



FIG. 8.1 STAFF EMPLOYMENT GRI: LA1, LA12

	Average number of employees (number)		Employees receiving regular performance and career development reviews (%)		Employees employed under flexible working arrangements (%)	
	2009/10	2008/09	2009/10	2008/09	2009/10	2008/09
British Land	158	152	100%	NR	15%	9%
Broadgate Estates	160	130	94%	NR	10%	3%
Total or Average	318	283	97%	NR	12.5%	6%

DATA NOTES

Employees are full-time equivalents. British Land employees are UK Head Office staff only (excluding contractors); our team of 15 people in Continental Europe is not directly employed and most British Land properties are managed by third party agents rather than by direct employees. All British Land Head Office employees, excluding those on probation, have participated in 360 degree feedback, with most having completed formal appraisals with their line managers during the year. Broadgate Estates reported performance and career development review figure excludes directors and staff who have been employed for less than a year. These employees have had set performance objectives.

FIG. 8.2 STAFF DIVERSITY GRI: LA13

	Employees by gender (%)				Management by gender (%)				Employees by age (%)							
	2009/10		2008/09		2009/10		2008/09		2009/10				2008/09			
	Male	Female	Male	Female	Male	Female	Male	Female	19-25	26-46	47-60	61+	19-25	26-46	47-60	61+
British Land	54%	46%	52%	48%	75%	25%	76%	24%	4%	77%	19%	1%	NR	NR	NR	NR
Broadgate Estates	51%	49%	58%	42%	51%	49%	60%	40%	6%	73%	16%	4%	8%	76%	15%	1%
Average	53%	48%	55%	45%	63%	37%	68%	32%	5%	75%	18%	3%	8%	76%	15%	1%

DATA NOTES

Employees are full-time equivalents as at 31 March 2010 (British Land 166, Broadgate Estates 173). Numbers may not sum to 100% due to consistent rounding. Employees by age figures include employees and management.

FIG. 8.3 STAFF TURNOVER GRI: LA2

	Employees leaving (number and % of total staff)		Employees leaving by gender (number and %)								Employees leaving by age (number and %)			
	2009/10	2008/09	2009/10		2008/09		2009/10				2008/09			
			Male	Female	Male	Female	19-25	26-46	47-60	61+	19-25	26-46	47-60	61+
British Land	15 (9%)	28 (18%)	9 (10%)	6 (8%)	14 (18%)	14 (19%)	2 (33%)	11 (9%)	2 (6%)	0	2 (29%)	19 (17%)	3 (10%)	4 (400%)
Broadgate Estates	21 (12%)	46 (27%)	10 (10%)	11 (15%)	18 (38%)	28 (62%)	3 (27%)	14 (11%)	3 (11%)	1 (14%)	2 (8.5%)	40 (83%)	4 (8.5%)	0
Average	18 (11%)	37 (22.5%)	9.5 (11%)	9.5 (9%)	16 (28%)	21 (40%)	2.5 (30%)	12.5 (10%)	4.5 (8.5%)	0.5 (7%)	2 (19%)	29.5 (50%)	3.5 (9%)	2 (201%)

DATA NOTES

Employees are full-time equivalents as at 31 March 2010 (British Land 166, Broadgate Estates 173). Staff turnover includes redundancies and retirement. Turnover rate is calculated as the number of leavers divided by the number of full-time equivalents as at 31 March 2010 for 2009/10 or as at 31 March 2009 for 2008/09.

FIG. 8.4 LOST WORKING DAYS GRI: LA7

	Working days lost through sickness (number)		Proportion of all working days lost through sickness (%)	
	2009/10	2008/09	2009/10	2008/09
British Land	587	NR	1.4%	1.5%
Broadgate Estates	780	767	1.8%	1.7%
Total or average %	1,342	767	1.6%	1.6%

DATA NOTES

Employees are full-time equivalents as stated in 'Staff employment'. Number of working days calculated as 260. British Land reports prior to this year only show lost day rates not numbers.



FIG. 8.5 STAFF HEALTH AND SAFETY GRI: LA7

	Fatal accidents (number)		Reportable RIDDOR accidents (number)	
	2009/10	2008/09	2009/10	2008/09
British Land	0	0	0	0
Broadgate Estates	0	0	0	0
Total	0	0	0	0

DATA NOTES

RIDDOR is the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995. Employees are full-time equivalents as listed in 'Staff employed'.

FIG. 8.6 STAFF TRAINING GRI: LA10

	Training days (number)		Average training hours per employee (number)	
	2009/10	2008/09	2009/10	2008/09
British Land	96	NR	4	NR
Broadgate Estates	392.5	NR	18	NR
Total / average	488.5	NR	11	NR

DATA NOTES

Based on 7.5 hours per day for Broadgate Estates and 7 hours per day for British Land. Employees are full-time equivalents as stated in 'Staff employment'.

British Land is improving how training data is gathered and recorded; this year's data may not have captured all training days undertaken by British Land employees.

FIG. 8.7 DISCRIMINATION GRI: HR4

	Incidents of discrimination (number)	
	2009/10	2008/09
British Land	0	0
Broadgate Estates	0	0
Total	0	0

DATA NOTES

Recorded incidents of discrimination amongst full-time equivalents.