

Annual Equality Report

2010/11



NORTH AYRSHIRE
COUNCIL

North Ayrshire Council Annual Equality Report 2010/11

1. Introduction

- 1.1 The Annual Equality Report 2010/11 provides information on the Council's performance in promoting equality and tackling disadvantage over the period from April 2010 to March 2011. The report highlights some of the key issues and gives monitoring information on its performance over the last year.
- 1.2 Progress in implementing the Single Equality Scheme Action Plan 2010/11 is attached at **Appendix 1**.

2. Key Developments

- 2.1 The following key developments have been taken forward over the last year: -
 - The Multi Agency Diversity Incident Monitoring Group considered means of tackling the harassment experienced by disabled people and local research conducted by the Access Ability project
 - Ayrshire Minority Ethnic Community Association worked in partnership with KA Leisure and Library services and is developing a drop in office base
 - Various cultural celebrations were held involving the wider community, including the Chinese New Year celebrations and the Thai SongKran festival
 - Education and Skills completed an Accessibility Strategy in consultation with parents, carers and young people affected by disability
 - Disabled parking bays on public roads have been identified and plans made for the first Disabled Persons Parking Places Order in North Ayrshire
 - Social Services made a successful bid to fund the 'Look-ahead' employment project for people with disabilities and/or mental health issues
 - Disability awareness training was delivered to elected members in August 2010
 - A pilot project to challenge young people's attitudes about violence against women began in two secondary schools led by Women's Aid
 - An Equalities Champion was identified in each educational establishment

3. Equality Act 2010

- 3.1 During 2010 the Executive approved responses to two Scottish Government consultations arising from the Equality Act 2010 in relation to a proposed socio-economic duty and on specific duties for Scottish public authorities. A further consultation is underway on the specific duties as the Scottish Parliament's Equal Opportunity Committee rejected some of the original proposals in March 2011.
- 3.2 The specific duties propose that the Council should publish its equality outcomes. Work has begun on reviewing the Equality Measurement Framework and possible outcomes for the Council based on equality data available and the evidence of what needs to be done to reduce inequality in North Ayrshire.

4. Equality Impact Assessment

- 4.1 The Council has been reviewing its equality impact assessment process and updating it and its Equality Policy to comply with the new protected characteristics included in the Act. The new protected characteristics are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

5. Single Equality Action Plan

- 5.1 The Corporate Equality Group met quarterly during the year and developed a new Single Equality Action Plan for 2011/12. Progress in implementing the Plan will be reported on in the next annual report. The Group has also completed a mapping of equality training being delivered across the Council. The Scrutiny Committee when considering the Annual Equality Report 2009/10 agreed that the Corporate Equality Group's minutes should be submitted for information to the Executive.
- 5.2 The Single Outcome Agreement's local outcome (7c) on equality has been amended for 2011/12 to state "*Equality is promoted in the delivery of our services*".

6. Performance

- 6.1 The North Ayrshire Council Best Value 2 Audit Report by Audit Scotland published in March 2011 found "equalities issues are clearly incorporated into the work of the Council and the CPP". The report noted the Council's commitment to equalities and the arrangements in place. The Council's Annual Performance Report 2010/11 also makes reference to this report and performance on equality.

**Table 1
Statutory Performance Indicators**

	2008/09	2009/10	2010/11	Scottish Average 2009/10
% of council employees in top 2% of earners that are women	38%	43.1%	40.4%	38.4%
% of council employees in top 5% of earners that are women	44.8%	48.6%	46.4%	45.4%
% of council buildings in which all public areas are suitable & accessible to disabled people	65%	69%	70%	60.5%

6.2 From the statutory performance indicators above it can be seen that the Council was slightly above average in the percentage of employees in the top 2% and 5% of earners who are women. This has shown a slight decline in the last year. The indicator on the accessibility of Council buildings shows a gradual improvement over the last three years and again demonstrates that the Council is higher than the national average for 2009/10.

