Analysis of performance ratings (2010/11)

25 October 2011

Introduction

- This slide pack summaries results from the diversity analysis on the end of year performance ratings for 2010/11.

- The total population size is 1,034 staff members and covers staff at grades AO to Grade 6.

- Analysis was performed on the following variables: Grade, Gender, Ethnicity, Disability, Working pattern, Age, Directorate, Location, and Time in Grade.

Non-declaration rates

- For the majority of the variables information was complete for all staff members.
- The exceptions were:
  - Ethnicity, 36% non declared
  - Disability, 29% non declared
  - Time in grade, 39% missing due to the migration of HR records onto a new system
- Care must therefore be taken in interpreting the results by these variables, since increased declaration could alter the results of the statistical tests.

Distribution of ratings, 2010/11

Rating	Suggested Guidelines	2010/11 Actual
1	5-10%	10%
2	25-30%	30%
3	45-55%	52%
4	5-15%	7%

The overall distribution of ratings in 2010/11 was inline with the suggested guidelines.

Data Analysis

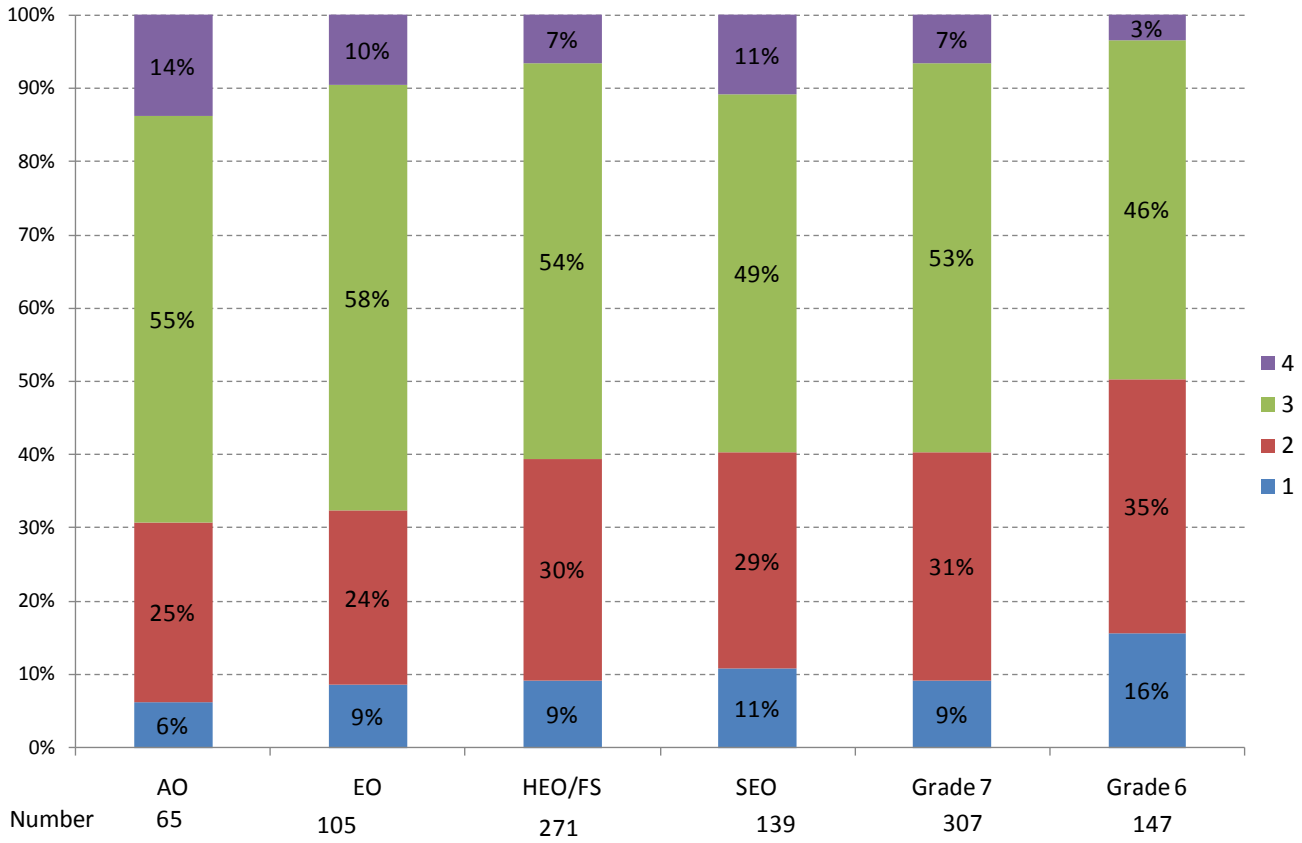
- Graphs were produced to show the number and percentage of employees in each category (slides 7-15).
- The brief commentary within the slides looks at whether the distributions were within the suggested guidelines: Box 1 5-10%, Box 2 25-30%, Box 3 45-55%, and Box 4 5-15%.
- There are very few members of staff within some categories, which means that results should be interpreted with caution.
- A Chi squared test was carried out on each variable to determine if the differences in the performance rating distributions were small enough to be explained by chance or if they were an indication of a systematic difference.
- Results of the tests are summarised as at the 1% or 5% level. Where a 1% level of significance indicates a bigger difference between the categories than 5%.
- A summary of the Chi squared tests are given in the next slide.

