

## **Appendix 1**

### **EQUALITIES EMPLOYMENT DATA 2016 / 2017**

The data: all employees of Neath Port Talbot County Borough Council including those employed by schools, with the exception of voluntary-aided and faith schools.

Employment related data for the following protected characteristics:

- Age
- Disability
- Ethnicity
- Gender

Data is analysed against the following criteria:

- People employed by the Council on 31<sup>st</sup> March 2017 by protected characteristic
- Men and women employed, broken down by:
  - Occupational area
  - Grade and pay
  - Contract type, i.e. permanent or fixed term / temporary
  - Working pattern, i.e. full-time or part-time
- People who have applied for jobs with the Council
- Applicants who have successfully applied for training
- Applicants who have completed training
- Employees involved in grievance procedures
- Employees subject to disciplinary procedures
- Employees who have left the Council's employment.

## THE PROTECTED CHARACTERISTICS

### AGE

The data shows that in 2016 / 17, the highest percentage of the workforce is represented by the age category 45-54 years, closely followed by those aged 35-44 years. This is consistent with previous years.

Age Range	% of total workforce	Head count	% of total workforce	Head count
	2015/16	2015/2016	2016/2017	2016/2017
16-19	0.7%	47	0.6%	33
20-24	4%	272	4.2%	240
25-34	18%	1196	18.6%	1070
35-44	25%	1653	25.6%	1471
45-54	31%	2059	30.7%	1762
55-64	19%	1259	18.9%	1086
65-74	1.5%	107	1.3%	72
75+	0.8%	5	0.1%	4
<b>Total</b>	<b>100%</b>	<b>6598</b>	<b>100%</b>	<b>5738</b>

### DISABILITY

1.4% of employees have identified themselves as having a disability. The numbers of employees identifying themselves as disabled has reduced by a head count of 8 since 2015/16.

Group	% of workforce	Total	% of workforce	Total
	2015/16	2015/16	2016/17	2016/17
Disabled	1.4%	90	1.4%	82
Not Disabled	98.6%	6508	98.6%	5656
<b>Total</b>	<b>100%</b>	<b>6598</b>	<b>100%</b>	<b>5738</b>

The Council is a Disability Confident employer. The Disability Confident Scheme encourages employers to become more confident so they employ and retain disabled people, increase understanding of disability and the benefits of employing or retaining disabled people in order to make a substantial contribution towards halving the disability employment gap.

## GENDER

The gender profile for 2016/2017 is 71% female: 29% male.  
This is the same as the national average for local government.

In 2013 / 2014 the profile was 71% female: 29% male and 2014/15, 74% female: 26% males.

Gender	% of workforce 2015 / 2016	Head count 2015 / 2016	% of workforce 2016/2017	Head count 2016/2017
Female	74.6%	4922	71%	4087
Male	25.4%	1676	29%	1651
<b>Total</b>	<b>100%</b>	<b>6598</b>	<b>100%</b>	<b>5738</b>

## ETHNICITY

The overall proportion of black and minority ethnic (BME) employees in the workforce is 1.01% compared to 0.92% in 2015/16.

To set this in the context of the local population, according to the 2011 Census, the proportion of black and minority ethnic residents within Neath Port Talbot County Borough Council equates to 1.9%.

This represents a decrease in headcount of 3 BME employees since 2015/16, however, the percentage of BME employees represented in the workforce is consistent at around 1%.

	2015 / 2016	2016/2017
Other Ethnic Group	1	2
Irish	6	6
Mixed White & Black Caribbean	7	7
Indian	7	4
Asian Other	13	11
Black British	0	0
Mixed White & Black Asian	2	3
Black Caribbean	4	4
Bangladeshi	3	6
Chinese	6	5
Pakistani	2	1

White & Asian	3	3
Mixed White & Black African	0	0
Black African	3	3
Black Other	4	3
<b>Sub Total</b>	<b>61</b>	<b>58</b>
White British	6170	5340
White Other	93	102
Prefer Not to Say	274	238
<b>Total</b>	<b>6598</b>	<b>5738</b>

## MEN AND WOMEN AT WORK

### OCCUPATIONAL AREA OF WORK ON 31<sup>ST</sup> MARCH 2017

The gender split shows a significantly higher percentage of males employed in the Environment Directorate compared to females. All other Directorates show a higher percentage of females.

