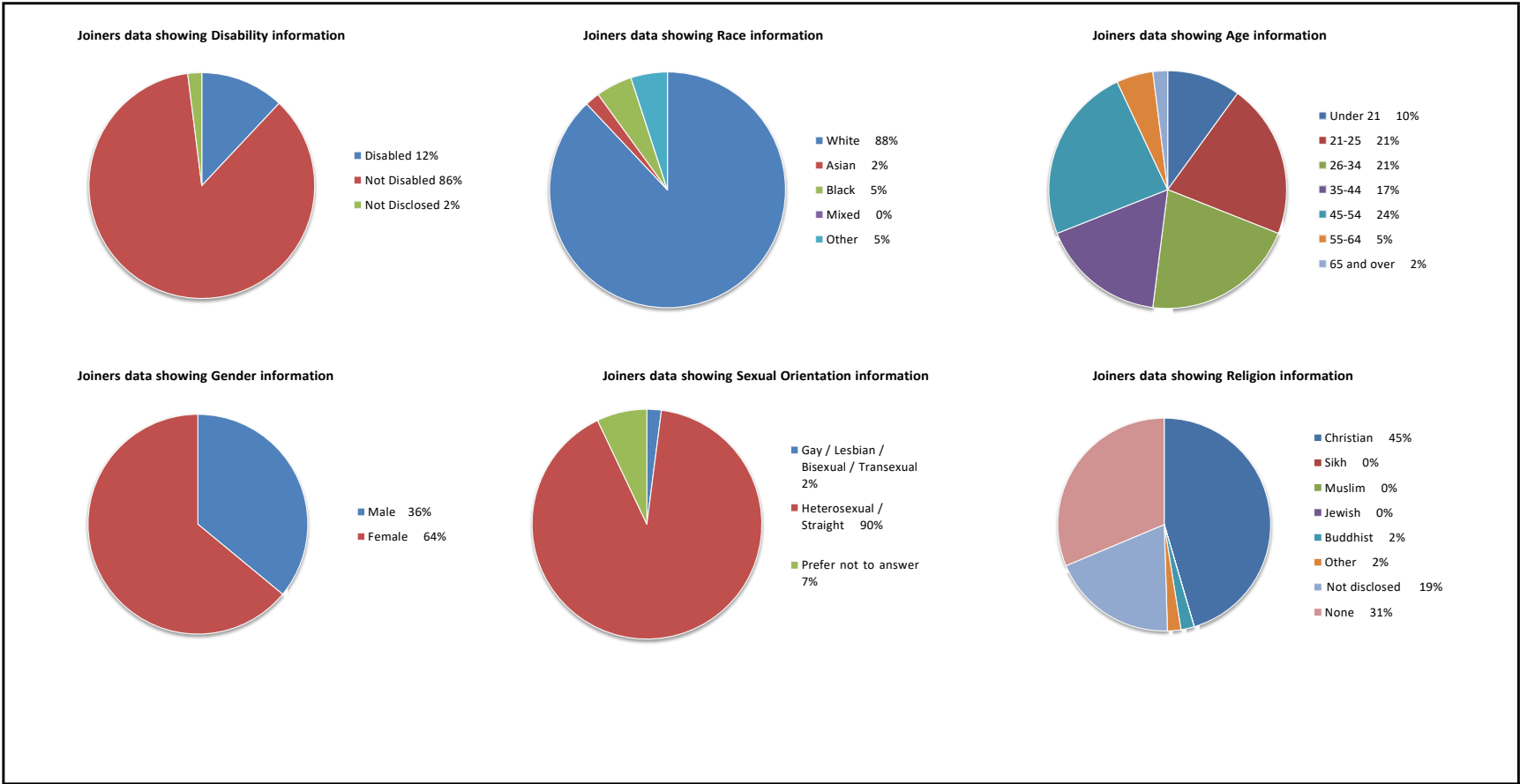
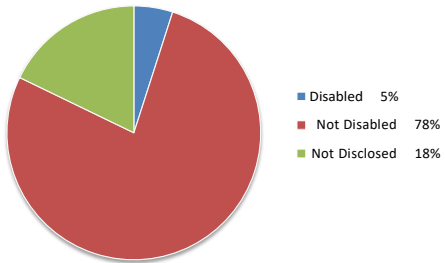


Overview of Equalities data for 2016

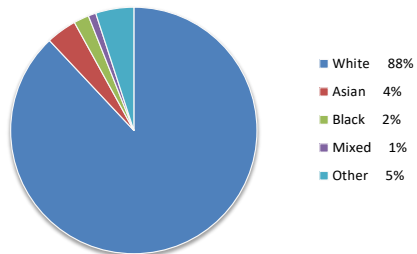
Full data can be viewed from page 4.
 Figures may not add up to exactly 100% due to rounding



