec 2018</b>	<b>Dec 2019</b>
Gender	Female – 48% Male – 52%	Female – 44% Male – 56%	Female – 46% Male – 54%	Female – 49% Male – 51%	Female – 44% Male – 56%
Ethnicity	White – 100%	White – 99.1% BME – 0.9%	White – 99% BME – 1%	White – 100%	White – 98% BME – 2%
Disability	Non disabled – 100%	Non disabled – 100%	Non disabled – 99% Disabled – 1%	Non disabled – 100%	Non disabled – 100%

**TOP 5% - ALL STAFF (EXCEPT TEACHERS)**

<b>CATEGORY</b>	<b>Dec 2015</b>	<b>Dec 2016</b>	<b>Dec 2017</b>	<b>Dec 2018</b>	<b>Dec 2019</b>
Gender	Female – 49% Male – 51%	Female – 49% Male – 51%	Female – 49% Male – 51%	Female – 51% Male – 49%	Female – 49% Male – 51%
Ethnicity	White – 99.2% BME – 0.8%	White – 99.2% BME – 0.8%	White – 99% BME – 1%	White – 98.1% BME – 1.3%	White – 98% BME – 2%
Disability	Non disabled – 98.7% Disabled – 1.3%	Non disabled – 98.8% Disabled – 1.2%	Non disabled – 99% Disabled – 1%	Non disabled – 97.7% Disabled – 2.3%	Non disabled – 98.1% Disabled – 1.9%