<b>CHIEF EXECUTIVES</b>	<b>Female 2015/16</b>	<b>Male 2015/16</b>	<b>Female 2016/17</b>	<b>Male 2016/17</b>
Corporate Strategy & Democratic Services	54	28	55	24
Human Resources	70	9	66	13
Total	124	37	121	37
<b>% of directorate workforce</b>	<b>77%</b>	<b>23%</b>	<b>77%</b>	<b>23%</b>

<b>EDUCATION, LEISURE &amp; LIFELONG LEARNING</b>	<b>Female 2015/16</b>	<b>Male 2015/16</b>	<b>Female 2016/17</b>	<b>Male 2016/17</b>
Schools	2319	450	1914	417
Transformation	107	28	90	23
Participation	917	150	618	132
Total	3343	628	2622	572
<b>% of directorate workforce</b>	<b>84%</b>	<b>16%</b>	<b>82%</b>	<b>18%</b>

<b>ENVIRONMENT</b>	<b>Female 2015/16</b>	<b>Male 2015/16</b>	<b>Female 2016/17</b>	<b>Male 2016/17</b>
Engineering & Transport	71	88	59	83
Planning	40	46	43	49
Property & Regeneration	95	60	84	61
South Wales Trunk Road Agency	21	77	26	86
Streetcare Services	18	422	26	422
Total	245	693	238	701
<b>% of directorate workforce</b>	<b>26%</b>	<b>74%</b>	<b>25%</b>	<b>75%</b>

<b>FINANCE &amp; CORPORATE SERVICES</b>	<b>Female 2015/16</b>	<b>Male 2015/16</b>	<b>Female 2016/17</b>	<b>Male 2016/17</b>
Financial Services	140	38	135	36
ICT	28	69	27	72
Legal & Democratic Services & Monitoring	50	23	50	23
<b>Total</b>	<b>218</b>	<b>130</b>	<b>212</b>	<b>131</b>
<b>% of directorate workforce</b>	<b>63%</b>	<b>37%</b>	<b>62%</b>	<b>38%</b>

<b>SOCIAL SERVICES HEALTH &amp; HOUSING</b>	<b>Female 2015/16</b>	<b>Male 2015/16</b>	<b>Female 2016/17</b>	<b>Male 2016/17</b>
Children & Young People Services	232	77	244	82
Commissioning & Support Services	149	41	135	42
Community Care & Commissioning Services	173	45	489	68
Integrated Community Services	438	25	22	4
<b>Total</b>	<b>992</b>	<b>188</b>	<b>890</b>	<b>196</b>
<b>% of directorate workforce</b>	<b>84%</b>	<b>16%</b>	<b>82%</b>	<b>18%</b>

## **GRADE AND PAY**

### **Chief Officers**

Females now make up 22% of the Chief Officer workforce, compared with 25% in 2014/15 and 14% in 2012 / 2013.

<b>Salary Range</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
£123,269 - £135,596	0	1	1
£101,729 - £109,704	0	3	3
£70,508 - £77,553	4	10	14
<b>Total</b>	<b>4</b>	<b>14</b>	<b>18</b>

## LGS (Green Book) Employees

The overall gender distribution of LGS employees between grades is consistent with 2015 / 2016.

The total number of modern apprenticeships has decreased from 27 to 14.

The % of females has increased by 34%.

<b>Salary Range</b>	<b>Female</b>	<b>% Female</b>	<b>Male</b>	<b>% Male</b>	<b>Total</b>
Grade 1	515	97%	15	3%	530
Grade 2	79	65%	42	35%	121
Grade 3	504	69%	226	31%	730
Grade 4	407	76%	132	24%	539
Grade 5	762	74%	274	26%	1036
Grade 6	308	69%	136	31%	444
Grade 7	146	52%	135	48%	281
Grade 8	106	52%	96	48%	202
Grade 9	189	68%	91	32%	280
Grade 10	78	53%	68	47%	146
Grade 11	55	64%	31	36%	86
Grade 12	8	35%	15	65%	23
Grade 13	8	26%	23	74%	31
Foundation Modern Apprentices	10	71%	4	29%	14
Other	14	44%	18	56%	32
<b>Total</b>	<b>3189</b>	<b>71%</b>	<b>1306</b>	<b>29%</b>	<b>4495</b>

## Teacher Leadership Groups

These figures are consistent with 2015 / 2016.

