

DP Ref. No.	Outcome	Key Performance Measure	Position as at 31 March 2021	Narrative Update																								
Council Plan Outcome 1:		Birmingham is an entrepreneurial city to learn, work and invest in																										
O101	Birmingham is an entrepreneurial city to learn, work and invest in	Private sector investment through the Business Growth Programme	£2.62m	Activity under the Business Growth Programme (BGP2) and Property Investment Programme (PIP) schemes have been severely impacted by the Coronavirus Pandemic and although there has been some activity it significantly reduced against the profile for this quarter. The delivery team has been tasked to work on the delivery of emergency grant funds from the Government designed to assist SMEs who have lost income due to the Pandemic. BGP2 and PIP has continued at a reduced level, but we continue to have a healthy pipeline of applications for the programmes and we have now committed almost all the BGP2 SME grant budget available for the GBSLEP area. Private Sector Investment for BGP2 for Q4 is £851,537, making a total for the year to date of £2.62m. This means that we have exceeded our target figure for private Sector Investment for this financial year despite the extremely difficult operating conditions we have experienced.																								
O102	Birmingham is an entrepreneurial city to learn, work and invest in	Increase the social value achieved in Birmingham, particularly creating further local employment, improved skills and further adoption of the Living Wage.	68,141 * Weeks of local employment	<div>* Local is defined as within 30 miles of the point of service delivery.</div> <div>See table below for comparison to 2019/20:</div> <table><thead><tr><th></th><th>2019/2020</th><th>2020/2021</th></tr></thead><tbody><tr><td>Weeks of local* employment</td><td>53,612</td><td>68,141</td></tr><tr><td>Weeks of local* apprenticeship</td><td>4,395</td><td>4,607</td></tr><tr><td>Weeks of local* work placements</td><td>686</td><td>430</td></tr><tr><td>£ Amount of local* spend</td><td>£166,444,290</td><td>£194,619,328</td></tr><tr><td>£ Amount of Social Enterprise spend</td><td>£3,557,520</td><td>£3,172,513</td></tr><tr><td>Hours of voluntary time</td><td>9,883</td><td>10,825</td></tr><tr><td>£ Amount of money raised and / or donated</td><td>£210,779</td><td>£218,881</td></tr></tbody></table> <div>* Local is defined as within 30 miles of the point of service delivery</div>		2019/2020	2020/2021	Weeks of local* employment	53,612	68,141	Weeks of local* apprenticeship	4,395	4,607	Weeks of local* work placements	686	430	£ Amount of local* spend	£166,444,290	£194,619,328	£ Amount of Social Enterprise spend	£3,557,520	£3,172,513	Hours of voluntary time	9,883	10,825	£ Amount of money raised and / or donated	£210,779	£218,881
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O103	Birmingham is an entrepreneurial city to learn, work and invest in	Enterprises landing in the Enterprise Zone sites as a result of investment in infrastructure and development activity	0	In these unprecedented times the programme has to date not received confirmation of enterprises landing in the Enterprise Zone.																								