Results Summary 2010/11

Group	Chi squared test result	Comments
Grade	Not Significant	
Gender	Significant	A higher proportion of females received higher ratings, than the proportion that would be expected.
Ethnicity	Significant	We cannot confirm any differences due to the high non-declaration rate, of 36%.
Disability	Not Significant	Non-declaration rate 29%.
Work pattern	Significant	A lower proportion of part-time employees received higher ratings, than the proportion that would be expected.
Age (grouped)	Significant	A higher proportion of younger employees received higher ratings, than the proportion that would be expected.
Time in grade (grouped)	Significant	We cannot confirm any differences due to the high proportion of missing data, 39%.
Directorate	Not significant	
Location	Not significant	

- **Not significant** means the difference in the distribution of ratings can be explained by chance.
- **Significant** means the difference is big enough to indicate a systematic difference.

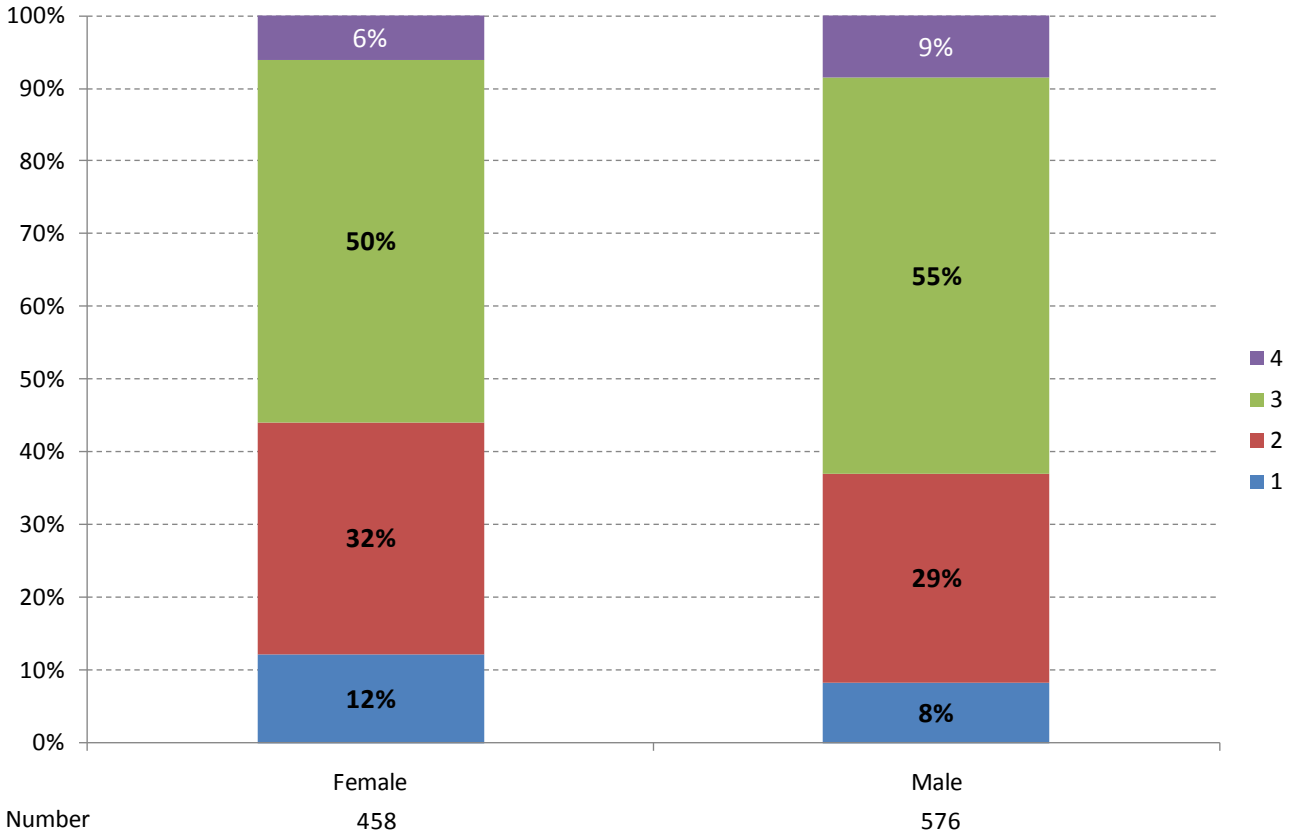
Performance rating by grade



Overall the differences by grade were not statistically significant.