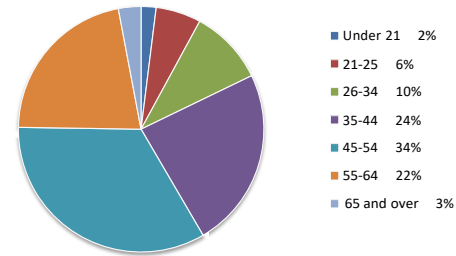
Current Staff data showing Disability information



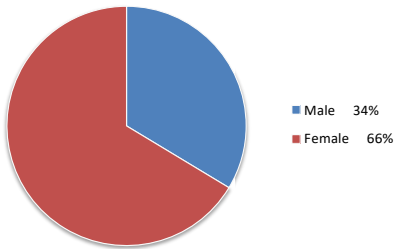
Current Staff data showing Race information



Current Staff data showing Age information



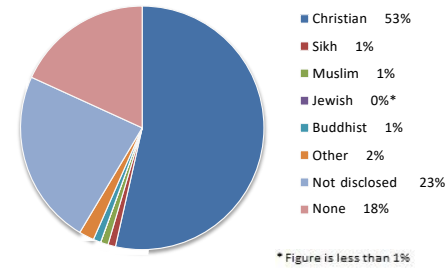
Current Staff data showing Gender information



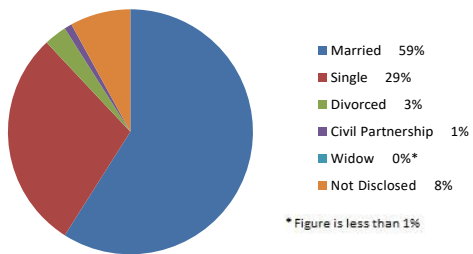
Current Staff data showing Sexual Orientation information



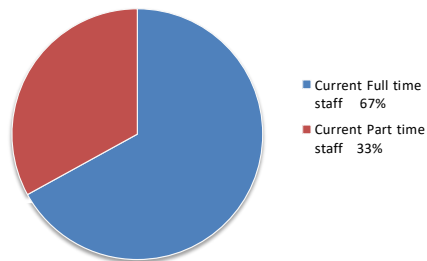
Current Staff data showing Religion information



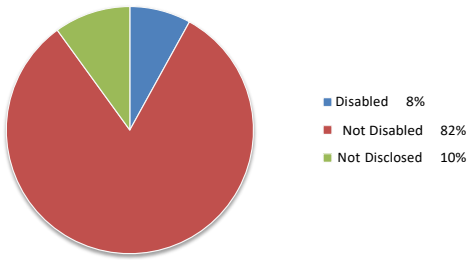
Current Staff data showing Marital Status information



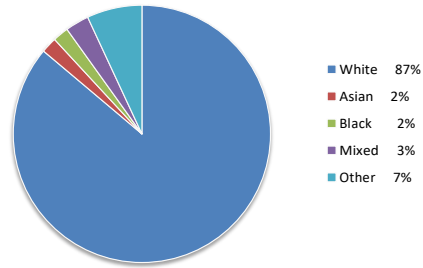
Current Staff data Full Time versus Part Time



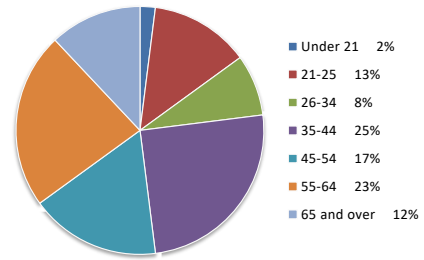
Leavers data showing Disability information



