

Leaving Reasons

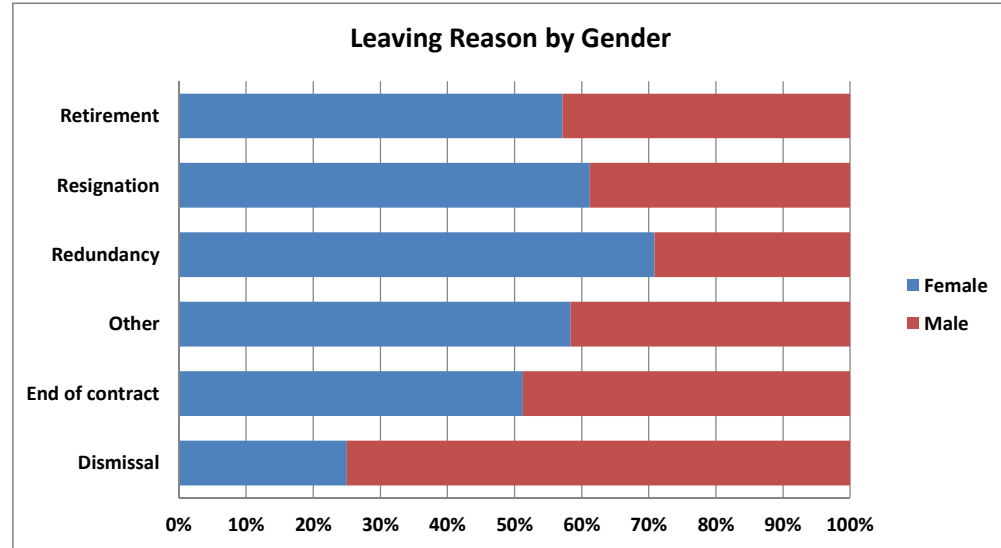
This section looks at all staff who left from 1st January 2014 to 31st December 2014, and their reasons for leaving against the protected characteristics of gender, disability, ethnicity and age.

23a. Leaving Reason by Gender - Headcount

	Female	Male	Total
Dismissal	1	3	4
End of contract	549	522	1071
Other	7	5	12
Redundancy	17	7	24
Resignation	134	85	219
Retirement	8	6	14
Grand Total	716	628	1344

23b. Leaving Reason by Gender - Percentages

	Female	Male	Total
Dismissal	25.00	75.00	100.00
End of contract	51.26	48.74	100.00
Other	58.33	41.67	100.00
Redundancy	70.83	29.17	100.00
Resignation	61.19	38.81	100.00
Retirement	57.14	42.86	100.00
Grand Total	53.27	46.73	100.00

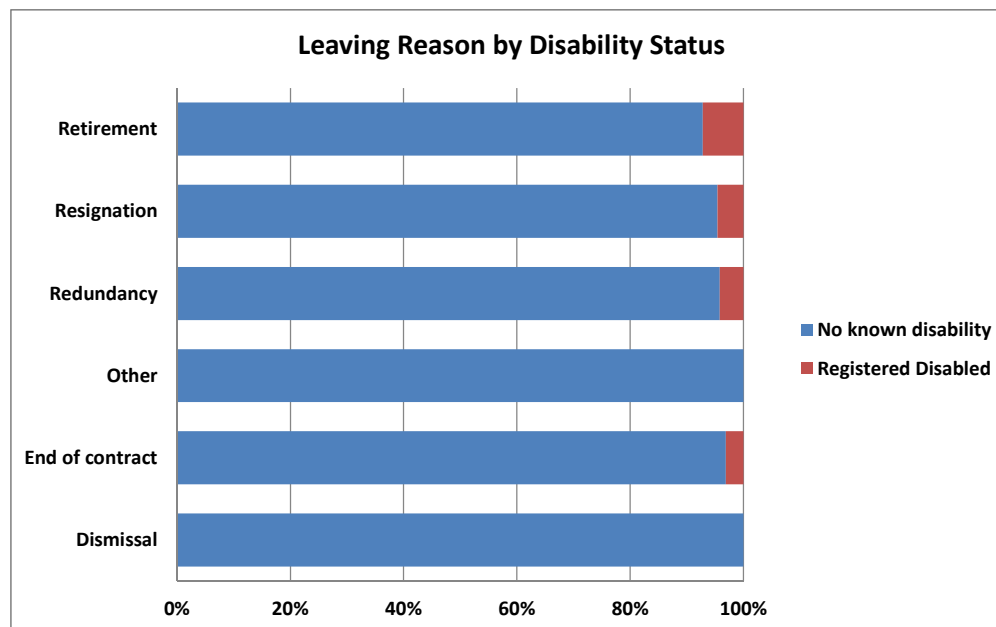


24a. Leaving Reason by Disability Status - Headcount

	No known disability	Registered Disabled	Total
Dismissal	4	0	4
End of contract	1038	33	1071
Other	12	0	12
Redundancy	23	1	24
Resignation	209	10	219
Retirement	13	1	14
Grand Total	1299	45	1344

