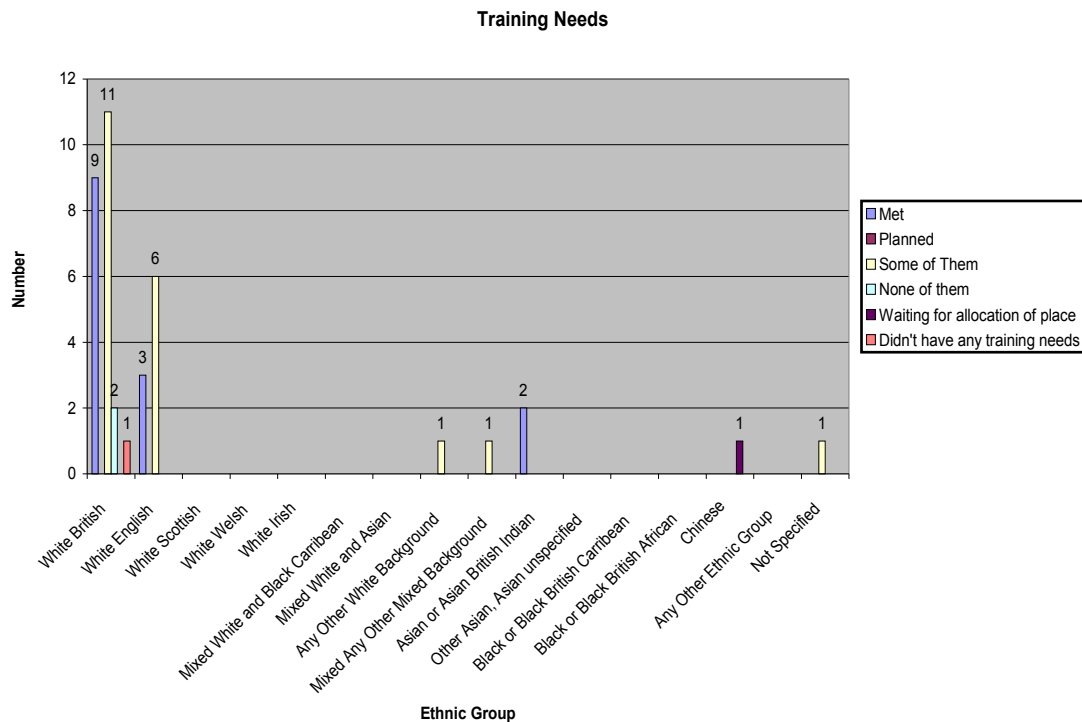


## Report on Performance Review and Training Needs – Social Care and Health

Performance Reviews are undertaken every 12 months for all staff. The Performance Review looks at personal and professional achievements, sets work objectives for the following 12 months and looks at any learning and development opportunities that are needed.

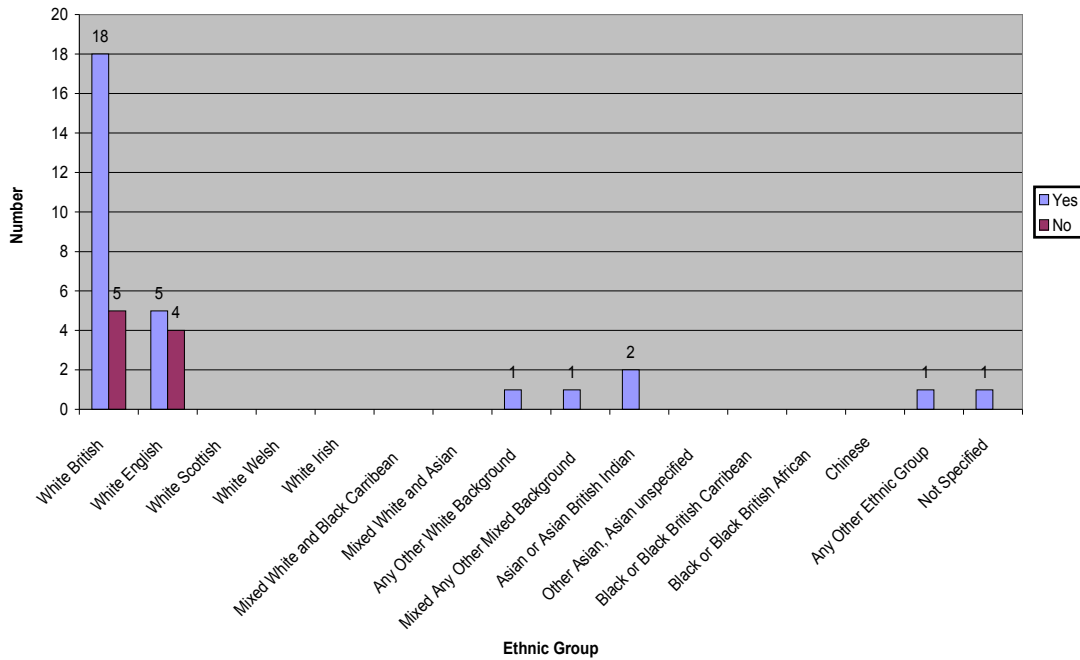
We undertook a sampling of staff from within the Directorate from all ethnic groups to look at whether they had received a performance review and whether they feel that they have benefited or been disadvantaged through the Performance Review process. These staff were randomly selected from the Performance Review database.