Comparing to the suggested guidelines, 16% of Grade 6's received a Box 1 and 35% a Box 2. Both proportions are higher than the suggested guidelines of 5-10%,and 25-30%, respectively.

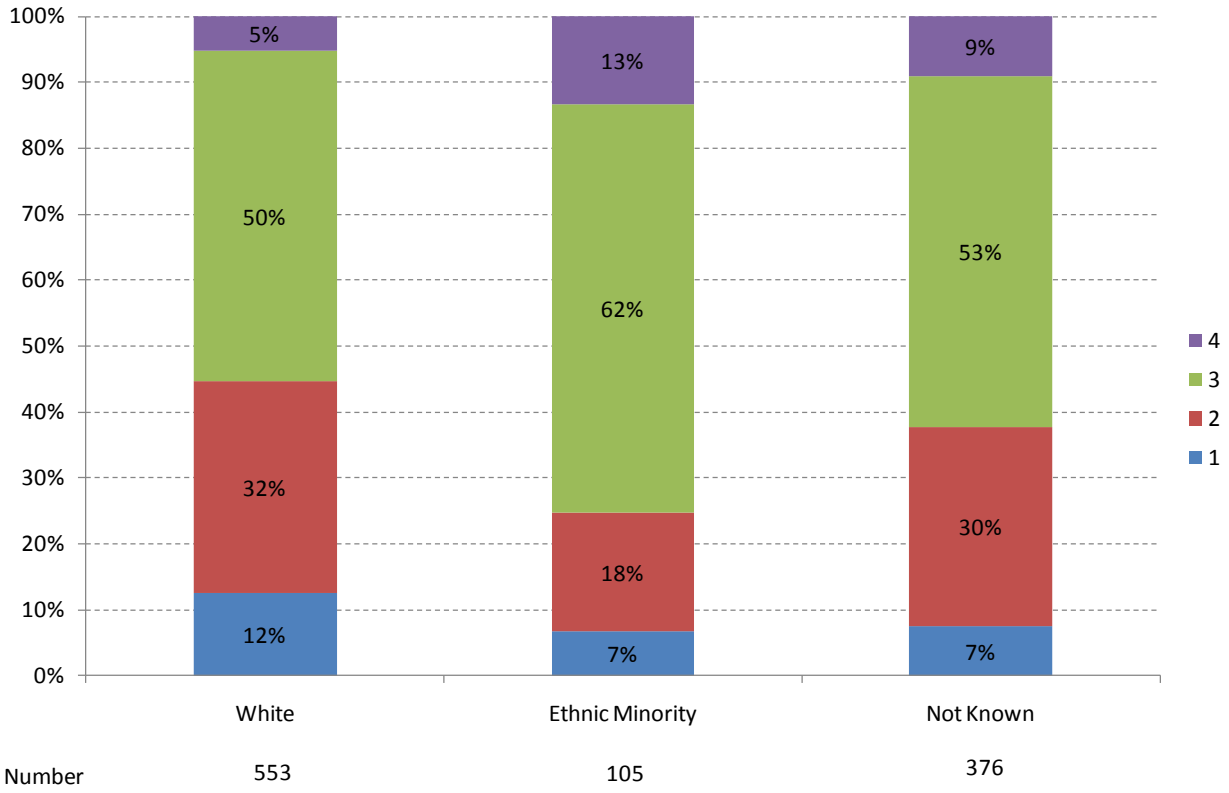
Performance rating by gender



Overall the differences by gender were statistically significant at the 5% level.

Comparing to the suggested guidelines, 12% of females received a Box 1 and 32% a Box 2. Both proportions are higher than the suggested guidelines of 5-10%,and 25-30%, respectively.