24b. Leaving Reason by Disability Status - Percentages

	No known disability	Registered Disabled	Total
Dismissal	100.00	0.00	100.00
End of contract	96.92	3.08	100.00
Other	100.00	0.00	100.00
Redundancy	95.83	4.17	100.00
Resignation	95.43	4.57	100.00
Retirement	92.86	7.14	100.00
Grand Total	96.65	3.35	100.00

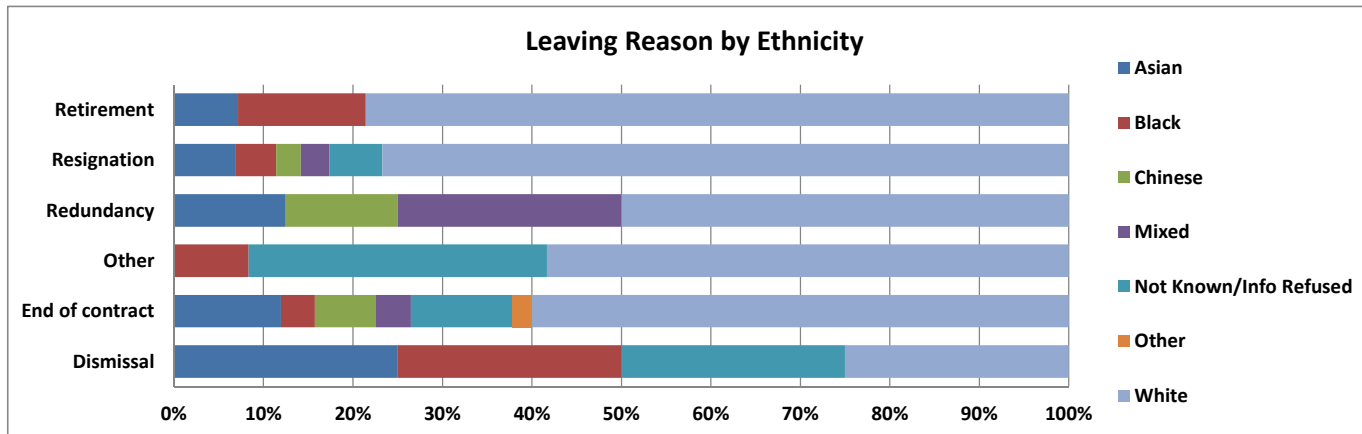


25a. Leaving Reason by Ethnicity - Headcount

	Asian	Black	Chinese	Mixed	Not Known/Info Refused	Other	White	Grand Total
Dismissal	1	1	0	0	1	0	1	4
End of contract	129	41	74	42	123	14	648	1071
Other	0	1	0	0	4	0	7	12
Redundancy	3	0	3	6	0	0	12	24
Resignation	15	10	6	7	13	0	168	219
Retirement	1	2	0	0	0	0	11	14
Grand Total	149	55	83	55	141	14	847	1344

25b. Leaving Reason by Ethnicity - Percentages

	Asian	Black	Chinese	Mixed	Not Known/Info Refused	Other	White	Grand Total
Dismissal	25.00	25.00	0.00	0.00	25.00	0.00	25.00	100.00
End of contract	12.04	3.83	6.91	3.92	11.48	2.16	60.50	100.00
Other	0.00	8.33	0.00	0.00	33.33	0.00	58.33	100.00
Redundancy	12.50	0.00	12.50	25.00	0.00	0.00	50.00	100.00
Resignation	6.85	4.57	2.74	3.20	5.94	0.00	76.71	100.00
Retirement	7.14	14.29	0.00	0.00	0.00	0.00	78.57	100.00
Grand Total	11.09	4.09	6.18	4.09	10.49	1.65	63.02	100.00



26a. Leaving Reason by Age Range - Headcount

	16-24	25-34	35-44	45-54	55-64	65+	Grand Total
Dismissal	0	2	2	0	0	0	4
End of contract	301	433	141	69	60	67	1071
Other	0	0	6	2	1	3	12
Redundancy	1	10	5	6	2	0	24
Resignation	43	103	50	18	4	1	219
Retirement	0	0	0	1	3	10	14
Grand Total	345	548	204	96	70	81	1344

26b. Leaving Reason by Age Range - Percentages

	16-24	25-34	35-44	45-54	55-64	65+	Grand Total
Dismissal	0.00	50.00	50.00	0.00	0.00	0.00	100.00
End of contract	28.10	40.43	13.17	6.44	5.60	6.26	100.00
Other	0.00	0.00	50.00	16.67	8.33	25.00	100.00
Redundancy	4.17	41.67	20.83	25.00	8.33	0.00	100.00
Resignation	19.63	47.03	22.83	8.22	1.83	0.46	100.00
Retirement	0.00	0.00	0.00	7.14	21.43	71.43	100.00
Grand Total	25.67	40.77	15.18	7.14	5.21	6.03	100.00