Interpreting & Translation

6.3 The Council has appointed Global Connects to deliver its interpreting and translation services for the local ethnic minority community. Guidance for employees is available on how to access this service to assist customers. It also has a Cantonese Interpreting Service which supports the local Chinese community in accessing services. The Capacity Building Team and Adult Learning continue to raise awareness of English for Speakers of Other Languages (ESOL) classes to members of the black and ethnic minority community.

**Table 2
Main Languages Requested for Translation and Interpreting:
2009/10 & 2010/11**

Translation Services Top 5 Languages		Interpreting Services Top 5 Languages	
2009/10	2010/11	2009/10	2010/11
Polish Slovak Cantonese Punjabi Urdu	Punjabi Urdu Cantonese Slovak Polish	Polish Mandarin Slovak Punjabi Cantonese	Russian Polish Mandarin Punjabi Hungarian

7. Employment Monitoring

7.1 Race

- 7.1.1 The race employment monitoring statistics at **Appendix 2** are presented in detail for 2010/11 and as a 3-year trend for years 2008/09, 2009/10 and 2010/11.
- 7.1.2 Employees who are recorded as being from an ethnic minority group account for approximately 0.8% of the workforce. This is unchanged from 2009/10 and broadly reflects the ethnic profile of North Ayrshire in general. The 2001 Census estimated that 0.7% of the North Ayrshire population were from the ethnic minority community.
- 7.1.3 The percentage of ethnic minority applicants remained constant from 2009/10 at 4.3% of all applicants. There were no issues relating to grievance, discipline or access to training.

7.2 Disability

- 7.2.1 The disability employment monitoring statistics are provided at **Appendix 3**. The percentage of employees recorded as having a disability remained low at 1.8%.
- 7.2.2 This is unlikely to reflect the actual number of North Ayrshire Council employees who could be defined as having a disability. Many people who are eligible do not record themselves as having a disability, as they do not consider the term applicable to themselves. It is an issue common to all Scottish Councils. An investigation to develop a methodology to acquire more accurate employment equalities data has been carried out during 2011. It has been identified that the launch of "employee self service" should be able to assist with obtaining, using and recording this information moving forward.
- 7.2.3 A study by the Society of Personnel Directors, Scotland in 2007, identified the average percentage of employees with a disability in Scottish Councils as being 1.74%, which is broadly equivalent to the North Ayrshire Council reported figure.

7.3 Gender

- 7.3.1 The gender employment monitoring statistics are provided at **Appendix 4**. The proportion of males to females employed by North Ayrshire Council has remained relatively static over the last 3 years. This indicates that the impact of workforce rightsizing and re-organisation has not affected either gender in the workforce inequitably.
- 7.3.2 More women are being recruited into posts. For 2010/11, although women accounted for 56% of all applicants, they accounted for 81% of all appointments made. The Council's job market is heavily influenced by occupational segregation due to the type of the employment opportunities

available within North Ayrshire Council. The workforce gender split is currently 72% women and 28% men. The critical mass of workforce numbers is in catering, cleaning, clerical, social services, teaching, classroom assistants and nursery posts, where recruitment interest is predominantly from women.

8. Partnerships

8.1 Multi Agency Diversity Incident Monitoring Group

8.1.1 Any incidents of racial, sectarian or homophobic harassment are reported to meetings of the North Ayrshire Multi Agency Diversity Incident Monitoring (MADIM) Group. The role of this group includes tackling discrimination and fostering good relations between communities. It has been responsible for considering means of heightening the protection of disadvantaged groups in this regard.

8.1.2 During 2010/11 the MADIM Group has: -

- Received a presentation on a consultation by Access Ability on the harassment experienced by disabled people in North Ayrshire and proposals on tackling this harassment;
- Considered the development of third party reporting of hate crime through the libraries;
- Commented on a harassment policy of a local housing association;
- Reviewed means of tackling hate crime, including using CCTV on premises and the positive support provided by the Police and the Anti Social Behaviour Team;
- Discussed sectarian incidents and further action needed on this issue;
- Received an update on the awareness-raising sessions being delivered by the Sikh community in local schools to broaden understanding of cultural differences;
- Considered a publication on homophobic and transphobic hate crime

8.1.3 The number of racist incidents reported to the Police has remained relatively constant over the last few years. Over the last year it dropped slightly from 92 to 88. Nationally there has been a slight decline in the reporting of racist incidents over the last few years but it recognised that it is still a largely under-reported crime. The number of homophobic and transphobic incidents has also remained fairly static, averaging 16 per year over the last five years.

