

## Leaving Reasons

This section looks at all staff who left from 1<sup>st</sup> January to 31<sup>st</sup> December 2013, and their reasons for leaving against the protected characteristics of gender, disability, ethnicity and age.

### Leaving reason by gender

Leaving Reason	Headcounts		
	Female	Male	Total
Resignation	104	78	182
Retirement	6	4	10
End of contract	400	361	761
Redundancy	9	8	17
Dismissal	2	2	4
Other	12	13	25
Grand Total	533	466	999

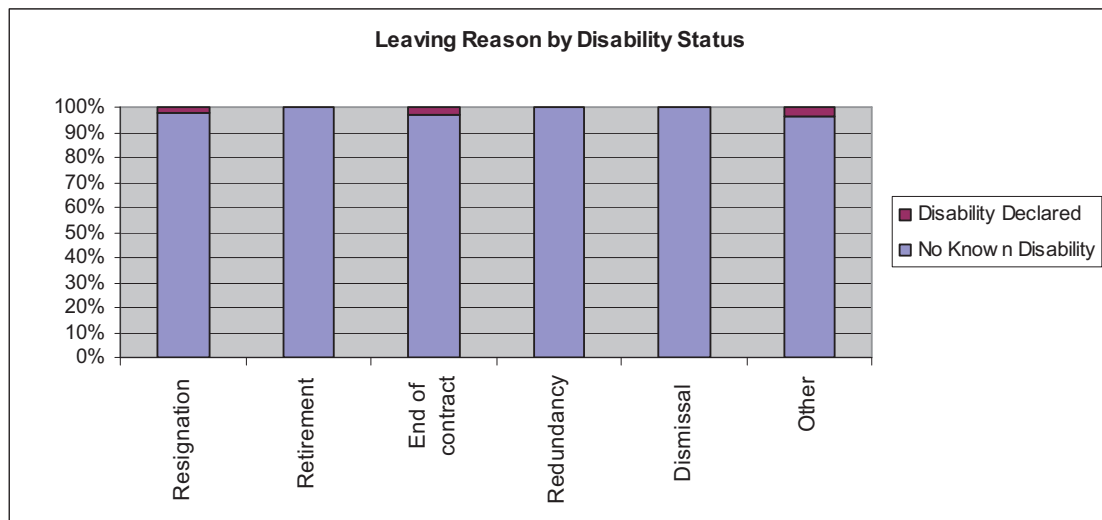
Leaving Reason	Percentages		
	Female	Male	Total
Resignation	57.1%	42.9%	100.0%
Retirement	60.0%	40.0%	100.0%
End of contract	52.6%	47.4%	100.0%
Redundancy	52.9%	47.1%	100.0%
Dismissal	50.0%	50.0%	100.0%
Other	48.0%	52.0%	100.0%
Grand Total	53.4%	46.6%	100.0%



## Leaving reason by disability status

	Headcounts		
Leaving Reason	No Known Disability	Disability Declared	Total
Resignation	178	4	182
Retirement	10	0	10
End of contract	737	24	761
Redundancy	17	0	17
Dismissal	4	0	4
Other	24	1	25
Grand Total	970	29	999