<b>Deputy Heads / Teachers in Charge</b>	<b>Female</b>	<b>%</b>	<b>Male</b>	<b>%</b>	<b>Total</b>
£38,984- £81,478	61	63%	36	37%	<b>97</b>

The percentage of females in Headteacher Group 3 has decreased by 67%, however, it has increased by 17% in Group 7 compared to 2015/16.

<b>Headteacher Groups</b>	<b>Salary Range</b>	<b>Female</b>	<b>%</b>	<b>Male</b>	<b>%</b>	<b>Total</b>
<b>Group 1</b>	£44,102- £57,810	7	70%	3	30%	<b>10</b>
<b>Group 2</b>	£46,335- £66,982	21	66%	11	34%	<b>32</b>
<b>Group 3</b>	£49,976- £66,982	4	50%	4	50%	<b>8</b>
<b>Group 4</b>	£53,712- £72,089	0	0	2	100%	<b>2</b>
<b>Group 5</b>	£59,264- £79,514	1	33	2	67%	<b>3</b>
<b>Group 6</b>	£63,779- £89,874	0	0	1	100%	<b>1</b>
<b>Group 7</b>	£68,643- £96,724	1	17%	5	83%	<b>6</b>
<b>Total</b>		34	55%	28	45%	<b>62</b>

## Teachers

Compared with 2015 / 2016, these figures show a decrease of 1% in female teachers in the highest pay band and an increase of 1% in female teachers in the middle pay band.

<b>Salary Range</b>	<b>Female</b>	<b>%</b>	<b>Male</b>	<b>%</b>	<b>Total</b>
£22,467 - £33,160	213	77%	63	23%	<b>276</b>
£35,571 - £38,250	508	77%	152	23%	<b>660</b>
£16,461 - £26,034	18	62%	11	38%	<b>29</b>
<b>Total</b>	<b>739</b>	<b>77%</b>	<b>226</b>	<b>23%</b>	<b>965</b>



## Soulbury (Blue Book) Groups

### Advisor/Inspector

Salary Range	Female	Male	Total
£45,655 - £55,223	3	2	<b>5</b>
£57,005 - £59,152	3	3	<b>6</b>

### Educational Psychologist

Salary Range	Female	Male	Total
£35,377 - £49,317	8	1	<b>9</b>

### Youth & Community Service Officer

Salary Range	Female	Male	Total
£34,893 - £38,440	0	0	<b>0</b>
£41,969 - £45,202	0	1	<b>1</b>

### Youth & Community Workers (Pink Book)

Salary Range	Female	%	Male	%	Total
£18,450 - £20,472	0	0	0	0	<b>0</b>
£23,445 - £25,935	12	60%	8	40%	<b>20</b>
£26,662 - £28,852	1	20%	4	80%	<b>5</b>
£30,601 - £33,329	4	100%	0	0	<b>4</b>
Total	17		12		<b>29</b>
Part time at various rates	29	60%	22	40%	<b>51</b>

## CONTRACT TYPE

The gender profile:

- permanent posts = 69% female : 31% male
- fixed term posts = 75% female : 25% male
- temporary posts = 81% female : 19% male

This broadly mirrors the overall gender profile of the Council's workforce (71% female: 29% male).

The contract type shows a slightly lower proportion of females are in permanent employment (69%), and a higher proportion are in fixed term (75%) and temporary posts (81%) compared with the overall gender profile of the workforce.

<b>Contract Type</b>	<b>Females 2015/16</b>	<b>Males 2015/16</b>	<b>Total 2015/16</b>	<b>Females 2016/17</b>	<b>Males 2016/17</b>	<b>Total 2016/17</b>
Permanent	3716	1400	5116	3275	1442	4717
Fixed Term	329	79	408	218	71	289
Temporary	877	197	1074	594	138	732
<b>Total</b>	<b>4922</b>	<b>1676</b>	<b>6598</b>	<b>4087</b>	<b>1651</b>	<b>5738</b>

## **WORKING PATTERN**

- 42% of the Council's workforce is in part-time employment, i.e. contracted to work less than 37 hours a week. This has decreased from 69% in the previous year.
- 58% of the workforce is in full-time employment. This has increased from 31% in the previous year.
- Female part-time employees represent 37% of the total workforce, a decrease of 23% compared with 2015 / 2016.
- Of those females employed, 48% work full-time hours and 52% work part-time hours.
- 83% of male employees work full-time hours and 17% part-time hours.
- The smallest proportion (5%) of the workforce are male part-time employees (no variation from 2015/16).