Racist Incidents reported to Strathclyde Police in North Ayrshire: 2007/08 to 2010/11

	2007/08	2008/09	2009/10	2010/11
No of racist incidents reported	99	100	92	88
Rate per 10,000 population	7.29	7.36	6.79	6.49

Homophobic and Transphobic Incidents reported to Strathclyde Police in North Ayrshire: 2007/08 to 2010/11

	2007/08	2008/09	2009/10	2010/11
No of incidents reported	13	18	19	16
Rate per 10,000 population	0.96	1.32	1.4	1.18

8.2 Ayrshire Equality Partnership

8.2.1 The Ayrshire Equality Partnership comprises CPP partners across Ayrshire. It has reviewed its workplan during 2010/11 and continues to share good practice and advice across agencies. The Group has published an update on its response to a needs assessment of the ethnic minority community in Ayrshire in four languages which is available on the Council's website. The Partnership is currently developing engagement with the LGBT community on an Ayrshire-wide basis, in conjunction with LGBT Youth and the Equality Network.

9. Social Services Referrals

9.1 Social Services carried out an analysis of their black and ethnic minority referrals over the last three years (2008 – 2010). The number of referrals rose consistently over this period from 41 in 2008 to 73 in 2010. Other key findings were that the proportion of self or family referrals was less than half that of the general population. There was a significant increase in the number of referrals from the Indian community and a dramatic decrease in referrals from the Polish community. In light of the small numbers involved, however, some of the figures cannot be considered statistically significant.

9.2 The figures provide a baseline which will allow Social Services to monitor future trends.

10. Future Plans

10.1 The specific duties, which will describe the implications for public authorities of the new public sector equality duty, will be useful over the next year in clarifying what is required in order to comply with the legislation. The Corporate Equality Group will be responsible for taking this forward.

10.2 There will be further work on developing equality outcomes and on equality impact assessment over the next year to ensure a more comprehensive approach across the Council. The new Sub Group structure within services should assist in developing the Action Plan for 2012/13.

September 2011

Corporate Equality Action Plan: Progress Update 2010/11

1. Ensure equality issues are reflected in service planning and policy development

Ref	Supporting Action / Task	Timescale	Lead Officer	Progress
1.2	Review equality impact assessment process to comply with Equality Act 2010	February 2011	Policy & Performance Officer	Equality impact assessment process reviewed
1.3	Monitor programme of equality impact assessments for all services	March 2011	Policy & Performance Officer	Quarterly progress reports made to Corporate Equality Group on implementation of equality impact assessment programme

2. Provide responsive services which meet the different needs of our communities

Ref	Supporting Action / Task	Timescale	Lead Officer	Progress
2.2	Establish key equality outcomes for the Council	March 2011	Policy & Performance Officer	Process for community engagement in developing equality outcomes developed and consultation planned in autumn 2011
2.4	Undertake mapping exercise of training being delivered to employees on equalities, race, disability, gender and cultural awareness	December 2011	Policy & Performance Officer	Mapping exercise completed. Report on outcome submitted to Corporate Equality Group in December 2010 and training proposals are being developed
2.7	Establish Corporate Equality Group and monitor Service Working Groups	April 2010	Policy & Performance Officer	Corporate Equality Group established and service groups report to it on a quarterly basis

3. Develop effective partnerships and promote equality with our Community Planning Partners

Ref	Supporting Action / Task	Timescale	Lead Officer	Progress
3.1	Publish Ayrshire Equality Partnership newsletter on Council website	October 2010	Policy & Performance Officer	Newsletter published in four ethnic languages on Council website