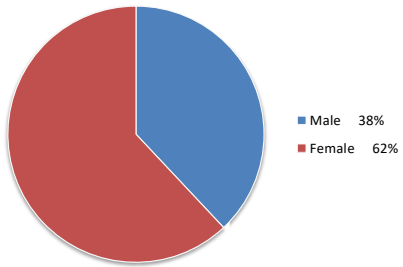
Leavers data showing Race information



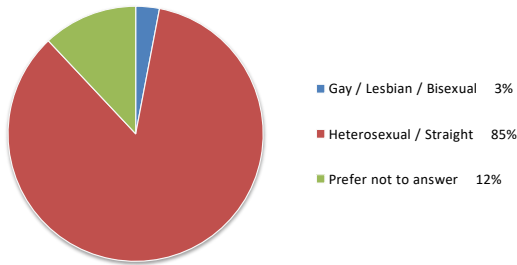
Leavers data showing Age information



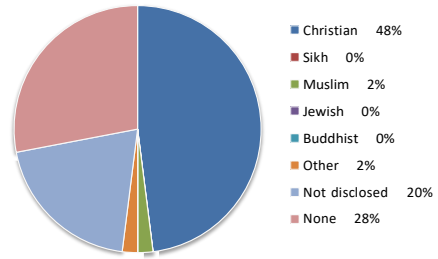
Leavers data showing Gender information



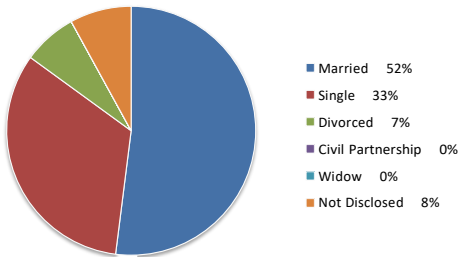
Leavers data showing Sexual Orientation information



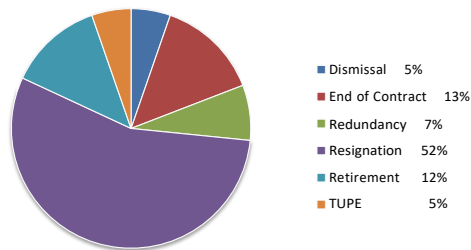
Leavers data showing Religion information



Leavers data showing Marital Status information



Leavers data showing Reason for Leaving information



Recruitment 2016

Protected Characteristics

1. Age
2. Disability
3. Gender Reassignment
4. Marriage and Civil Partnership
5. Pregnancy and Maternity
6. Race
7. Religion
8. Sex
9. Sexual Orientation

Requirements	Data			
	Analysis of recruitment in 2016, by protected characteristic 1, 2, 6, 7, 8 and 9			
	January 2016 to December 2016			
	Number of applications = 386			
	Number shortlisted = 159			
	Number of appointments = 42			
	Age	Applications %*	Shortlisting %*	Appointments %*
	Under 21	15	12	10
	21 - 25	17	14	21
	26 - 34	21	15	21
	35 - 44	21	22	17
	45 - 54	19	30	24
	55 - 64	8	8	5
	65 and over	0	0	2
	Disability	%*	%*	%*
	Disabled	7	5	12
	Not-disabled	93	95	86
	Not Disclosed	0	0	2
	Race**	%*	%*	%*
	White	83	83	88
	Asian	8	8	2
	Black	5	5	5
	Mixed	2	1	0
	Other	3	3	5

Religion	%*	%*	%*
Christian	49	55	45
Sikh	2	3	0
Muslim	2	2	0
Jewish	0	0	0
Buddhist	0	0	2
Other	18	13	2
Not disclosed	21	21	19
None	6	6	31
Sex			
	%*	%*	%*
Male	38	36	36
Female	62	64	64
Sexual orientation			
	%*	%*	%*
Gay/Lesbian/Bisexual/Transsexual	4	3	2
Heterosexual/straight	89	89	90
Prefer not to answer	7	8	7
<p>* Percentages may not always add to 100 due to rounding.</p> <p>** Race categories:</p> <p>White: White British, White Irish, Other White Background</p> <p>Asian: Indian, Pakistani, Other Asian Background, Bangladeshi, Chinese</p> <p>Black: African, Caribbean, Other Black Background</p> <p>Mixed: White and Black Caribbean, Other Mixed Background, White and Asian</p> <p>Other: Information not disclosed, Other</p>			

Current Staff 2016

Protected Characteristics

1. Age
2. Disability
3. Gender Reassignment
4. Marriage and Civil Partnership
5. Pregnancy and Maternity
6. Race
7. Religion
8. Sex
9. Sexual Orientation