O104	Birmingham is an entrepreneurial city to learn, work and invest in	Number of apprenticeship starts per 1,000 of the Birmingham population	5.1 Apprenticeship Starters per 1,000 5,800 No. apprenticeship Starts Latest Data 2019/20	<div>Latest data available to report is 2019/20 due to a data lag.</div> <div>The number of apprenticeship starts in the city fell by 1,820 in 2019/20 to 5,800. The apprenticeship starts per 1,000 of the population subsequently also fell down by 1.6, from 6.7 to 5.1.</div>																								
O105	Birmingham is an entrepreneurial city to learn, work and invest in	Percentage of working age residents with at least a level 4 qualification	Birmingham 37.9%, West Midlands 37.1%, Great Britain 43.1%	ONS data Jan20 to Dec20, % are for those of aged 16-64. Although Birmingham is higher than the West Midlands region we are still lower than Nationally																								
O106	Birmingham is an entrepreneurial city to learn, work and invest in	Residents qualified to NVQ level (L1, 2, 3, 4) (basket of indicators)	<div>NVQ4 and above, 278,900 Numbers, 37.9% Birmingham, 37.1% West Midlands, 43.1% Great Britain</div> <div>NVQ3 and above 427,900 Numbers 58.1% Birmingham 56.8% West Midlands 61.4 % Great Britain</div> <div>NVQ2 and above 557,800 Numbers 75.8% Birmingham 75.1% West Midlands 78.2% Great Britain</div> <div>NVQ1 and above 634,500 Numbers 86.2% Birmingham 85.4% West Midlands 87.9% Great Britain</div>	ONS data Jan20 to Dec20, % are for those of aged 16-64. Birmingham performs better than its West Midlands neighbours but lower than Great Britain																								
O107	Birmingham is an entrepreneurial city to learn, work and invest in	The number of jobs created (result obtained from the ONS Business Register and Employment Survey)	524,000 Latest Data 2019	<div>Latest data available to report is 2019.</div> <div>Workplace employment in the city increased in 2019 up by 4,500 (+0.9%).</div>																								

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O108	Birmingham is an entrepreneurial city to learn, work and invest in	Private sector investment in the Enterprise Zone	£49m	£49m of private sector investment has taken place in the Enterprise Zone, and includes investment of £6.7m Arena Central , £3m 3 Snow Hill, £20.3m Paradise, £14.8m 103 Colmore Row, £1.7m Woodcock Street and £2.5m Eastside Locks.
O109	Birmingham is an entrepreneurial city to learn, work and invest in	Small and Medium Enterprises starts and closures	45,440 SMEs Latest Data 2020	2021 data will be released in October 2021. Latest data available to report is 2020. The number of active SMEs in the city increased by 1,745 between 2019 and 2020, an increase of 4.0% In SME numbers. This was the 2nd fastest growth recorded amongst the core cities and well above the 1.0% growth achieved nationally.
O110	Birmingham is an entrepreneurial city to learn, work and invest in	Business survival rate after 5 years	39.4%of firms started in 2013 were still trading after 5 years. 2018 Data	The 5 year survival rate declined slightly in 2019, falling by 1.1 % points to 38.3%.
O111	Birmingham is an entrepreneurial city to learn, work and invest in	New employment floor space created and/or refurbished floor space (sq. m.) as a result of investment in infrastructure and development activity in the Enterprise Zone	10550 (sq.m.)	New floorspace created relates to Woodcock Street new hotel - Aloft Birmingham Eastside, along with commercial office space
O112	Birmingham is an entrepreneurial city to learn, work and invest in	Increase the number of people, especially those furthest from paid work, taking up vacancies in traineeships, apprenticeships, jobs and sustained careers.	581 of which 335 were young people (under 30 years old). 81 completed support in the quarter of which 43% (went into employment, education or training)	Due to the pandemic a lot of support exceeds 3 months duration. For further detail please see main body of the report.
O113	Birmingham is an entrepreneurial city to learn, work and invest in	Number of filming enquiries handled by Film Birmingham per annum	N/A	Performance unavailable at time of reporting as data is available one month after year-end.
Council Plan Outcome 2:		Birmingham is an aspirational city to grow up in		
O201	Birmingham is an aspirational city to grow up in	Reduction in the rate of 'Not Knowns' when capturing the NEET rate.	2.80%	Birmingham end of year estimate was 2.8% against a target of 2.3%, actual performance data will be released in Sept 21
O202	Birmingham is an aspirational city to grow up in	Number of vulnerable NEET young people progressed into a positive destination	2019/20 - 673 2020/21 - 615	young people 16 or 17 NEET that we have worked with directly in providing impartial careers guidance and the young people informing us of a positive outcome (education, work, training or some form of learning)
O203	Birmingham is an aspirational city to grow up in	Reduction in the number of children out of school with mental health issues through the introduction of an early help offer		Data not available at time of publication.