4. Develop monitoring arrangements to measure progress in promoting equality

Ref	Supporting Action / Task	Timescale	Lead Officer	Progress
4.1	Report to Scrutiny Committee on Annual Equality Report 2009/10	February 2011	Policy & Performance Officer	Annual Equality Report 2009/10 considered by Scrutiny Committee on 28 February 2011
4.2	Report on CPP Single Outcome Agreement's equality measures and actions for 2010/11	March 2011	Policy & Performance Officer	Quarterly reports produced on SOA action plan and new outcome established

Race Equality Action Plan: Progress Update 2010/11

Education and Skills

Ref	Supporting Action/Task	Timescale	Lead Officer	Progress
ES4	Improve consultation and engagement with the ethnic minority community, including through the Community Engagement Network	March 2011	Black & Ethnic Minorities Worker	AMECA attended community engagement network and developed partnership working with KA Leisure, the Scottish ambulance service and Library services. AMECA attended a consultation event with Community Learning and Development in March 2011. An Annual questionnaire survey is being conducted with residents at Redburn Gypsies/Travellers site to identify their needs during May - July 2011
ES5	Share information and good practice through joint working with partner agencies and through the Community Planning Partnership	March 2011	Black & Ethnic Minorities Worker	Information shared through the Ayrshire Equality Partnership, Multi Agency Diversity Incident Monitoring Group and the CPP's Community Engagement Network. AMECA supported to assist in improving access to NHS primary health care strategic group
ES6	Provide support to Ayrshire Minority Ethnic Communities Association (AMECA) in hosting multicultural events; in community planning events; and in reviewing service delivery	March 2011	Black & Ethnic Minorities Worker	Chinese community celebrated Chinese New Year with wider community in February 2011. Thai community celebrated SongKran festival with wider community in April 2011. AMECA attended Council's straight talking sessions in December 2010
ES7	Assist AMECA in establishing its first office base and an Asian theme community garden at the back of Parterre hall, Irvine	March 2011	Black & Ethnic Minorities Worker	Renovation of AMECA's 1st office base is completed and plans for opening are underway. At the Community Garden a gate, raised planting beds and a greenhouse are to be installed to enclose the area. Search for funding to develop the community garden is continuing.

Finance and Infrastructure

Ref	Supporting Action/Task	Timescale	Lead Officer	Progress
F1	Offer information on annual billing leaflet and flyers on Council Tax, Benefits and Non Domestic Rates in other languages on request	March 2011	Chief Revenues & Benefits Officer	Action complete

Disability Equality Action Plan: Progress Update 2010/11

Chief Executive's Service

Ref	Supporting Action/Task	Timescale	Lead Officer	Progress
CE1	Promote awareness and improve recording of disability-related harassment through the MADIM Group	March 2011	Policy & Performance Officer	MADIM Group received a presentation from Access Ability on its survey of the harassment experienced locally by disabled people in April 2010 and from the Council's Learning Disability Services on the experience of people with learning disability in April 2011

Education and Skills

Ref	Supporting Action/Task	Timescale	Lead Officer	Progress
ES1	Develop Accessibility Strategy 2011/14 in consultation with parents/carers and children and young people affected by disability	March 2011	Quality Improvement Officer/ Additional Support for Learning	New strategy completed. It was passed for scrutiny to the Equalities Forum. Following suggestions, the Action Plan was agreed.
ES5	Use new planning and reporting template in Equality training and to gather data	March 2011	Quality Improvement Officer/ Additional Support for Learning	The new template has been agreed and staff in all establishments trained. A new Equalities champions Group within GLOW will enable information sharing across establishments.
ES7	Work in partnership with Special Schools, Social Services Disabilities Team and with local colleges to review provision for young people affected by a disability	March 2011	Quality Improvement Officer/ Additional Support for Learning	There are still problems with consistent service delivery from local colleges. The service from James Watt and Kilmarnock Colleges has been negatively impacted by service cuts. This action will be carried forward.