<b>Gender</b>	<b>Full Time 2015/16</b>	<b>Part Time 2015/16</b>	<b>Total 2015/16</b>	<b>Full Time 2016/17</b>	<b>Part Time 2016/17</b>	<b>Total 2016/17</b>
Female	987	3927	4922	1953	2134	4087
Male	1040	644	1676	1378	273	1651
<b>Total</b>	<b>2027</b>	<b>4571</b>	<b>6598</b>	<b>3331</b>	<b>2407</b>	<b>5738</b>

## PEOPLE WHO HAVE APPLIED FOR JOBS WITHIN THE COUNCIL

**4,105** people applied for **498** jobs in 2016/ 2017, with **404** appointments made in 2016/17.

**27%** of applicants were internal applicants from within the Council's existing workforce.

This year, external recruitment has again been reduced significantly to only specialist and hard to fill posts, eg qualified social care workers. The main emphasis of recruitment at present is redeployment activity for employees 'at risk' of redundancy.

The data provided below has not changed significantly since last year due to the limited number of employees being recruited externally. Therefore, the profile of applicants will remain relatively consistent.

	<b>Applicants</b>	<b>% of all applicants</b>	<b>Shortlisted</b>	<b>% shortlisted</b>	<b>Appointed</b>	<b>% appointed</b>
<b>Female</b>	2827	69%	661	23%	64	10%
<b>BME</b>	169	4%	29	17%	3	10%
<b>Disabled</b>	210	5%	36	17%	0	0%
<b>Age 16-19</b>	300	7%	60	20%	8	13%
<b>Age 20-24</b>	787	19%	161	20.5%	9	5.5%
<b>Age 25-34</b>	1208	29%	263	22%	23	9%
<b>Age 35-44</b>	799	19.5%	207	26%	16	8%
<b>Age 45-54</b>	716	17.5%	216	30%	24	11%
<b>Age 55 - 64</b>	295	7%	96	32.5%	9	9%
<b>Age 65 - 74</b>	3	0.07%	0	0%	0	0%
<b>Age 75+</b>	0	0%	0	0%	0	0%

**APPLICANTS WHO HAVE SUCESSFULLY APPLIED FOR  
TRAINING 2016/17**

**Training Applications received - gender, disability & ethnicity**

Compared to 2015/16, the total number of training applications approved for females has decreased by 3,364 and applications from males decreased by 751.

However, the overall percentage of applications approved divided by gender is comparable with the previous year. The % approved for females has decreased by 3% since the previous year.

The % of applications approved for disabled employees has increased slightly in all Directorates, except F&CS, which has decreased significantly by 13.6%.

The total % of applications approved for BME employees has increased by 0.7% since the previous year. In SSHH, the % has increased by 1.2%.

<b>Directorate</b>	<b>Female</b>	<b>% female</b>	<b>Male</b>	<b>% male</b>	<b>Total</b>	<b>Disabled</b>	<b>% disabled</b>	<b>BME</b>	<b>% BME</b>
CEX	398	80	97	20	<b>495</b>	6	1.2	3	0.6
ELLL	1489	85	264	15	<b>1753</b>	21	1.2	20	1.1
ENV	272	17	1346	83	<b>1618</b>	14	0.9	10	0.6
F&CS	51	57	39	43	<b>90</b>	1	1.1	0	0
SSHH	5261	80	1301	20	<b>6562</b>	207	3.2	179	2.7
<b>Total</b>	<b>7471</b>	<b>71</b>	<b>3047</b>	<b>29</b>	<b>10518</b>	<b>249</b>	<b>2.4</b>	<b>212</b>	<b>2</b>

**Training Applications Approved - age range**

The total number of applications approved has decreased by 4,115 since last year.

Of the total number of applications approved, the % of applications analysed by age group shows a slight % increase in all age groups, with the exception of age groups 22 – 30 and 41 – 50 years where there is a slight decrease.

