

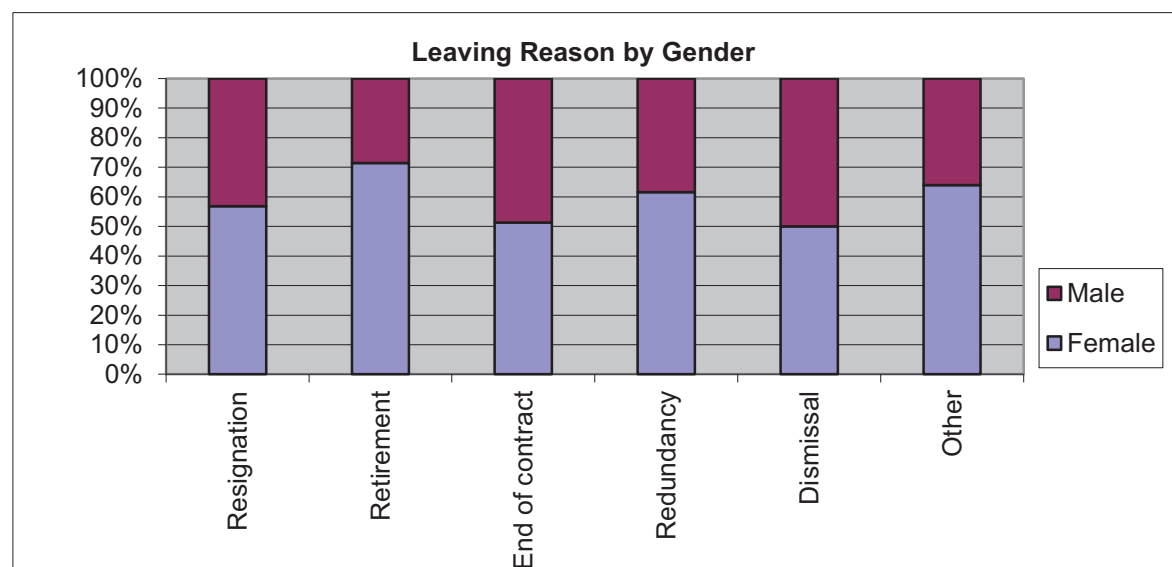
Leaving reasons

This section looks at all staff who left from 1st January to 31st December 2012, and their reasons for leaving against the protected characteristics of gender, disability, ethnicity and age.

Leaving reasons by gender

	Headcounts		
Leaving Reason	Female	Male	Total
Resignation	104	79	183
Retirement	5	2	7
End of contract	317	301	618
Redundancy	8	5	13
Dismissal	4	4	8
Other	39	22	61
Grand Total	477	413	890