Education and Skills

Ref	Supporting Action/Task	Timescale	Lead Officer	Progress
ID2	Identify disabled parking bays throughout North Ayrshire	March 2011	Transportation Manager	All disabled bays that require to be retained on the public road have been identified, and the first Disabled Persons` Parking Places Order is due to be implemented on 11 July 2011. Further Disabled Persons` Parking Places Orders will be promoted in due course for many off-street disabled parking spaces within Council owned/managed premises.
ID6	Implement programme of access improvements from corporate funding for operational properties	March 2011	Manager (Design & Maintenance)	Due to property review and its potential impact on the future of many properties, the number of adaptations being carried out has reduced. Resources have been directed to Eglinton Country Park and improving Cunninghame House lifts. The criteria for classifying buildings as "accessible" is being reviewed, with an aim to re-survey and adopt a nationally agreed standard.

Education and Skills

Ref	Supporting Action/Task	Timescale	Lead Officer	Progress
HB1	Review existing Housing Accessibility Policy/Procedure in context of any changes in legislation. Arrange training service wide with an additional session for Tenants Groups	December 2010	Office Manager HQ	Completed in October 2010
HB4	Further develop the Disabled Persons Housing Service (DPHS) to	March 2011	Office Manager HQ	Review of Disabled Persons Housing Services currently being undertaken – to be completed by

Ref	Supporting Action/Task	Timescale	Lead Officer	Progress
	ensure best use of housing stock and assist individuals with a disability whose needs are not being met by their current accommodation			September 2011
SS3	Finalise participation strategy for Social Services to ensure that all individuals with disabilities are fully informed and engaged in the process of service planning.	March 2011	Manager Community Care	Participation Strategy and associated Tool-Kit has been completed and approved by the Senior Management Team. The Strategy has now been disseminated to staff and service action plans are awaited.
SS8	Assist in enabling individuals with disabilities and/or mental health issues to access employment opportunities on a full-time or part-time basis	March 2011	Manager Community Care	<p>Work is continuing in partnership across all adult care groups. In 2010-11 the service proved successful in bidding for funding to continue the 'Look-ahead' employment project. This project will develop employment and training opportunities across all adult service user groups, particularly those furthest from the employment market.</p> <p>Collaboration with specialist providers to create training and employment opportunities for adult care groups is considered a feature of Social Services business which we undertake on an ongoing basis. As such, the nature of this action means that progress will be considered on an ongoing review basis as we continue to develop training and employment initiatives for adult care groups</p>

Gender Equality Action Plan: Progress Update 2010/11
Chief Executive's & Corporate Services

Ref	Supporting Action/Task	Timescale	Lead Officer	Progress
CE1	Develop preventative action arising from the Violence Against Women Strategy and Action Plan 2010/13 and the Scrutiny Committee's recommendations	March 2011	Policy & Performance Officer	Pilot project being implemented in two secondary schools to challenge young people's attitudes about the acceptability of violence against women and other preventative action is being promoted through the White Ribbon campaign
P2	Implement a job evaluation scheme as part of single status agreement	March 2011	Head of HR	The Job Evaluation Scheme implementation and the Job Evaluation Appeal process is now complete.

Education and Skills

Ref	Supporting Action/Task	Timescale	Lead Officer	Progress
ES4	Provide training for heads of nursery establishments and playgroups leaders on reporting on implementation of the Gender Equality duty in early years establishments	March 2011	Quality Improvement Manager (Inclusion)	Equality training delivered to 64 Education and Skills employees. Staff from nursery establishments have been encouraged to participate in this training
ES7	Identify an equalities champion and produce a single equality policy for each educational establishment	December 2010	Quality Improvement Manager (Inclusion)	An Equalities Champion has been appointed for each educational establishment.