O204	Birmingham is an aspirational city to grow up in	Number of 2 year old children accessing flexible free entitlement to early education (EEE)	% of take up for Spring 2020 Birmingham 59% Midlands 67% Stat Neighbours 63%	Birmingham is slightly down on the previous 2 years 60 & 62% 2021 data not available until the end of June 21
O205	Birmingham is an aspirational city to grow up in	Number of 3 to 4 year old children accessing flexible free entitlement to early education	% of take up for Spring 2020 Birmingham 89% Midlands 94% Stat Neighbours 89.7%	Birmingham is performing consistently with the previous 2 years 89 & 90% 2021 data not available until the end of June 21
O206	Birmingham is an aspirational city to grow up in	Corporate Parent Education Pledge Children in care: We will identify someone in your school that is there to help you and who you can talk to.	N/A	Current numbers of children in care from early years settings to post 16 are being educated in 440 schools and education settings both in and out of city. In each of these settings the child/young person has a designated teacher or key adult trained by the Virtual School to act as their setting/school based advocate. These advocates also ensure my personal education plan is updated every term from the age of 2 years to 18 years. See below for the completion rate of PEPs

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O207	Birmingham is an aspirational city to grow up in	Corporate Parent Education Pledge Children in care: We will support and ensure that you have an up to date, ambitious and personalised education plan.	Academic Year 20/21 Autumn Term 969 PEP's completed Spring Term 1653 PEP's completed	A considerable increase in completed PEP's, Virtual Schools and BCT are working closely to continue the improvement
O208	Birmingham is an aspirational city to grow up in	Corporate Parent Education Pledge Children in care: We will ensure that all educational professionals receive training that promotes positive relationships, increases knowledge about the impact of attachment problems, trauma, loss and separation.	N/A	We currently deliver and offer a three year training programme for all educational settings to become 'Trauma Informed Attachment Aware' Education Settings. We have an accreditation scheme for schools and an annual awards event. We currently have 168 schools across primary and secondary in the City out of 454 (345) of schools possible. Who have received the training from our Education Psychology Service and Virtual School. 62 Early Years Settings trained and as of next month our roll out into Post 16 education settings starts with our first webinar in June scheduled to train 1430 post 16 professional
O209	Birmingham is an aspirational city to grow up in	Corporate Parent Education Pledge Children in care: We will work with schools to ensure you have access to a wide curriculum offer and access to extra-curricular activities.	N/A	This is recorded in the PEP and analysed in relation to access. Previous access to extra curricular is shown in Ofsted analysis 2019 by the Virtual School. The report for this year has not been updated as covid restrictions have not made it possible for young people to undertake extra curricular trips
O210	Birmingham is an aspirational city to grow up in	Corporate Parent Education Pledge Children in care : We will ensure your educational needs are accurately assessed and if an education health care plan is required ensure you can attend a school that meets your needs.	N/A	Birmingham City Council admission teams and its Virtual School are co-producing guidance to strengthen advice, guidance and practice around schools admissions for children in care. The Virtual School has three new roles - placement officers whose role is to support admission to school roll. The Virtual School staff act as link professionals for children in care with SEND needs identified for SENAR both for children placed in and out of Birmingham. The Virtual School has developed guidance and flow charts for a range of stakeholders around actions for children in care with SEND who are moving care placement to ensure they are not disadvantaged by this movement in their education.
O211	Birmingham is an aspirational city to grow up in	Corporate Parenting Board Promise for children who have experienced Birmingham's care system We'll involve you in decisions that affect you and listen to your views.	N/A	All pupils complete their views as part of their termly review of their education plan. The Virtual School is developing the use of Squiddle through it's EPEP provider to greater strengthen pupil voice in real time. It is also an area for service development over the next three years to strengthen pupil advocacy and consultation. See BVS service delivery plan draft 2021-24
O212	Birmingham is an aspirational city to grow up in	Corporate Parent Education Pledge Children in care: We will work alongside your teachers to ensure they plan to enable you to make the academic progress you are capable of and that the right support is in place to enable this.	N/A	The Virtual School service exists to support schools with advice and guidance around children in care. We attend PEP meetings, talk to all our designated teacher, have written termly newsletters, run a range of training, and developed website content this year to support our schools. Next term we start our new school visits to discuss best practice, will be running designated teacher network meetings and publishing a designated teacher practice handbook.
O214	Birmingham is an aspirational city to grow up in	Key Stage 2 Progress and Attainment - proportion of children reaching the expected standard in Reading, Writing and Maths	N/A	The DfE has not published attainment data this year due to the pandemic so no local authorities will be able to be reporting on this.
