



Investing In Our People

Delivering services effectively and sensitively is the aim of all our staff.

It's ten years since the Trust was first recognised as a top-class employer, by the award of the Investors in People (IIP) quality standard. Achieving IIP means much more than a plaque on the wall. Our approach to developing and training staff comes under regular scrutiny by the IIP independent assessors. BVT intends to improve still further in nurturing talent among our people, whilst running an efficient business.

In 2006 we established a new Human Resources team. Headed by Neeta Chauhan, the team (pictured above), provides a wide range of services to over 300 staff. These responsibilities include payroll, recruitment and selection, keeping abreast of all employment law, advice on employment issues, and induction of new staff. The team also manages our Individual Performance Review system and oversees all staff disciplinary action. Like many other employers, BVT has a worrying problem with staff sickness absence. We have ambitious plans to reduce the absence rate over the next few years. From 2006, we have adopted a more robust line with staff sickness, whilst ensuring that genuine absences are handled sympathetically. We have planned ahead for the 2007 Age Discrimination legislation, and enhanced provisions for flexible working.

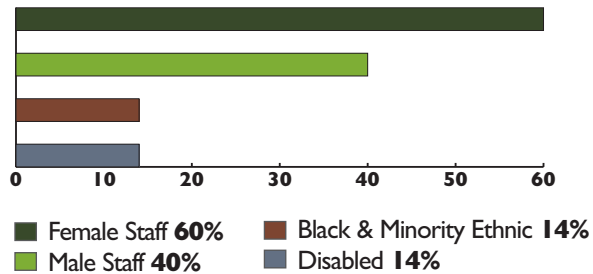
Upholding the important principle of Equality and Diversity lies at the heart of the Trust's work. As the local demographics change, so does the composition of the Trust's estates. The numbers of black and minority ethnic (BME) residents have increased, and we welcome the rich diversity which is starting to develop in many local BVT communities. Encouragingly, the number of BME applicants for jobs at the Trust has also risen. In 2006, 21% of the new staff appointed by the Trust were from BME backgrounds. This percentage closely reflects the proportion of BME residents within the population of Birmingham.

BVT is committed to making efforts to redress the under-representation of BME staff in certain parts of the Trust, but we always follow the policy of recruiting the best person for the job.

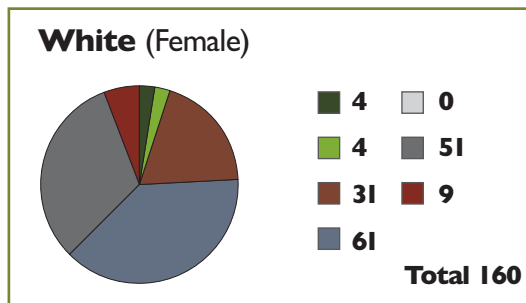
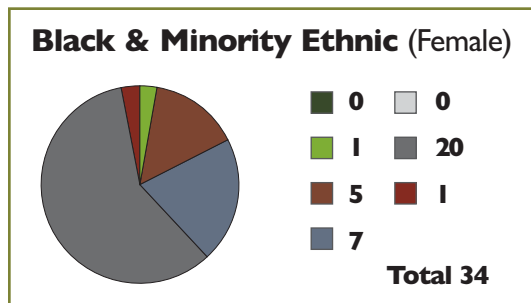
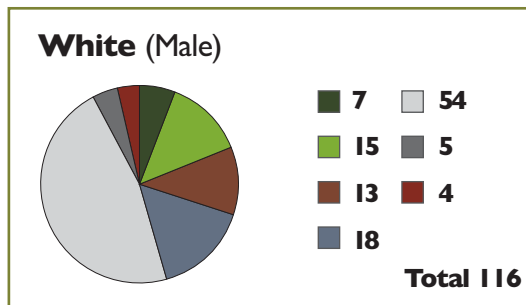
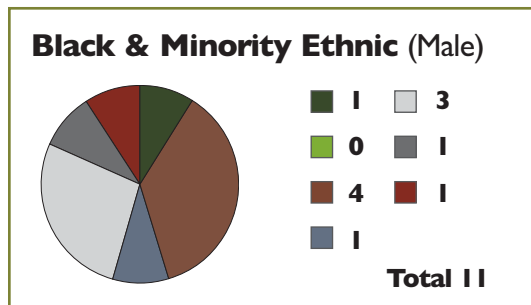
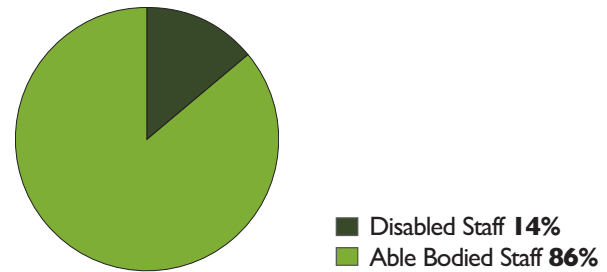
To help signpost the practical steps we can take to improve diversity, we are working alongside Ashram Agency, who will be making recommendations on how BVT can most effectively develop our policies to create a more diverse workforce, and to support BME communities.

Equal Opportunities and Diversity (Number of staff and Trustees as at 31 December 2006)

% of Total Staff



Disabled/Able Bodied Staff



Key

- Trustees
- Executive & Senior Managers
- Specialist & Middle Management
- Admin/Clerical/Senior Care
- Tradespeople/Gardeners
- Care Staff/Care Call
- Cleaners/Caretakers