Requirements	Data																
	<p>Current Staff - 31.12.2016</p> <p>Analysis of current staff as at 31.12.2016 by protected characteristics 1, 2, 4, 6, 7, 8 and 9</p> <p>Total number of staff = 330</p>																
	<p>Analysis of current staff by protected characteristic</p>																
	<table border="1"> <thead> <tr> <th>Age</th> <th>%*</th> </tr> </thead> <tbody> <tr> <td>Under 21</td> <td>2</td> </tr> <tr> <td>21 - 25</td> <td>6</td> </tr> <tr> <td>26 - 34</td> <td>10</td> </tr> <tr> <td>35 - 44</td> <td>24</td> </tr> <tr> <td>45 - 54</td> <td>34</td> </tr> <tr> <td>55 - 64</td> <td>22</td> </tr> <tr> <td>65 and over</td> <td>3</td> </tr> </tbody> </table>	Age	%*	Under 21	2	21 - 25	6	26 - 34	10	35 - 44	24	45 - 54	34	55 - 64	22	65 and over	3
Age	%*																
Under 21	2																
21 - 25	6																
26 - 34	10																
35 - 44	24																
45 - 54	34																
55 - 64	22																
65 and over	3																
	<table border="1"> <thead> <tr> <th>Disability</th> <th>%*</th> </tr> </thead> <tbody> <tr> <td>Disabled</td> <td>5</td> </tr> <tr> <td>Not-disabled</td> <td>78</td> </tr> <tr> <td>Not Disclosed</td> <td>18</td> </tr> </tbody> </table>	Disability	%*	Disabled	5	Not-disabled	78	Not Disclosed	18								
Disability	%*																
Disabled	5																
Not-disabled	78																
Not Disclosed	18																
	<table border="1"> <thead> <tr> <th>Marriage and Civil Partnership</th> <th>%*</th> </tr> </thead> <tbody> <tr> <td>Married</td> <td>59</td> </tr> <tr> <td>Single</td> <td>29</td> </tr> <tr> <td>Divorced</td> <td>3</td> </tr> <tr> <td>Civil Partnership</td> <td>1</td> </tr> <tr> <td>Widow</td> <td>0</td> </tr> <tr> <td>Not Disclosed</td> <td>8</td> </tr> </tbody> </table> <p>Figure is less than 1%</p>	Marriage and Civil Partnership	%*	Married	59	Single	29	Divorced	3	Civil Partnership	1	Widow	0	Not Disclosed	8		
Marriage and Civil Partnership	%*																
Married	59																
Single	29																
Divorced	3																
Civil Partnership	1																
Widow	0																
Not Disclosed	8																

Race**		%*
White		88
Asian		4
Black		2
Mixed		1
Other		5
Religion		%*
Christian		53
Sikh		1
Muslim		1
Jewish		0
Buddhist		1
Other		2
Not disclosed		23
None		18
Sex		%*
Male		34
Female		66
Sexual orientation		%*
Gay/Lesbian/Bisexual		1
Heterosexual/straight		76
Prefer not to answer		23

Figure is less than 1%

* Percentages may not always add to 100 due to rounding.
 ** Race categories: White: White British, White Irish, Other White Background
 Asian: Indian, Pakistani, Other Asian Background, Bangladeshi, Chinese
 Black: African, Caribbean, Other Black Background
 Mixed: White and Black Caribbean, Other Mixed Background, White and Asian
 Other: Information not disclosed, Other

<p>Information from staff surveys</p>	<p>2016 Staff Satisfaction Survey</p> <p>In the most recent Staff Survey carried out in 2016, staff were asked if they believed that the Council was committed to Equal Opportunities in practice. 73% responded that they believed the Council was committed to Equal Opportunities in practice, down from 77% in 2014 and from 75% in 2012 when the previous two Staff Surveys were carried out.</p> <p>Staff responded favourably when asked if they are treated fairly in respect of their gender, disability, age, ethnicity, religion and sexual orientation. Disagreement levels were low, ranging from 0% to 2% within the Council overall.</p> <p>The 2016 Survey included the same three questions around bullying / harassment at work as the 2014 Survey, but in addition, a new question was introduced in 2016 where staff were asked whether they had any concerns over bullying at work directed at other colleagues, which 11% of staff agreed with. The percentage of staff with concerns over bullying and harassment continues to be at 3-4%, the same figure as in 2014. Since the last survey concern over bullying and harassment from colleagues has decreased by 1%, but there has been an increase in concern over bullying and harassment from managers by 1% and concern over bullying and harassment from customers has doubled from 3% to 6%. Whilst there has been an overall increase in concern over bullying and harassment, these figures remain low although there are still significant results which need to be addressed.</p> <p>A corporate action plan is under preparation in relation to the concerns and issues raised by the Staff Survey and will be published in due course. Results by service were made available where 10 or more staff responded and each service is working on their own Staff Survey Action Plan if necessary. A further Staff Survey will be carried out in 2018.</p>
<p>Training</p>	<p>Dignity at Work Training</p> <p>We continue to offer Dignity at Work training to all staff on a regular basis. This informs them of our zero tolerance and encourages them to come forward if they feel they are being subjected to any unwanted behaviours. This training was updated and refreshed during 2015.</p>

Current Staff 2016 - full time/part time

Protected Characteristics

1. Age
2. Disability
3. Gender Reassignment
4. Marriage and Civil Partnership
5. Pregnancy and Maternity
6. Race
7. Religion
8. Sex
9. Sexual Orientation

Requirements	Data
	Current Staff who are full time as of 31.12.2016
	Analysis by protected characteristics 1, 2, 4, 6, 7, 8 and 9
	Total number of full time staff = 221
	Analysis of current full time staff by protected characteristic
	Age %*
	Under 21 3
	21 - 25 7
	26 - 34 11
	35 - 44 25
	45 - 54 33
	55 - 64 20
	65 and over 1
	Disability %*
	Disabled 5
	Not-disabled 77
	Not Disclosed 18
	Marriage and Civil Partnership %*
	Married 54
	Single 34
	Divorced 2
	Civil Partnership 0 Figure is less than 1%
	Widow 0 Figure is less than 1%
	Not Disclosed 9