O214A	Birmingham is an aspirational city to grow up in	Key Stage 2 Progress in Reading - The percentage of children making at least expected progress in reading	N/A	The DfE has not published attainment data this year due to the pandemic so no local authorities will be able to be reporting on this.
O214B	Birmingham is an aspirational city to grow up in	Key Stage 2 Progress in Writing - The percentage of children making at least expected progress in writing	N/A	The DfE has not published attainment data this year due to the pandemic so no local authorities will be able to be reporting on this.
O214C	Birmingham is an aspirational city to grow up in	Key Stage 2 Progress in Maths - The percentage of children making at least expected progress in maths	N/A	There is no update as there have not been any OfSTED inspections
O215	Birmingham is an aspirational city to grow up in	GCSE Attainment 8 - Students' average achievement across eight key subjects	Data for 2020 Birmingham 49.2% West Midlands 49% Stat Neighbours 47.3% National 48%	Birmingham continues to perform well against its neighbours and Nationally, However, the data should not be compared with previous years. Due to the COVID-19 pandemic, the summer exam series was cancelled and pupils were awarded either a centre assessment grade or a calculated grade using a model developed by Ofqual, whichever was the higher of the two
O216	Birmingham is an aspirational city to grow up in	Key Stage Attainment - Percentage of children achieving a strong pass (9-5) in English and Maths	Data for 2020 Birmingham 47.5% West Midlands 46.7% Stat Neighbours 43.28% Nationally 46.3%	Birmingham continues to perform well against its neighbours and Nationally, However, the data should not be compared with previous years. Due to the COVID-19 pandemic, the summer exam series was cancelled and pupils were awarded either a centre assessment grade or a calculated grade using a model developed by Ofqual, whichever was the higher of the two

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O217	Birmingham is an aspirational city to grow up in	Percentage of children achieving a good level of development - Early Years Foundation Stage	N/A	The DfE has not published attainment data this year due to the pandemic so no local authorities will be able to be reporting on this.
O218	Birmingham is an aspirational city to grow up in	Key Stage 2 Attainment - proportion of children reaching the expected standard in Reading, Writing and Maths	N/A	The DfE has not published attainment data this year due to the pandemic so no local authorities will be able to be reporting on this.
O218A	Birmingham is an aspirational city to grow up in	Key Stage 2 Attainment - proportion of children reaching the expected standard in Reading	N/A	The DfE has not published attainment data this year due to the pandemic so no local authorities will be able to be reporting on this.
O218B	Birmingham is an aspirational city to grow up in	Key Stage 2 Attainment - proportion of children reaching the expected standard in Writing	N/A	The DfE has not published attainment data this year due to the pandemic so no local authorities will be able to be reporting on this.
O218C	Birmingham is an aspirational city to grow up in	Key Stage 2 Attainment - proportion of children reaching the expected standard in Maths	N/A	The DfE has not published attainment data this year due to the pandemic so no local authorities will be able to be reporting on this.
O219	Birmingham is an aspirational city to grow up in	Children in Care – Progress 8 – Average progress between Key Stage 2 and Key Stage 4 across eight key subjects	Birmingham 24% West Midlands 25% National 24%	Using Nexus data specifically for Virtual Schools (this is comparative and not ‘Official’ data due to Covid reporting restrictions) - In relation to attainment our attainment 8 score was in line with both national and 1% lower than our regional average, However, fewer of our young people took the subjects that make up the EBAC (combining Eng., Maths, Science, Languages, Humanities subjects) and as such our scores were lower than regional and national averages.
O220	Birmingham is an aspirational city to grow up in	NEET rate as determined by; Destination of KS4 and KS5 students going into apprenticeships, education and employment	NEET & Not Known figure as of 31st March 2021 position is: 7.4% combined (source DfE LA tables)	Participation is 91.4%, rounded up to 92% (as of DfE LA tables 31st March 2021) types are as follows: Full Time Education – 85.1%; Training – 2.3%; Apprenticeships – 2%; Work Based Learning (Includes Traineeships, Supported Internships, DWP Programmes and Support programmes) – 2%; Part time education – 0%
O221	Birmingham is an aspirational city to grow up in	Infant Mortality rate per 1,000 live births	rate 7.0 per 1,000 latest data 2017-2019	An Infant Mortality Task Force is being put together, with multi-agency representation and an independent chair, in order to address infant mortality rates. The Task Force will be acting on the HOSC Infant Mortality Scrutiny Inquiry Recommendations.