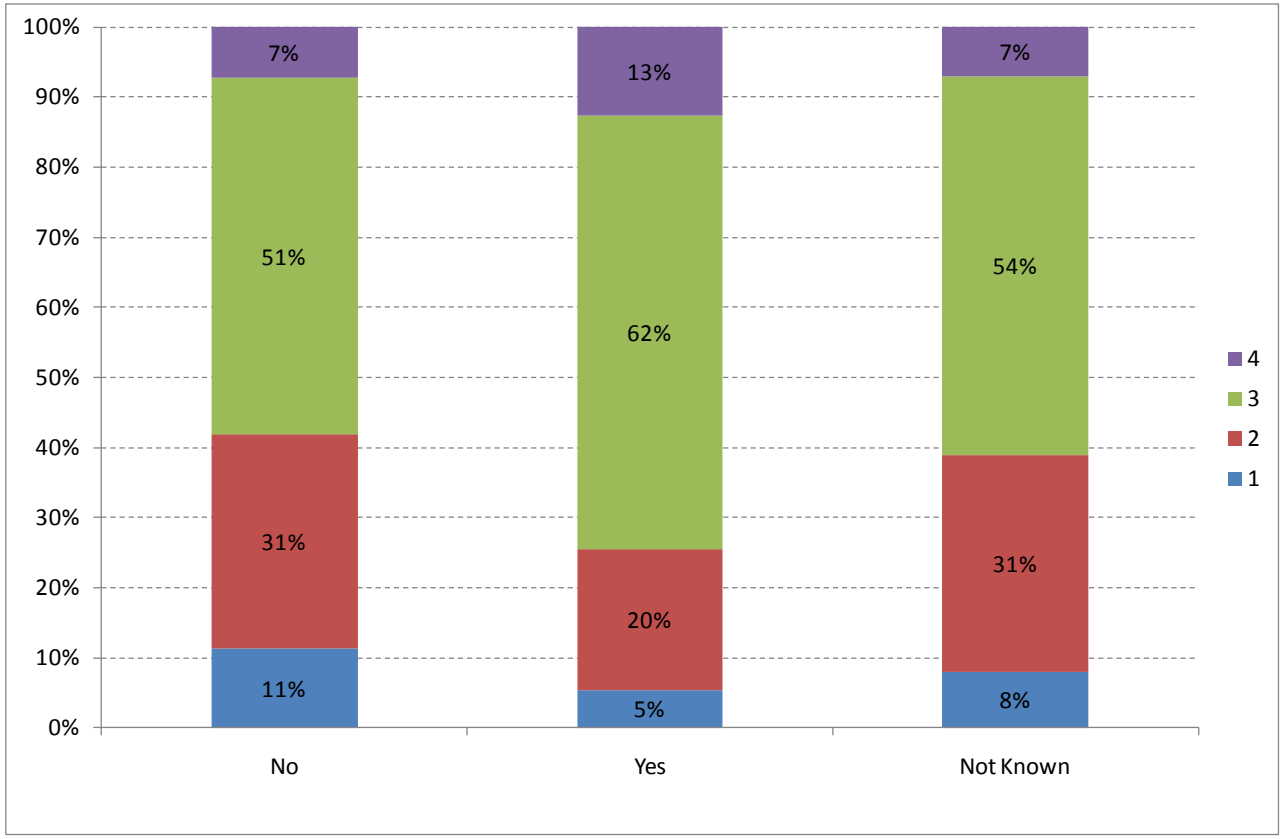
Performance rating by ethnicity



The differences by ethnicity were statistically significant at the 1% level. However, 36% of staff have not declared their ethnicity and the ethnic minority group is relatively small. Therefore, higher declaration rates could result in changing the outcome of the test.

Where staff have declared: white staff received a higher proportion of higher markings than would be expected; with 12% receiving Box 1 and 32% receiving Box 2. These proportions are above suggested guidelines.