	Race**	%*	
	White	87	
	Asian	5	
	Black	3	
	Mixed	1	
	Other	5	
	Religion	%*	
	Christian	52	
	Sikh	2	
	Muslim	1	
	Jewish	0	
	Buddhist	0	Figure is less than 1%
	Other	1	
Not disclosed	24		
None	20		
	Sex	%*	
	Male	45	
	Female	55	
	Sexual orientation	%*	
	Gay/Lesbian/Bisexual	1	
	Heterosexual/straight	76	
	Prefer not to answer	23	
	* Percentages may not always add to 100 due to rounding.		
	** Race categories:		
	White:	White British, White Irish, Other White Background	
Asian:	Indian, Pakistani, Other Asian Background, Bangladeshi, Chinese		
Black:	African, Caribbean, Other Black Background		
Mixed:	White and Black Caribbean, Other Mixed Background, White and Asian		
Other:	Information not disclosed, Other		

Analysis of part time staff by protected characteristic	Current Staff who are part time as of 31.12.2016	
	Analysis by protected characteristics 1, 2, 4, 6, 7, 8 and 9	
	Total number of part time staff (less than 37 hours per week) = 109	
	Analysis of current part time staff by protected characteristic	
	Age	%*
	Under 21	1
	21 - 25	3
	26 - 34	6
	35 - 44	22
	45 - 54	36
	55 - 64	26
	65 and over	6
	Disability	%*
	Disabled	5
	Not-disabled	79
Not Disclosed	17	
Marriage and Civil Partnership	%*	
Married	70	
Single	18	
Divorced	6	
Civil Partnership	1	
Widow	0	
Not Disclosed	6	
Race**	%*	
White	91	
Asian	2	
Black	1	
Mixed	1	
Other	6	

Religion		%*
Christian		57
Sikh		0
Muslim		0
Jewish		1
Buddhist		2
Other		4
Not disclosed		22
None		15
Sex		%*
Male		11
Female		89
Sexual orientation		%*
Gay/Lesbian/Bisexual		1
Heterosexual/straight		77
Prefer not to answer		22
* Percentages may not always add to 100 due to rounding.		
** Race categories:		
White:	White British, White Irish, Other White Background	
Asian:	Indian, Pakistani, Other Asian Background, Bangladeshi, Chinese	
Black:	African, Caribbean, Other Black Background	
Mixed:	White and Black Caribbean, Other Mixed Background, White and Asian	
Other:	Information not disclosed, Other	

Learning and Development

Protected Characteristics

- 1. Age
- 2. Disability
- 3. Gender Reassignment
- 4. Marriage and Civil Partnership
- 5. Pregnancy and Maternity
- 6. Race
- 7. Religion
- 8. Sex
- 9. Sexual Orientation

Requirements	Data
Analysis of applications for learning and development opportunities and their outcomes for staff with different protected characteristics	Analysis of applications for learning and development opportunities refused by protected characteristic, if any. Our records show that there were no applications for learning and development oppourtunities refused during 2016.

<p><u>Policies</u></p> <p><u>Protected Characteristics</u></p> <ol style="list-style-type: none">1. Age2. Disability3. Gender Reassignment4. Marriage and Civil Partnership5. Pregnancy and Maternity6. Race7. Religion8. Sex9. Sexual Orientation <p><u>Requirements</u></p> <p>Analysis of policies and procedures by protected characteristic</p> <p><u>Managing Misconduct</u></p> <p>Total number of cases: 6</p> <p>Analysis of cases by protected characteristic not shown as total number of cases less than 10.</p> <p><u>Complaints Resolution</u></p> <p>Total number of cases: 4</p> <p>Analysis of cases by protected characteristic not shown as total number of cases less than 10.</p> <p><u>Bullying and Harassment</u></p> <p>Total number of cases: 0</p> <p>There are no cases to report.</p> <p><u>Improving Performance</u></p> <p>Total number of cases: 0</p> <p>There are no cases to report.</p>

Long Term Absence

Protected Characteristics

1. Age
2. Disability
3. Gender Reassignment
4. Marriage and Civil Partnership
5. Pregnancy and Maternity
6. Race
7. Religion
8. Sex
9. Sexual Orientation