O222	Birmingham is an aspirational city to grow up in	Children with SEN Attainment 8 - Students with Special Educational Needs average achievement across eight key subjects	SEN Support 34.9 Children with EHCPs 12.7	Children with SEN support in Birmingham and EHCPs achieved a higher attainment 8 score than their peers in statistical neighbouring authorities. However, both cohorts of pupils scored attainment 8 scores lower than the national average.
O223	Birmingham is an aspirational city to grow up in	Persistent Absence - State-funded Primary as a percentage of school population	N/A	Not available as the DfE did not publish the data for the last Academic year - last published 18/19
O224	Birmingham is an aspirational city to grow up in	Persistent Absence - State-funded secondary as a percentage of school population	N/A	Not available as the DfE did not publish the data for the last Academic year - last published 18/19
O226	Birmingham is an aspirational city to grow up in	Percentage of children overweight or obese at reception	22.9%	This is the lowest prevalence since 2008/09. It is the first time since 2008/09 that Birmingham has had a lower prevalence than both the West Midlands (24.6%) and England (23%). It also moves Birmingham from red to amber, for the first time since 2013/14
O227	Birmingham is an aspirational city to grow up in	Percentage of children overweight or obese at year 6	39.6%	This is the lowest prevalence for this measure since 2014/15. Unfortunately, it is still above both West Midlands (38.2%) and England (35.2%).
Council Plan Outcome 3:		Birmingham is a fulfilling city to age well in		
Please note that all indicators that fall within this category are either incorporated into the ‘Vital Signs’ indicator set or are measured through other Outcomes in this ‘State of the City’ indicator set.				
Council Plan Outcome:		Birmingham is a great, clean and green city to live in		
O401	Birmingham is a great, clean and green city to live in	Number of homes built that are affordable (BMHT, registered provider and help to buy activity)	684 new affordable homes for 2019/20 2020/21 data due Sept 21	The total delivery for 2019/20 was 684 new affordable homes. The 2020-21 year end performance information for the above should be available September 2021, we are reliant on data being released from the ONS.

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O402	Birmingham is a great, clean and green city to live in	Number of new homes completed in the city across a range of tenures	22,524 accumulative result 2011/12 to 2019/20 2020/21 data due Sept 21	Under the BDP the target for 2011/12 to 2019/20 was 19,800, these targets are set as cumulative for a twenty year period. Actual completions 2011/12 to 2019/20 were 22,524. We have surpassed our target for 2011/12 to 2019/20. The city is therefore ahead of its BDP housing trajectory. Annual site visits commence in May 2021 and manual counting takes place, data is released end of September 2021
O403	Birmingham is a great, clean and green city to live in	Number (and percentage) of homes built that are affordable	4,090 accumulative result 2011/12 to 2019/20 2020/21 data due Sept 21	The BDP target for 2011/12 to 2019/20 was 7,524 new affordable dwellings. Actual affordable dwelling completions 2011/12 to 2019/20 were 4,090. In certain cases it is not possible to provide affordable housing on-site within private market development schemes due to factors such as viability and the physical limitations of the site. In such cases the developer has made financial contributions for off-site affordable housing to be delivered by registered providers of social housing. The ability to deliver such off-site affordable housing is dependent on the availability of nearby sites. This has been a factor in suppressing the delivery of affordable housing in the City, which can be overcome by supporting BMHT and other registered providers in identifying suitable sites for development. Annual site visits commence in May 2021 and manual counting takes place, data is released end of September 2021
O404	Birmingham is a great, clean and green city to live in	Number of residents engaged in arts activity projects commissioned by the Cultural Development Service	N/A	The annual performance should be available next month due to this KPI being reported one month in arrears: 2020-21 was intended to set the 'annual benchmark' for residents engaged in cultural activity projects. However, the impact of COVID-19 means that the expected outputs will be less than anticipated due to the restrictions on physical participation / engagement. It is expected these will increase once 'normal business' is resumed.