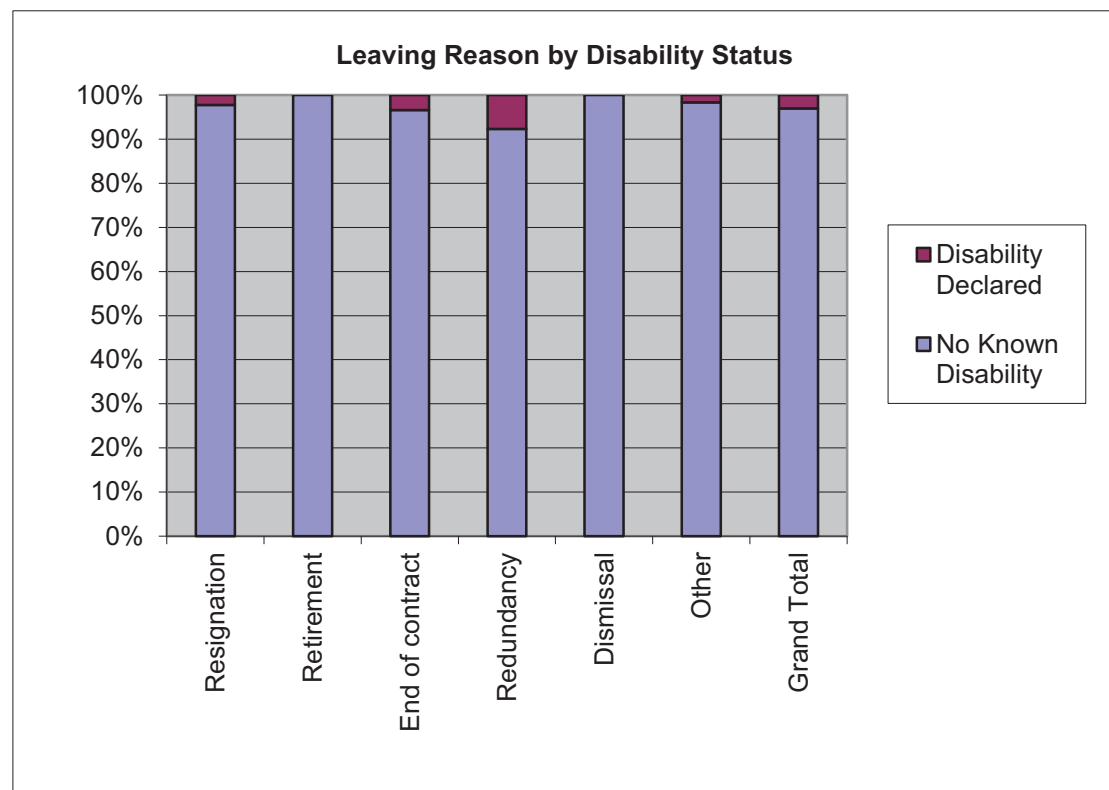
	Percentages	
Leaving Reason	Female	Male
Resignation	56.8%	43.2%
Retirement	71.4%	28.6%
End of contract	51.3%	48.7%
Redundancy	61.5%	38.5%
Dismissal	50.0%	50.0%
Other	63.9%	36.1%
Grand Total	53.6%	46.4%



Leaving reason by disability status

	Headcounts		
Leaving Reason	No Known Disability	Disability Declared	Total
Resignation	179	4	183
Retirement	7	0	7
End of contract	597	21	618
Redundancy	12	1	13
Dismissal	8	0	8
Other	60	1	61
Grand Total	863	27	890

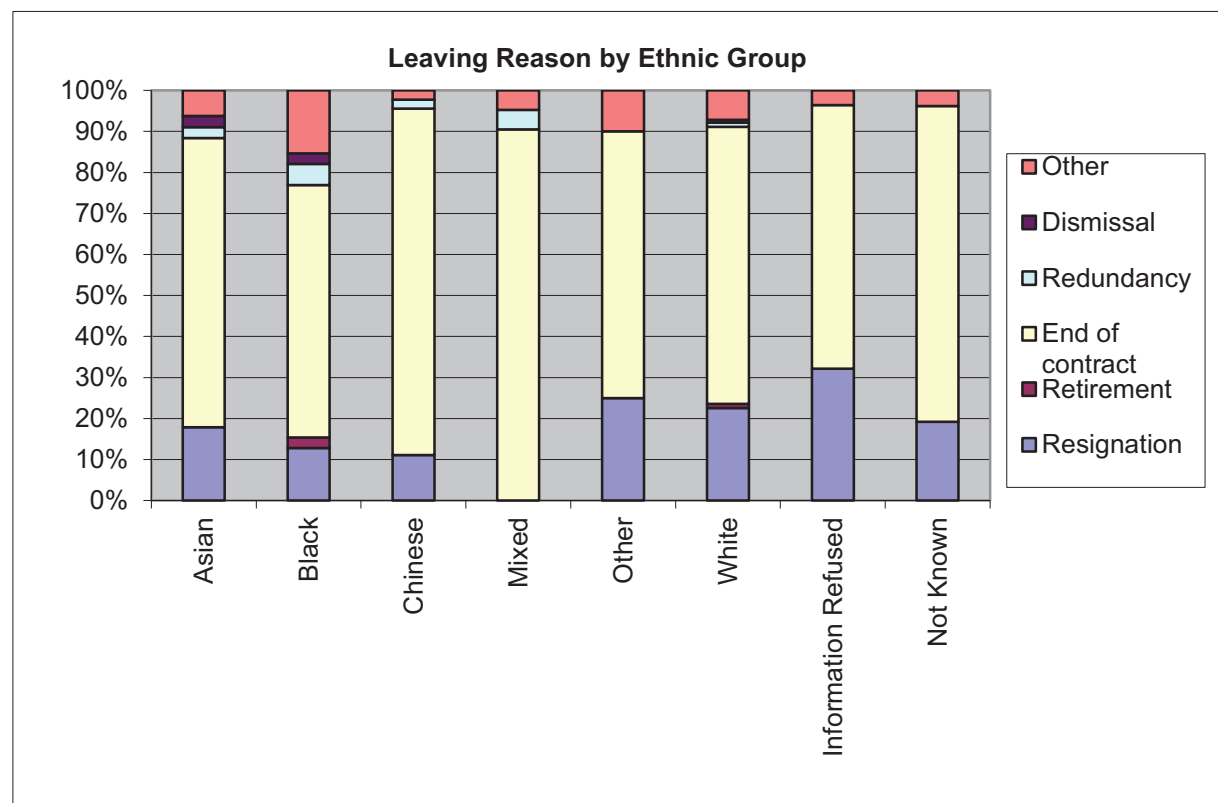
	Percentages	
Leaving Reason	No Known Disability	Disability Declared
Resignation	97.8%	2.2%
Retirement	100.0%	0.0%
End of contract	96.6%	3.4%
Redundancy	92.3%	7.7%
Dismissal	100.0%	0.0%
Other	98.4%	1.6%
Grand Total	97.0%	3.0%