Performance rating by disability

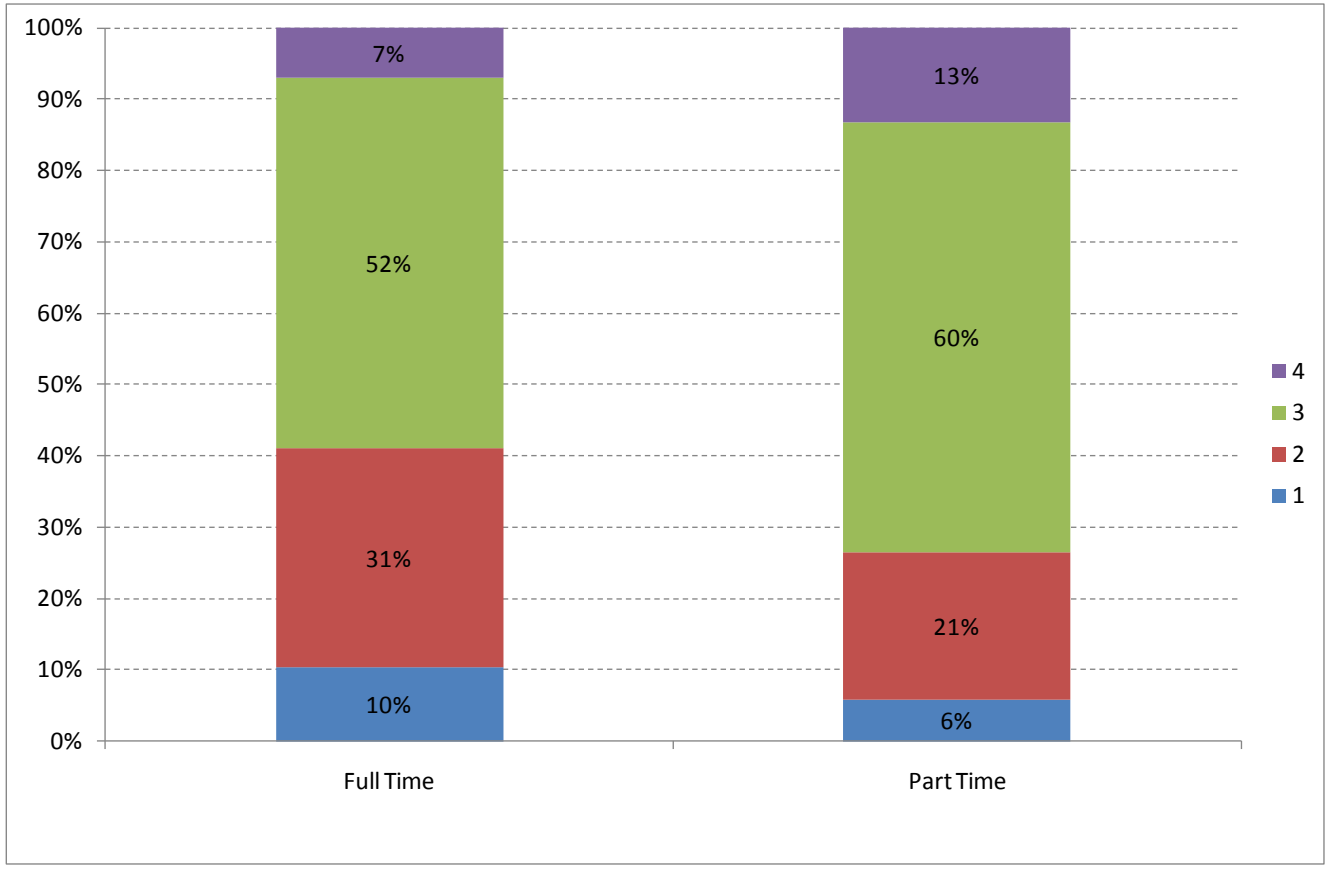


The differences by disability status were not statistically significant. The disability status for 29% of staff was unknown and higher declaration rates could result in changing the outcome of the test.

Comparing to the suggested guidelines, for staff who have declared their disability status: 62% of disabled staff received a Box 3, which is higher than the suggested 45-55%.

Note: Only percentages have been reported due to low numbers within groups.