O405	Birmingham is a great, clean and green city to live in	Reducing the unemployment gap between wards	6.7% point gap Q4 average for last 5 years Gap between 10 best performing and worst performing wards for claimant count unemployment	In the period January to March 2021 (Q4 2020/21) the average unemployment proportion across the 10 Birmingham wards with the highest unemployment levels stood at 17.7% The corresponding figure for the 10 Birmingham wards with the lowest unemployment proportions was 4.9%. Therefore, the gap between the 10 best and worst performing wards stood at 12.8% points in Q4. The baseline uses the long term average gap for the corresponding quarter to avoid any issues with seasonal variation. Over the last 5 years the average gap in Q4 between the 10 best and worst performing wards was 6.7% points. The gap in Q4 2020/21 is therefore 6.1% points higher than the 5 year average. The gap between the 10 best and worst performing wards (12.8% points) widened when compared to the previous quarter (12.5% in Q3 2020/21). Claimant count unemployment in the city has been increasing over the past two years due to a combination of factors including general macro economic conditions and changes to the benefit system associated with the introduction of Universal Credit. The Covid1-19 outbreak has seen a very significant increase in unemployment over the past year. In a period of rising claimants those areas of the city with existing high levels of claimants are disproportionately effected and see a quicker acceleration in claimant numbers than areas with lower levels of claimants. Therefore in a period where the claimant count is rising the gap between the best and worst performing wards will also increase.
O406	Birmingham is a great, clean and green city to live in	Narrowing the pay gap for citizens across the city	£4,149 Gap £29,030 Birmingham Resident Earnings £33,179 Birmingham Workers Earnings Latest Data 2020	Annual data, 2021 data will be released in November 2021. Latest data available to report is 2020. Resident earnings increased in 2020, increasing by £1,529 from £27,501 in 2019. Average pay levels increased for those who work in the city, up by £2,446 on the 2019 level. Subsequently the gap between residents and workplace earnings has increased from £3,232 in 2019 to £4,149 in 2020, an increase of £917 (28%) on the previous year
O407	Birmingham is a great, clean and green city to live in	Audience/visitors to the cultural organisations that we provide grant funding to	N/A	The annual performance should be available next month due to this KPI being reported one month in arrears: The portfolio of the Council's Regularly Funded (Arts) Organisations are required under their Conditions of Grant Aid to provide annual attendance / participation figures. However, the audiences and participation numbers have been decimated by COVID-19 and it is likely to continue for the whole financial year. However, there will be some statistics to report for certain activity including those presented online.

DP Ref. No.	Outcome	Key Performance Measure	Position as at 31 March 2021	Narrative Update
O408	Birmingham is a great, clean and green city to live in	Reducing the number of rough sleepers across the city	17	<p>The 2020/21 annual snapshot result is 17 which has surpassed the target of 40. The figure represents the number of people found bedded down across the whole of Birmingham on a single night in November 2020.</p> <p>The figure is produced in line with the national guidance on undertaking the official count of people sleeping rough in England. The year has been extraordinary due to COVID-19 which saw the government call for 'everyone-in' followed by a number of programmes targeting the protection and progression of people sleeping rough.</p> <p>The lockdown environment and the additional resources have positively impacted the level of people sleeping rough across the whole year. Birmingham City Council's count is the highest percentage reduction of any of the core cities so far. Maintaining the reduction and further reducing the rough sleeping figure will be challenging and subject to a wider economic and social factors.</p>