<b>Age range</b>	<b>Directorate</b>						<b>Total</b>	<b>%</b>
	<b>CEX</b>	<b>ELLL</b>	<b>ENV</b>	<b>FCS</b>	<b>SSHH</b>			
16-21	20	24	87	11	101	<b>243</b>	2.3	
22-30	34	230	166	4	925	<b>1359</b>	13	
31-40	97	427	273	29	1497	<b>2323</b>	22.1	
41-50	188	568	422	11	1924	<b>3113</b>	29.6	
51-60	131	424	533	30	1871	<b>2989</b>	28.4	

61-65	23	65	117	4	212	<b>421</b>	4
65+	2	15	20	1	32	<b>70</b>	0.7
<b>Total</b>	495	1753	1618	90	6562	<b>10518</b>	

**APPLICANTS WHO HAVE SUCCESSFULLY COMPLETED TRAINING**

**Applicants who completed training - gender, disability & ethnicity**

The total number of females and males who successfully completed training has decreased since 2015/16, but the overall percentage divided by gender is comparable to the previous year, with the % of females decreasing by 2.5% since the previous year.

Comparing 2015/16 with 2016/17, the % of disabled employees who have successfully completed training has stayed the same at 2.2%, whereas the % of BME successfully completing training has from 1.5% from 1.2%.

<b>Directorate</b>	<b>Female</b>	<b>% female</b>	<b>Male</b>	<b>% male</b>	<b>Total</b>	<b>Disabled</b>	<b>% disabled</b>	<b>BME</b>	<b>% BME</b>
CEX	369	80	93	20	<b>462</b>	6	1.3	3	0.6
ELLL	1456	85	247	15	<b>1703</b>	19	1.1	17	1
ENV	264	17	1319	83	<b>1583</b>	14	0.9	10	0.6
F&CS	51	57	39	43	<b>90</b>	1	1.1	0	0
SSHH	4350	79	1142	21	<b>5492</b>	168	3.1	147	2.7
<b>Total</b>	6490	70	2840	30	<b>9330</b>	208	2.2	177	1.9

## Applicants who completed training - age range

The distribution of the % of employees who have completed training by age range remains comparable to the previous year where in both years, the two age categories of 41 – 50 year olds and 51 – 60 year olds show the highest % who completed training.

The % of employees who completed training in age group 16 – 21 year olds has increased by 0.7% with an increase of 1% for 61 – 65 year olds.

Age range	Directorate						Total	%
	CEX	ELLL	ENV	F&CS	SSHH			
16-21	19	24	86	11	97	<b>237</b>	2.5	
22-30	33	227	164	4	801	<b>1229</b>	13.1	
31-40	85	411	266	28	1227	<b>2017</b>	21.6	
41-50	174	554	411	10	1645	<b>2794</b>	30	
51-60	126	407	522	29	1517	<b>2601</b>	27.9	
61-65	23	65	114	4	179	<b>385</b>	4.1	
65+	2	15	20	1	26	<b>64</b>	0.7	
<b>Total</b>	462	1703	1583	87	5492	<b>9327</b>		

## APPLICANTS WHO DID NOT COMPLETE TRAINING

### Applicants who did not complete training - gender, disability & ethnicity

The overall % of disabled applicants and BME applicants who did not complete training have both slightly increased since the previous year. The % of disabled applicants by 0.5% and BME applicants by 0.8%.

The % of females who did not complete training has decreased by 5.5% since 2015/16.

Directorate	Female	% female	Male	% male	Total	Disabled	% disabled	BME	% BME
CEX	20	61	13	39	<b>33</b>	0	0	0	0
ELLL	33	66	17	34	<b>50</b>	2	4	3	6
ENV	8	23	27	77	<b>35</b>	0	0	0	0
F&CS	2	67	1	33	<b>3</b>	0	0	0	0
SSHH	911	85	159	15	<b>1070</b>	35	3.3	32	3
<b>Total</b>	974	82	217	18	<b>1191</b>	37	3.1	35	2.9

### **Applicants who did not complete training - age range**

The applicants with the highest % who did not complete training fall in the same age groups as 2016/17 i.e. age groups 41 – 50 years and 51 – 60 years. Age group 31 - 40 years shows the largest % increase of 5.8% compared to the previous year.

The age categories 22 - 30 years, 31 - 40 years, 51 - 60 years and 65 and over showed an increase in the % of those who did not complete training, whilst age categories 16 - 21 years, 41 - 50 years, 51- 60 years and 61 - 65 years showed a decrease compared to 2016/17.