Leaving reasons by ethnic group

	Headcounts								
Leaving Reason	Asian	Black	Chinese	Mixed	Other	White	Information Refused	Not Known	Grand Total
Resignation	20	5	5		5	129	9	10	183
Retirement	0	1	0	0	0	6	0	0	7
End of contract	79	24	38	19	13	387	18	40	618
Redundancy	3	2	1	1	0	6	0	0	13
Dismissal	3	1	0	0	0	4	0	0	8
Other	7	6	1	1	2	41	1	2	61
Grand Total	112	39	45	21	20	573	28	52	890

	Percentages							
Leaving Reason	Asian	Black	Chinese	Mixed	Other	White	Information Refused	Not Known
Resignation	10.9%	2.7%	2.7%	0.0%	2.7%	70.5%	4.9%	5.5%
Retirement	0.0%	14.3%	0.0%	0.0%	0.0%	85.7%	0.0%	0.0%
End of contract	12.8%	3.9%	6.1%	3.1%	2.1%	62.6%	2.9%	6.5%
Redundancy	23.1%	15.4%	7.7%	7.7%	0.0%	46.2%	0.0%	0.0%
Dismissal	37.5%	12.5%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%
Other	11.5%	9.8%	1.6%	1.6%	3.3%	67.2%	1.6%	3.3%
Grand Total	12.6%	4.4%	5.1%	2.4%	2.2%	64.4%	3.1%	5.8%



Leaving reasons by age group

	Headcounts						
Leaving Reason	16-24	25-34	35-44	45-54	55-64	65+	Grand Total
Resignation	30	93	35	17	6	2	183
Retirement	0	0	1	0	3	3	7
End of contract	164	275	80	33	33	33	618
Redundancy	1	3	3	2	2	2	13
Dismissal	0	4	1	3	0	0	8
Other	1	12	13	15	18	2	61
Grand Total	196	387	133	70	62	42	890

	Percentages						
Leaving Reason	16-24	25-34	35-44	45-54	55-64	65+	
Resignation	16.4%	50.8%	19.1%	9.3%	3.3%	1.1%	
Retirement	0.0%	0.0%	14.3%	0.0%	42.9%	42.9%	
End of contract	26.5%	44.5%	12.9%	5.3%	5.3%	5.3%	
Redundancy	7.7%	23.1%	23.1%	15.4%	15.4%	15.4%	
Dismissal	0.0%	50.0%	12.5%	37.5%	0.0%	0.0%	
Other	1.6%	19.7%	21.3%	24.6%	29.5%	3.3%	
Grand Total	22.0%	43.5%	14.9%	7.9%	7.0%	4.7%	