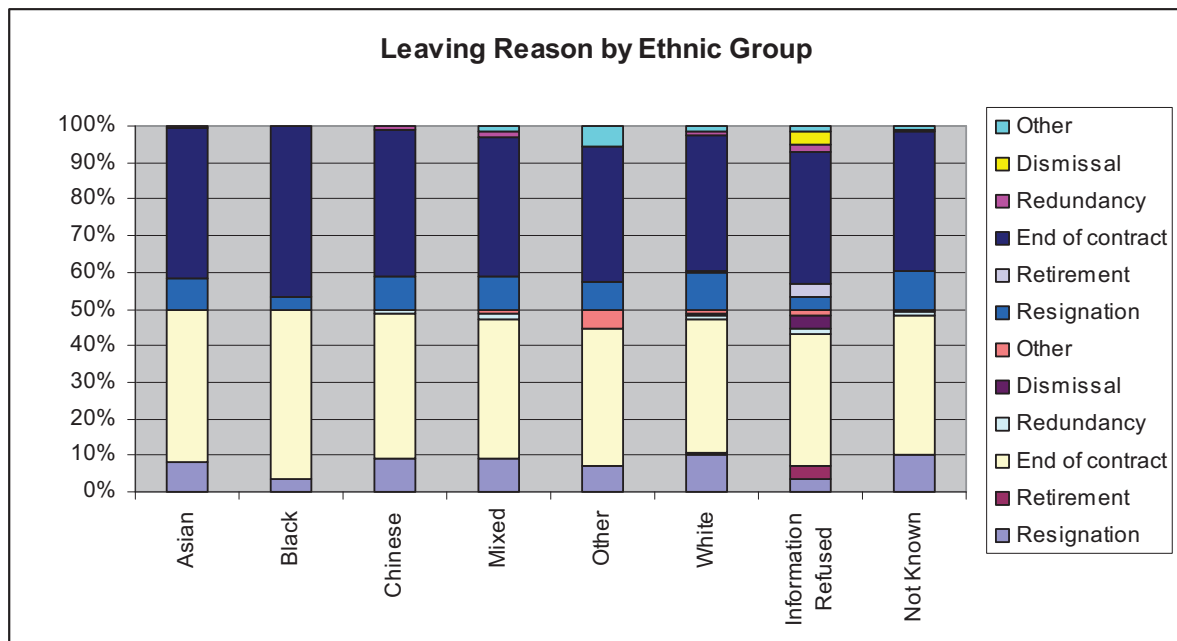
	Percentages		
Leaving Reason	No Known Disability	Disability Declared	Total
Resignation	97.8%	2.2%	100.0%
Retirement	100.0%	0.0%	100.0%
End of contract	96.8%	3.2%	100.0%
Redundancy	100.0%	0.0%	100.0%
Dismissal	100.0%	0.0%	100.0%
Other	96.0%	4.0%	100.0%
Grand Total	97.1%	2.9%	100.0%



## Leaving reason by ethnic group

	Headcounts								
Leaving Reason	Asian	Black	Chinese	Mixed	Other	White	Info Refused	Not Known	Total
Resignation	20	3	8	6	4	127	2	12	182
Retirement	0	0	0	0	0	8	2	0	10
End of contract	101	41	36	25	21	471	21	45	761
Redundancy	1	0	1	1	0	12	1	1	17
Dismissal	0	0	0	0	0	2	2	0	4
Other	0	0	0	1	3	19	1	1	25
Grand Total	122	44	45	33	28	639	29	59	999

	Percentages								
Leaving Reason	Asian	Black	Chinese	Mixed	Other	White	Info Refused	Not Known	Total
Resignation	11.0%	1.6%	4.4%	3.3%	2.2%	69.8%	1.1%	6.6%	100.0%
Retirement	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%	20.0%	0.0%	100.0%
End of contract	13.3%	5.4%	4.7%	3.3%	2.8%	61.9%	2.8%	5.9%	100.0%
Redundancy	5.9%	0.0%	5.9%	5.9%	0.0%	70.6%	5.9%	5.9%	100.0%
Dismissal	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	100.0%
Other	0.0%	0.0%	0.0%	4.0%	12.0%	76.0%	4.0%	4.0%	100.0%
Grand Total	12.2%	4.4%	4.5%	3.3%	2.8%	64.0%	2.9%	5.9%	100.0%



## Leaving reason by age group

	Headcounts						
Leaving Reason	16-24	25-34	35-44	45-54	55-64	65+	Total
Resignation	26	106	27	12	9	2	182
Retirement	0	0	0	0	7	3	10
End of contract	239	319	80	40	38	45	761
Redundancy	0	5	6	3	2	1	17
Dismissal	0	0	0	4	0	0	4
Other	0	5	8	7	4	1	25
Grand Total	265	435	121	66	60	52	999

	Headcounts						
Leaving Reason	16-24	25-34	35-44	45-54	55-64	65+	Total
Resignation	14.3%	58.2%	14.8%	6.6%	4.9%	1.1%	100.0%
Retirement	0.0%	0.0%	0.0%	0.0%	70.0%	30.0%	100.0%
End of contract	31.4%	41.9%	10.5%	5.3%	5.0%	5.9%	100.0%
Redundancy	0.0%	29.4%	35.3%	17.6%	11.8%	5.9%	100.0%
Dismissal	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%
Other	0.0%	20.0%	32.0%	28.0%	16.0%	4.0%	100.0%
Grand Total	26.5%	43.5%	12.1%	6.6%	6.0%	5.2%	100.0%