Requirements	Data																
	Analysis of all long term sickness cases by protected characteristics 1, 2, 4, 6, 7, 8 and 9																
	Total number of cases = 19																
	<table border="1"> <thead> <tr> <th>Age</th> <th>%*</th> </tr> </thead> <tbody> <tr> <td>Under 21</td> <td>0</td> </tr> <tr> <td>21 - 25</td> <td>0</td> </tr> <tr> <td>26 - 34</td> <td>16</td> </tr> <tr> <td>35 - 44</td> <td>26</td> </tr> <tr> <td>45 - 54</td> <td>32</td> </tr> <tr> <td>55 - 64</td> <td>21</td> </tr> <tr> <td>65 and over</td> <td>5</td> </tr> </tbody> </table>	Age	%*	Under 21	0	21 - 25	0	26 - 34	16	35 - 44	26	45 - 54	32	55 - 64	21	65 and over	5
Age	%*																
Under 21	0																
21 - 25	0																
26 - 34	16																
35 - 44	26																
45 - 54	32																
55 - 64	21																
65 and over	5																
	<table border="1"> <thead> <tr> <th>Disability</th> <th>%*</th> </tr> </thead> <tbody> <tr> <td>Disabled</td> <td>16</td> </tr> <tr> <td>Not-disabled</td> <td>47</td> </tr> <tr> <td>Not Disclosed</td> <td>37</td> </tr> </tbody> </table>	Disability	%*	Disabled	16	Not-disabled	47	Not Disclosed	37								
Disability	%*																
Disabled	16																
Not-disabled	47																
Not Disclosed	37																
	<table border="1"> <thead> <tr> <th>Marriage and Civil Partnership</th> <th>%*</th> </tr> </thead> <tbody> <tr> <td>Married</td> <td>63</td> </tr> <tr> <td>Single</td> <td>5</td> </tr> <tr> <td>Divorced</td> <td>21</td> </tr> <tr> <td>Civil Partnership</td> <td>0</td> </tr> <tr> <td>Widow</td> <td>0</td> </tr> <tr> <td>Not Disclosed</td> <td>11</td> </tr> </tbody> </table>	Marriage and Civil Partnership	%*	Married	63	Single	5	Divorced	21	Civil Partnership	0	Widow	0	Not Disclosed	11		
Marriage and Civil Partnership	%*																
Married	63																
Single	5																
Divorced	21																
Civil Partnership	0																
Widow	0																
Not Disclosed	11																

Race**		%*
White		84
Asian		5
Black		0
Mixed		0
Other		11

Religion		%*
Christian		53
Sikh		0
Muslim		5
Jewish		0
Buddhist		0
Other		0
Not disclosed		16
None		26

Sex		%*
Male		26
Female		74

Sexual orientation		%*
Gay/Lesbian/Bisexual		0
Heterosexual/straight		63
Prefer not to answer		37

* Percentages may not always add to 100 due to rounding.

** Race categories: White: White British, White Irish, Other White Background
 Asian: Indian, Pakistani, Other Asian Background, Bangladeshi, Chinese
 Black: African, Caribbean, Other Black Background
 Mixed: White and Black Caribbean, Other Mixed Background, White and Asian
 Other: Information not disclosed, Other

Attendance Procedure

Protected Characteristics

1. Age
2. Disability
3. Gender Reassignment
4. Marriage and Civil Partnership
5. Pregnancy and Maternity
6. Race
7. Religion
8. Sex
9. Sexual Orientation

Requirements	Data																
	<p>Analysis of all cases where formal action has been taken - from formal meetings, by protected characteristics 1, 2, 4, 6, 7, 8 and 9</p> <p>Total number of cases = 13</p>																
	<table border="1"> <thead> <tr> <th>Age</th> <th>%*</th> </tr> </thead> <tbody> <tr> <td>Under 21</td> <td>0</td> </tr> <tr> <td>21 - 25</td> <td>38</td> </tr> <tr> <td>26 - 34</td> <td>31</td> </tr> <tr> <td>35 - 44</td> <td>8</td> </tr> <tr> <td>45 - 54</td> <td>15</td> </tr> <tr> <td>55 - 64</td> <td>8</td> </tr> <tr> <td>65 and over</td> <td>0</td> </tr> </tbody> </table>	Age	%*	Under 21	0	21 - 25	38	26 - 34	31	35 - 44	8	45 - 54	15	55 - 64	8	65 and over	0
Age	%*																
Under 21	0																
21 - 25	38																
26 - 34	31																
35 - 44	8																
45 - 54	15																
55 - 64	8																
65 and over	0																
	<table border="1"> <thead> <tr> <th>Disability</th> <th>%*</th> </tr> </thead> <tbody> <tr> <td>Disabled</td> <td>15</td> </tr> <tr> <td>Not-disabled</td> <td>85</td> </tr> <tr> <td>Not Disclosed</td> <td>0</td> </tr> </tbody> </table>	Disability	%*	Disabled	15	Not-disabled	85	Not Disclosed	0								
Disability	%*																
Disabled	15																
Not-disabled	85																
Not Disclosed	0																
	<table border="1"> <thead> <tr> <th>Marriage and Civil Partnership</th> <th>%*</th> </tr> </thead> <tbody> <tr> <td>Married</td> <td>23</td> </tr> <tr> <td>Single</td> <td>38</td> </tr> <tr> <td>Divorced</td> <td>8</td> </tr> <tr> <td>Civil Partnership</td> <td>0</td> </tr> <tr> <td>Widow</td> <td>0</td> </tr> <tr> <td>Not Disclosed</td> <td>31</td> </tr> </tbody> </table>	Marriage and Civil Partnership	%*	Married	23	Single	38	Divorced	8	Civil Partnership	0	Widow	0	Not Disclosed	31		
Marriage and Civil Partnership	%*																
Married	23																
Single	38																
Divorced	8																
Civil Partnership	0																
Widow	0																
Not Disclosed	31																