Performance rating by work pattern

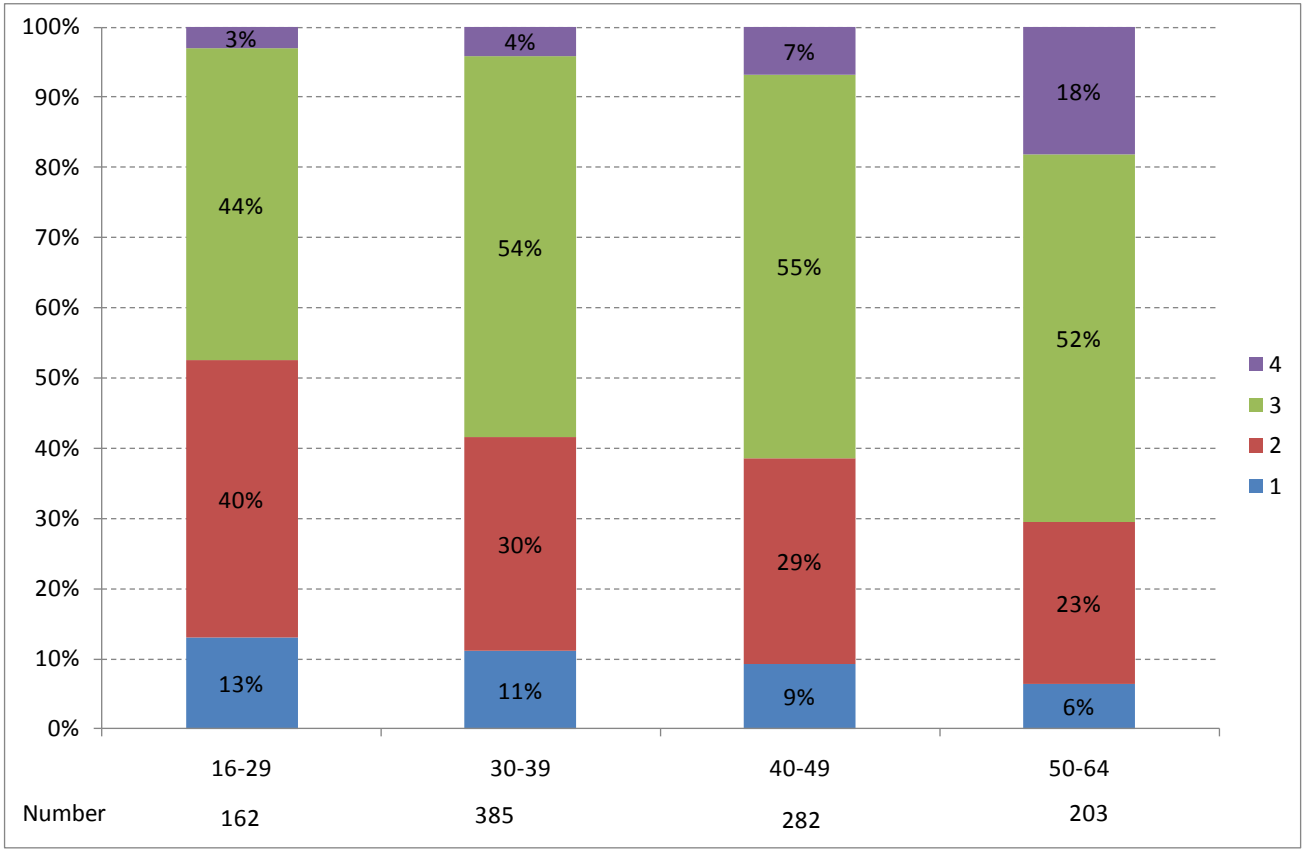


The differences by working pattern were statistically significant at the 5% level.

Part-time staff are less likely to achieve Box 1 and Box 2 ratings compared to full-time staff.

Note: Only percentages have been reported due to low numbers within groups.

