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| **Borough name** | | **Top 5% earners: with a disability (BVPI 11c)** | | **Link to authorities website for further information – If provided** |
| Camden | 2.4 |  | |
| Croydon | 10.0 |  | |
| Ealing | 2.4 |  | |
| Hackney | 3.7 |  | |
| Haringey | 2.8 |  | |
| Hounslow | 4.5 |  | |
| Lambeth | 1.3 |  | |
| Newham | 7.6 |  | |
| Sutton | 1.2 |  | |
| Tower Hamlets | 7.7 |  | |

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| **Meta data:** | |
| **Date period provided**: | Snapshot on 31 March 2020 |
| **What does this indicator measure?** | This indicator measures the percentage of the top paid 5% of staff who have a disability (excluding those in maintained schools) |
| **Purpose/aim** | To monitor outcomes of equal opportunities in local authorities |
| **Definition** | The ‘top-paid 5%’ are identified by ranking staff according to their gross FTE pay.  Apply to permanent staff only. Staff on fixed term contracts and temporary staff who have been employed by the authority for over a year should be considered permanent. Casual staff (i.e. those not employed on a regular basis but when a particular need arises) and those employed by outside contractors (e.g. private companies or a local authority owned company that has a separate corporate identity from that of the authority) are not counted under these indicators.  Exclude all staff in schools maintained by the LEA. Local authority adult education staff that are not employed by schools should be included in the calculation of the indicator in the same way as staff in other council departments. ‘Schools’ in this context means secondary schools and those catering for younger pupils.  For staff who are in multiple part-time employment add up the total number of hours worked, calculate the average hourly pay and then multiply that figure by the number of standard full-time working hours for the occupations concerned (e.g. 37 or 35).  Salaries should be based on gross pay (including London weighting, performance related pay, honoraria and market supplements) and excluding overtime and fringe benefits (such as leases of free cars, health insurance, PCs, mobiles and other non-cash benefits).  ‘Staff who have a disability’ are those that identify themselves as such in the staff survey, against the definition provided in the Disability Discrimination Act 1995 (DDA). The DDA states that a person has a disability for the purposes of this Act if ‘she or he has a physical or mental impairment which has a substantial and long term adverse effect on his or her ability to carry out normal day-to-day activities’.  To establish the number of the top paid 5% of staff who have a disability, a staff survey must be undertaken at least every two years. This baseline data should be regularly supplemented by monitoring information related to joiners and leavers. This is for two reasons: Unlike other equality indicators, such as race, an employees position in relation to disability may change whilst they are in a council's employment; Due of the small numbers involved, a change involving one of two people can make a significant percentage difference.  Every encouragement must be given to employees to take part in surveys; however, participation must remain voluntary, with employees classifying themselves.  Use only the numbers of staff for whom disability information is available for the calculation of the indicator. |
| **How calculated** | Rank all staff by gross pay including part-timers as the appropriate fraction of an FTE. Draw a line where you reach 5% of the FTEs counting down from the top (but if some people just below this point are on an identical salary to those just above it, include all people on that salary).  Then work out the percentage of FTEs that have a disability, calculating part-timers pro-rata. E.g.  Total staff 12,000 on 31st of March, of which 4,000 are half-time. So total staff in FTEs = 10,000 FTEs (8,000 full time + (4000 / 2)) 5% of 10,000 = 500 FTEs.  480 full-time staff get £30,000 or more, of which 100 have a disability; 40 half-time staff have jobs where they would get £30,000+ if they were full-time, of which 30 have a disability.  BV 11c = (100 + (30 / 2)) / 500 = 23.00% of senior jobs are held by people with a disability.)  However, if the dividing point for the top 5% was £30,000 and there are 490 FTEs on more than £30,000 and 20 on exactly £30,000 then you would use 510 rather than 500 for the denominator of 11c, and the same logic would apply to the numerator. |
| **Data source** | This data is voluntarily submitted by the boroughs themselves. |
| **Data quality** | London Councils and the Self Improvement Board do not accept responsibility for the accuracy of the data. As a local collection it is requested that the calculations and definitions conform to the details above. However authorities may use local definitions that are not as stated above, but are provided as a similar figure for benchmarking purposes.  No external quality assurance has been conducted on the data.  Where data is missing no assumptions can be made about the reason, the authority may no longer collect the data, or local definitions may be too different to include for comparison.  Performance should not be league tabled for the reasons above and are collected as indicative indicators or good practice. |