O409	Birmingham is a great, clean and green city to live in	Number of volunteer days from parks, sports, events, waste management, and resident involvement	18128	<p>The cumulative year-to-date (April 2020 - March 2021) number of volunteer days for Neighbourhoods Directorate is 18,128. Targets were not set due to the various lockdowns and tier systems affecting volunteering figures. The results are broken down as follows:</p> <p>Parks = 1892 + 5,027 + 1,310 + 4,187 = 12,416 (69% of 20-21 total) (including from volunteer days working with Birmingham Open Spaces Forum, Birmingham Tree People, The Ranger Service, The Trekking Centre, with Ground Maintenance Service and Birmingham Tree for Life)</p> <p>Sports and Events = 821 + 2,088 + 426 + 1781 = 5116 (28%) (including volunteer working days with Brum Together includes food packing, food parcel delivery, cooking/kitchen volunteering, shopping, and prescription pickups).</p> <p>Other Departments = 4 + 385 + 196 + 11 = 596 (3%) (including volunteer working days with Waste and Resident and Tenant Involvement).</p> <p>The volunteering numbers are lower this year due to the COVID-19 emergency situation. The Rangers are not carrying out volunteering work in the parks as their staff numbers are reduced - currently the hubs are closed, and they are focusing on emergency COVID-19 work. Due to Quarter 3/Quarter 4 lockdowns, Birmingham Trees for Life did not carry out the tree planting. Also volunteering in Waste was significantly limited. The numbers have increased on the sports section as they are carrying out COVID-19 emergency "Brum Together" response.</p>
Council Plan Outcome:		Birmingham is a city that takes a leading role in tackling climate change		
O601	Birmingham is a city that takes a leading role in tackling climate change	Reduce Particulate Matter levels in the City's air quality management areas	10.3 µg/m³ (2019)	<p>West Midlands 9.4 (2019) Eng. 9.0 (2019)</p> <p>The 2019 value was an increase from 9.8 in 2018.</p> <p>Annual concentration of human-made fine particulate matter at an area level, adjusted to account for population exposure. Fine particulate matter is also known as PM2.5 and has a metric of micrograms per cubic metre (µg/m³). Poor air quality is a significant public health issue. There is clear evidence that particulate matter has a significant contributory role in human all-cause mortality and in particular in cardiopulmonary mortality. This annual mean value equates to 5.8% fraction of mortality attributable to particulate air pollution (2019).</p> <p>[Source: Public Health England. Public Health Profiles. 2021 https://fingertips.phe.org.uk © Crown copyright 2021; accessed 02/06/21]</p>
O602	Birmingham is a city that takes a leading role in tackling climate change	Reduction in level of Nitrogen dioxide detected in the city centre	The data for 2020 would be published in the third quarter of 2021 (calendar years)	<p>The objective of the CAZ is to reduce the current levels of nitrogen dioxide to within the legal limit within the shortest possible time. The reporting of the levels of air pollutants is through the Air Quality Annual Status Report. In 2016 (the baselines used for the full business case) there were 30 monitored locations within the boundary of the CAZ that were above the legal limit. By 2019 this had reduced to 19. It is difficult to assess improvements to air quality during 2020 and the early part of 2021 due to reduced traffic volumes as a result of the impact of the COVID-19 lockdown restrictions. However, the goal remains to reduce the levels of NO2 to within the legal limit within the shortest possible time.</p>
O603	Birmingham is a city that takes a leading role in tackling climate change	Reduce carbon emissions across the city	Between 2017 and 2018 there was a 36.5ktCO2 reduction in annual CO2 emissions	<p>Between 2018 and 2019 data is not yet available, but will be released in September 2021 and is reported with a 2 year lag.</p> <p>Route to Zero measures in performance management framework reported annually next data available October/November 2021.</p>
Improving the way we work				
W01	Improving the way we work	Internal audit opinion that there is reasonable assurance that an effective system of internal controls has been in place throughout the year.	N/A	<p>This measure will be reported to Audit Committee on June 29th. There will be a limitation of scope for 20/21.</p>

DP Ref. No.	Outcome	Key Performance Measure	Position as at 31 March 2021	Narrative Update
W02	Improving the way we work	Improving staff engagement measures	N/A	<p>Over the past 12 months during Covid it has meant engaging staff in a completely new way. Whilst we have not completed a staff engagement survey (Staff Survey) since Autumn on 2019 there have been many more engagement activities. These include hosting behaviour workshops for over 600 employees, conducting 2 health and wellbeing surveys, surveys around New Ways of Working, multiple “ask me anything” yammer sessions, Teams broadcasts on Equalities and a our first live “ask HR anything”. Participation in these sessions has been high and the narrative around engagement is generally positive.</p> <p>In the Autumn of 2021 we plan to re-launch our employee engagement survey, focussing on how we continue to make the gains made during a global pandemic. For the first time we shall measure both our engagement and enablement index scores and benchmark these against other organisations.</p>