Performance rating by age group

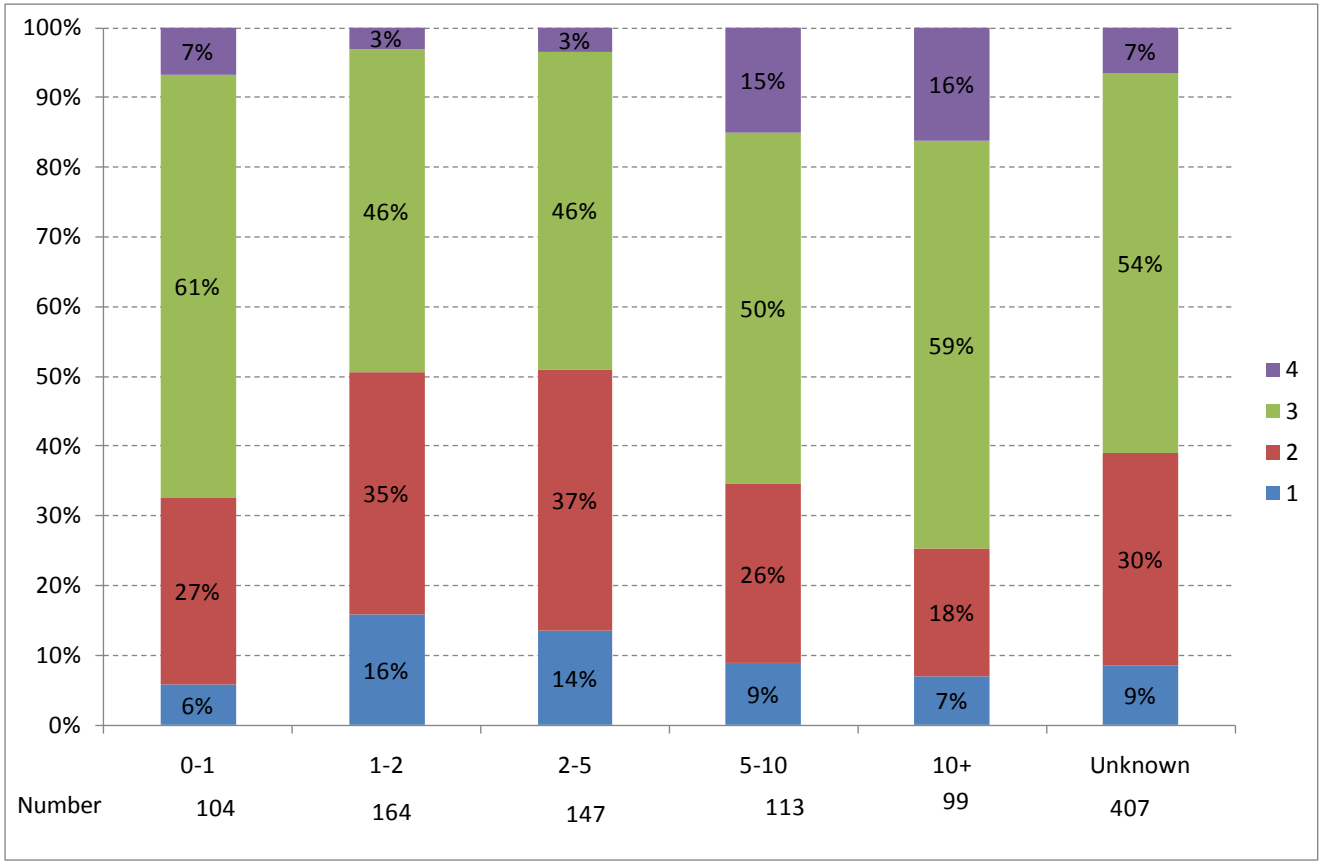


The differences by age group were statistically significant at the 1% level.

As age increases the proportions receiving higher ratings decreases.

53% of those aged 16-29 received either a Box 1 or 2, compared to 29% of the 50-64 age group.

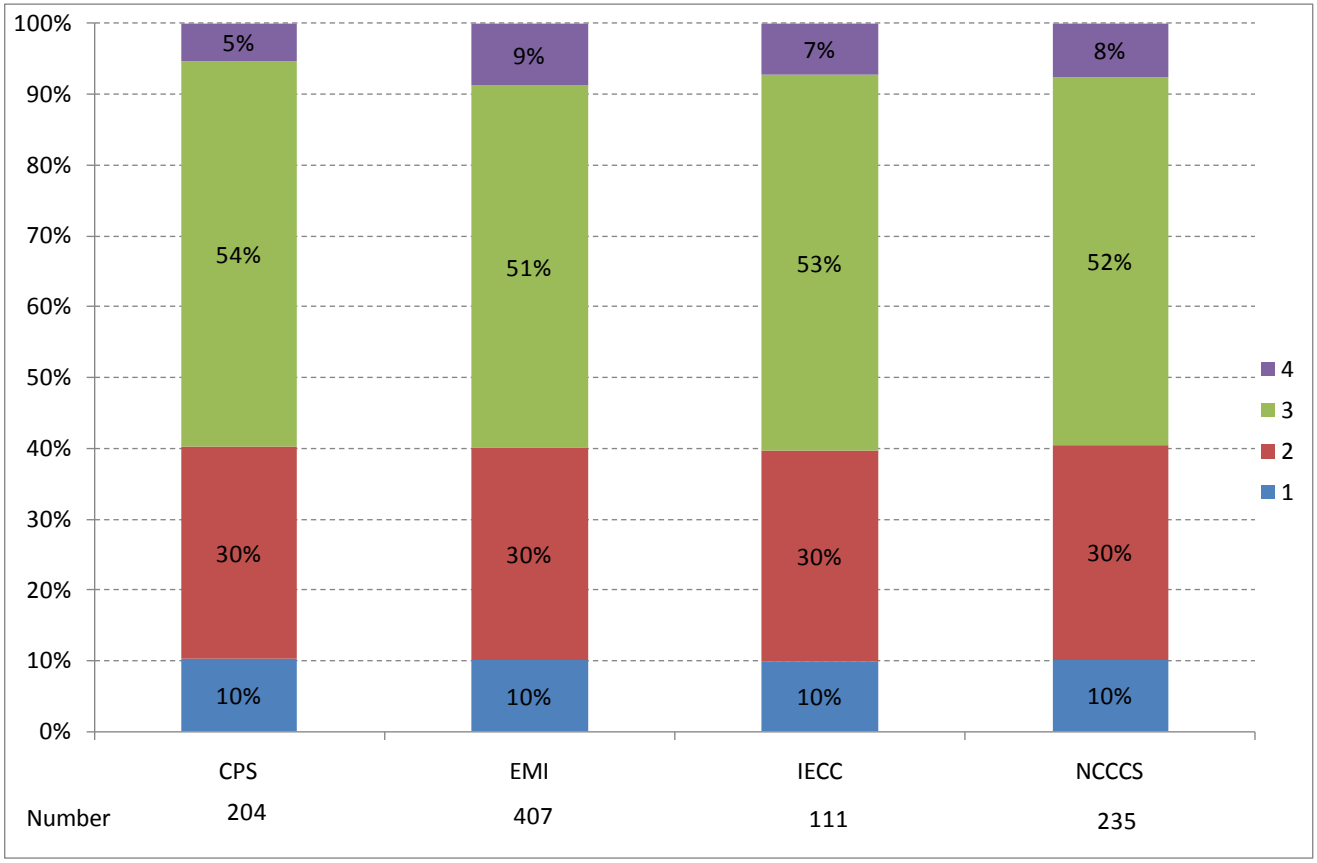
Performance rating by time in grade (years)



The differences by time in grade were statistically significant at the 1% level. However, the time in grade was unknown for 39% of staff and having a more complete data set could result in changing the outcome of the test.