They were sent a questionnaire and asked to complete questions relating to their Performance Review and also their training needs.



The purpose of the above question was to see whether training needs identified on a staff member's Performance Review were actioned. The results showed that all staff training needs were met essentially equally – with a slightly better figure for the staff from minority ethnic groups (33%) compared to those of a white background (30%).

**Benefit through Performance Review Process**

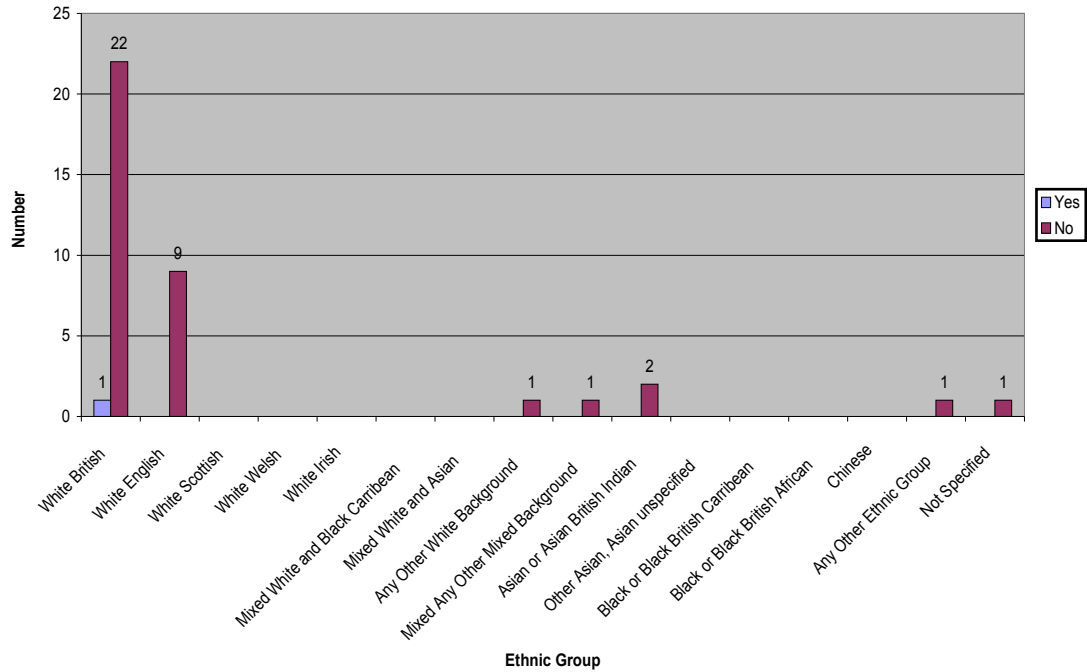


From the Performance Review process, we wanted to determine whether staff members felt that they had benefited or suffered disadvantage through this process.

The graph above clearly shows that all staff from ethnic minority backgrounds feel that they have benefited from the Performance Review process, e.g., staff feel that this is an excellent way of sharing workload issues, work-life balance issues and learning and development opportunities with their line manager.

The majority of staff from white backgrounds felt that they had also benefited from the Performance Review process, for the same reasons as given above.

### Disadvantage through Performance Review Process



The graph above shows that all staff in ethnic minority groups feel that they have not suffered disadvantage from the Performance Review process. The majority of staff from a white background also felt that they had not been disadvantaged through this process.