<b>Age range</b>	<b>Directorate</b>						<b>%</b>
	<b>CEX</b>	<b>ELLL</b>	<b>ENV</b>	<b>F&amp;CS</b>	<b>SSHH</b>	<b>Total</b>	
16-21	0	0	1	0	3	<b>4</b>	0.3
22-30	0	3	2	0	125	<b>130</b>	10.9
31-40	8	16	7	1	270	<b>302</b>	25.4
41-50	12	14	11	1	279	<b>317</b>	26.6
51-60	10	17	11	1	354	<b>393</b>	33
61-65	3	0	3	0	33	<b>39</b>	3.3
65+	0	0	0	0	6	<b>6</b>	0.50
<b>Total</b>	33	50	35	3	1070	<b>1191</b>	

### **EMPLOYEES INVOLVED IN GRIEVANCE PROCEDURES 2016/17**

#### **Grievance Cases:**

The number of grievance cases has decreased in 2016/17.

	<b>Female</b>	<b>Male</b>	<b>Total</b>
2015/2016	<b>10</b>	<b>5</b>	<b>15</b>
2016/2017	<b>1</b>	<b>4</b>	<b>5</b>

Compared to 2016/17, the number of grievances submitted by disabled employees has decreased from 1 to 0, whereas grievances from BME employees remains at nil.

<b>Disability</b>	<b>BME</b>
<b>0</b>	<b>0</b>

In 2015/2016 and 2016/2017, the same age group of 45-54 year olds submitted the highest number of grievances.

<b>16-19</b>	<b>20-24</b>	<b>25-34</b>	<b>35-44</b>	<b>45-54</b>	<b>55-64</b>	<b>65-74</b>	<b>75+</b>
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>

### **Dignity at Work Complaints**

There were no dignity at work complaints in 2016/17. This was also the case in 2015/16.

## **EMPLOYEES SUBJECT TO DISCIPLINARY PROCEDURES**

### **Disciplinary Cases:**

The number of employees subject to disciplinary procedures has increased from 39 employees in 2015/16 to 53 in 2016/17.

	<b>Female</b>	<b>Male</b>	<b>Total</b>
<b>2015/2016</b>	<b>30</b>	<b>9</b>	<b>39</b>
2016/2017	36	17	53

<b>Disability</b>	<b>BME</b>
<b>1</b>	<b>1</b>

Of the 53 employees subject to disciplinary action, there was one disabled employee and one BME employee.

The same age group, 45-54 years, shows the highest number of employees subject to disciplinary procedures this year and last year.

<b>16-19</b>	<b>20-24</b>	<b>25-34</b>	<b>35-44</b>	<b>45-54</b>	<b>55-64</b>	<b>65-74</b>	<b>75+</b>
0	1	17	10	19	6	0	0



## EMPLOYEES WHO HAVE LEFT THE COUNCIL'S EMPLOYMENT

**The figures below exclude casual workers:**

Of the 667 leavers in 2016/17, 8 were disabled employees and 7 BME employees. Of the 677, the number of females leaving compared to males was significantly higher, which is the same as 2015/16.

<b>Female 2015/16</b>	<b>Male 2015/16</b>	<b>Total 2015/16</b>	<b>Disabled 2015/16</b>	<b>BME 2015/16</b>
722	244	<b>966</b>	16	12
<b>2016/17</b>	<b>2016/17</b>	<b>2016/17</b>	<b>2016/17</b>	<b>2016/17</b>
514	153	<b>667</b>	8	7

The age group with the highest number of leavers was 55 - 64 year olds, which is the same age group as the previous year.

<b>Age Range 2015/16</b>							
16-19	20-24	25-34	35-44	45-54	55-64	65-74	75+
14	94	200	175	195	257	31	0
<b>Age Range 2016/17</b>							
5	45	129	123	127	193	44	1

**The figures below include casual workers, who are classed as 'leavers' at the end of each assignment:**

<b>Female</b>	<b>Male</b>	<b>Total</b>	<b>Disabled</b>	<b>BME</b>
76	48	<b>124</b>	3	0

The age group with the highest amount of leavers is 20 – 24 years, compared to 25 – 34 years in the previous year.

<b>Age Range 2015/16</b>							
16-19	20-24	25-34	35-44	45-54	55-64	65-74	75+
7	56	104	65	66	37	14	0
<b>Age Range 2016/17</b>							
14	29	25	10	21	15	10	0