For staff we have time in grade information for: staff in their current grade for more than 5 years were less likely to receive a Box 1 or 2 than would be expected.

Performance rating by directorate

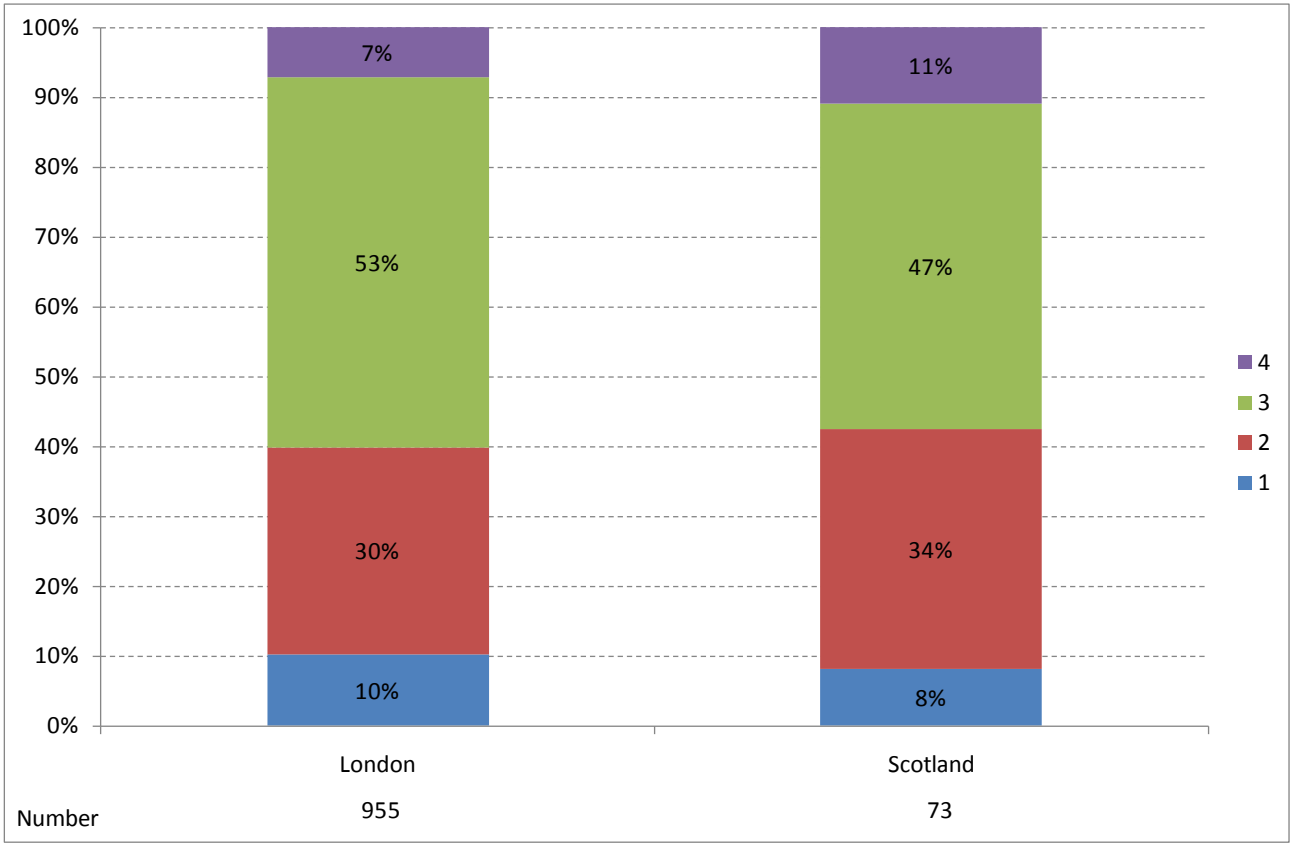


The differences were not statistically significant by directorate.

The distribution of ratings were inline with the suggested proportions, across each directorate.

Note: SIG and Strategy results are not presented within the chart as the numbers of staff in these directorates is very low. However, the statistical tests did take these areas into account.

Performance rating by location



The differences were not statistically different by location.