Race**	%*
White	100
Asian	0
Black	0
Mixed	0
Other	0

Religion	%*
Christian	38
Sikh	0
Muslim	0
Jewish	0
Buddhist	0
Other	0
Not disclosed	23
None	38

Sex	%*
Male	54
Female	46

Sexual orientation	%*
Gay/Lesbian/Bisexual	0
Heterosexual/straight	85
Prefer not to answer	15

* Percentages may not always add to 100 due to rounding.

** Race categories: White: White British, White Irish, Other White Background
 Asian: Indian, Pakistani, Other Asian Background, Bangladeshi, Chinese
 Black: African, Caribbean, Other Black Background
 Mixed: White and Black Caribbean, Other Mixed Background, White and Asian
 Other: Information not disclosed, Other

<p>Pregnancy and Maternity</p> <p><u>Protected Characteristics</u></p> <ol style="list-style-type: none"> 1. Age 2. Disability 3. Gender Reassignment 4. Marriage and Civil Partnership 5. Pregnancy and Maternity 6. Race 7. Religion 8. Sex 9. Sexual Orientation 	
<p>Requirements</p> <p>Breakdown of employee's who started or finished their maternity</p>	<p>Data</p> <p>Total number of staff going on maternity leave = 7</p> <p>Total number of staff returning from maternity leave = 3</p> <p>Analysis of employees who started and/or ended their maternity leave in 2016 by protected characteristic is not given as this is less than 10.</p>

Equal Pay Audit 2015 - Summary of Results

Introduction

Regular equal pay audits are an important element of ensuring that the pay and reward package is being applied fairly by reviewing the main areas where inequalities are likely to exist. The review of NHDC data was undertaken using grade, gender, age, ethnic group, disability, religion and sexuality. Analysis of basic pay for full time and part time employees, Market Forces payments, Additional Responsibility pay, starting pay, protected pay, Committee Attendance Allowances and IT Disturbance Allowance also occurred. In order for comparisons to be made the average, (mean) salary was been calculated for each grade in the groups considered. Differences above 3% between the groups being compared were considered significant and analysis focussed mainly on the instances where these occurred. The current Equal Pay Audit report for 2015 is available on the NHDC Internet page.

A further Equal Pay Audit will be carried out in 2017 and the Report from this will be published in 2018.

Summary of Outcomes

Overall we are satisfied that there are no significant inequalities. In a large number of examples the minority groups are earning the same or more than the comparison group. This is particularly the case in respect of female staff where this Report gives a positive picture in terms of the narrowing differentials between men and women's average pay since the 2012 Report.

The most significant change since the last Report in 2012 is the increase in the number of staff for whom we have no information on certain protected criteria. The facility for staff to input their own personal diversity data on to the SAP system using Employee Self Service is seen as a good opportunity to improve the amount of equalities data we have. We hope that effective communication of this facility will encourage staff to complete the missing pieces of information and an action plan for this has been developed and is being implemented.

A high number of female workers are a feature of Local Government ranging from just over half to 3 quarters of the workforce and North Herts District Council is no different with 65.5% of being women. Nationally over 48% of local Government female workers are part-time and this changed very little from the time of the last Review. Part-time working is an excellent means of balancing work and the responsibilities of childcare and can be regarded as flexible working. The trend still is that women tend to be the main child carer and this is the main contributor to the demand for part-time work. The recent introduction of statutory shared parental leave and other family friendly measures may alter this over time, but it is going to be a long term gradual change rather than a short term one. At the next Equal Pay Review, due in 2017/2018, it will be interesting to note if progress has been made.

Whilst the ethnic background of the Council is still overwhelmingly White, this has dropped since the last Review and is now less than that of the population of the North Herts District in general. Although the overall percentage of those of Asian backgrounds has fallen slightly since the last Review, there has been positive progress in comparing average salaries with all other groups.

The number of those with a disability at the Council has fallen in recent years and there is a trend for these staff to remain at the same grade for considerable periods of time. Determining the underlying cause of this will require some further investigation, but there is no doubt an increase in recording of the disability status of our staff will enable a more accurate picture to be obtained.

Although the numbers who declare themselves to be Christians at the Council have fallen to just under 54%, there are still very few staff that come from the other religious groups. There is little evidence of discrimination against these groups but the small numbers can cause distortion.

The numbers of those who declare their sexuality to be other than heterosexual remains very small at the Council. The comparisons that can be made however show a positive picture for those from the bisexual, gay man and gay woman groups with differentials in their favour increasing in some cases.

The study of allowances and starting salaries at the Council did not indicate discrimination was occurring in the way these were being applied. The use of such allowances and starting salaries above the bottom of the scale has decreased or remained the same over the period, perhaps reflecting the difficult economic position experienced by the Council over this time.

As a final point to make in respect of carrying out an equal pay review, it is important to remember that not everyone wants senior, professional or managerial roles; there is a wide range of motivations in attending work including financial, social and personal aspects. Having said this, at North Herts District Council we are committed to developing all our staff and we have an excellent track record of supporting staff training in professional qualifications and in managerial qualifications through ILM3 and ILM5 and higher.

Leavers 2016

Protected Characteristics

1. Age
2. Disability
3. Gender Reassignment
4. Marriage and Civil Partnership
5. Pregnancy and Maternity
6. Race
7. Religion
8. Sex
9. Sexual Orientation

Requirements	Data	
Breakdown of Leavers by protected characteristic	Leavers information 2016	
	Analysis of Leavers during 2016 protected characteristics 1, 2, 4, 6, 7, 8 and 9 and by reason for leaving	
	Total number of leavers = 60	
	In addition, 7 employees commenced maternity leave in 2016	
	Analysis of all Leavers by protected characteristic	
	Age %*	
	Under 21	2
	21 - 25	13
	26 - 34	8
	35 - 44	25
	45 - 54	17
	55 - 64	23
	65 and over	12
	Disability %*	
	Disabled	8
	Not-disabled	82
	Not Disclosed	10
	Marriage and Civil Partnership %*	
	Married	52
	Single	33
Divorced	7	
Civil Partnership	0	
Widow	0	
Not Disclosed	8	
Race** %*		
White	87	
Asian	2	
Black	2	
Mixed	3	
Other	7	

Religion	%*
Christian	48
Sikh	0
Muslim	2
Jewish	0
Buddhist	0
Other	2
Not disclosed	20
None	28
Sex	%*
Male	38
Female	62
Sexual orientation	%*
Gay/Lesbian/Bisexual	3
Heterosexual/straight	85
Prefer not to answer	12
Reason for leaving	%*
Early Severance	7
Resignation	52
Redundancy	7
Retirement	12
Dismissal	5
End of Contract	13
TUPE	5
<p>* Percentages may not always add to 100 due to rounding.</p> <p>** Race categories:</p> <p>White: White British, White Irish, Other White Background</p> <p>Asian: Indian, Pakistani, Other Asian Background, Bangladeshi, Chinese</p> <p>Black: African, Caribbean, Other Black Background</p> <p>Mixed: White and Black Caribbean, Other Mixed Background, White and Asian</p> <p>Other: Information not disclosed, Other</p>	

Resignation - Analysis by protected characteristics 1, 2, 4, 6, 7, 8 and 9	
Total number of resignations = 31	
Age	%*
Under 21	3
21 - 25	16
26 - 34	10
35 - 44	29
45 - 54	19
55 - 64	23
65 and over	0
Disability	%*
Disabled	3
Not-disabled	90
Not Disclosed	6
Marriage and Civil Partnership	%*
Married	39
Single	42
Divorced	6
Civil Partnership	0
Widow	0
Not Disclosed	13
Race**	%*
White	87
Asian	0
Black	3
Mixed	6
Other	3
Religion	%*
Christian	45
Sikh	0
Muslim	0
Jewish	0
Buddhist	0
Other	0
Not disclosed	19
None	35
Sex	%*
Male	48
Female	52
Sexual orientation	%*
Gay/Lesbian/Bisexual	3
Heterosexual/straight	87
Prefer not to answer	10
<p>* Percentages may not always add to 100 due to rounding. ** Race categories: White: White British, White Irish, Other White Background Asian: Indian, Pakistani, Other Asian Background, Bangladeshi, Chinese Black: African, Caribbean, Other Black Background Mixed: White and Black Caribbean, Other Mixed Background, White and Asian Other: Information not disclosed, Other</p> <p>Analysis of leavers by reason of Early Severance, Redundancy, Retirement, Dismissal, End of Contract and TUPE not shown as total number of leavers for each of these reasons is less than 10.</p>	