Race Employment Monitoring 2010/11

Ethnicity	Asian, Asian Scottish, Asian British						Black, Black Scottish, Black British				Mixed	Other Ethnic	Sub Total	White				Not Disclosed
	Chinese	Indian	Pakistani	Bangla - Deshi	Other	Total Asian	Caribbean	African	Other	Total Black	Total Mixed	Total Other Ethnic	All Ethnic	Scottish	Irish	Other British	Total White	Total Not Disclosed
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Employees in post	0.04	0.03	0.01	0	0	0.09	0.01	0.03	0.01	0.06	0.09	0.53	0.77	79.76	0.31	5.2	85.27	13.97
Applicants	0.14	0.41	0.36	0.04	0.15	1.11	0.02	0.29	0.03	0.33	0.4	2.48	4.32	86.77	0.73	.622	93.72	1.96
Applicants Interviewed	0.11	0.32	0.22	0	0.22	0.87	0	0.38	0	0.38	0.38	0.11	1.74	84.37	0.54	9.9	94.81	3.46
Appointments made	0.22	0.22	0.11	0	0.34	0.9	0	0.22	0	0.22	0.45	2.35	3.92	84.99	0.34	8.51	93.84	2.24
Employees Applying for Promotion	0	0.22	.056	0.04	0.17	0.99	0	0.22	0.04	0.26	0.52	0.39	2.16	89.07	0.69	7.99	97.75	0.09
Employees applying for training	0.25	0.12	0	0	0	0.37	0	0	0	0	0.12	0.62	1.11	81.37	0.25	4.8	86.35	12.55
Employees receiving training	0.21	0.21	0	0	0	0.42	0	0	0	0	0	0.64	1.06	82.38	0.42	4.03	86.84	12.1
Employees raising a grievance	0	0	0	0	0	0	0	0	0	0	0	0	0	90.91	0	0	90.91	9.09
Employees subject to discipline	0	0	0	0	0	0	0.75	0	0	0.75	0	1.5	0.75	81.95	0	5.26	87.22	11.28
Leavers	0	0	0	0	0	0	0	0.	0	0.	0	0.87		71.47	0.58	5.09	77.15	21.98

Race Employment Monitoring 2008/09, 2009/10 and 2010/11

	% Other Ethnicity			% White			% Not Disclosed		
	08/09	09/10	10/11	08/09	09/10	10/11	08/09	09/10	10/11
Employees in post	0.9	0.8	0.8	91.5	87.6	85.2	7.7	11.6	14.0
Applicants	1.4	4.1	4.3	95.6	93.1	93.7	2.9	2.8	2.0
Applicants interviewed	1.1	3.5	1.7	95.3	94.9	94.8	3.6	1.6	3.5
Appointments made	0.2	5.0	3.9	96.2	92.7	93.9	3.6	2.3	2.2
Employees applying for Promotion	0.2	3.1	2.2	99.0	96.7	97.7	0.8	0.2	0.1
Employees applying for training	0	0.4	1.1	91.9	89.5	86.3	8.1	10.1	12.6
Employees receiving training	0.8	0.6	1.1	91.5	93.5	86.8	7.7	5.9	12.1
Employees raising a grievance	0	0	0	93.3	100	90.9	6.7	0	9.1
Employees subject to discipline	0.9	0	0.75	89.7	93.9	87.2	9.4	6.1	11.3
Leavers	0.9	1.4	0.9	64.4	79.2	77.1	64.4	19.4	22.0

Disability Employment Monitoring: 2008/09, 2009/10 and 2010/11

	% Disabled			% Non Disabled			% Not Disclosed		
	08/09	09/10	10/11	08/09	09/10	10/11	08/09	09/10	10/11
Employees in post	2.1	1.9	1.8	85.17	82.4	80.5	12.9	15.7	17.8
Applicants	1.9	2.1	2.3	94.9	95.0	95.8	3.1	2.9	1.9
Applicants interviewed	2.2	2.2	2.5	93.9	96.0	94.2	3.9	1.8	3.3
Appointments made	1.2	0.8	2.0	95.7	96.8	95.7	3.1	2.4	2.2
Employees applying for Promotion	1.8	2.3	1.6	94.3	97.4	98.0	3.9	0.27	0.4
Employees applying for training	1.0	1.4	2.5	84.5	83.4	80.4	14.5	15.2	17.1
Employees receiving training	2.1	1.5	3.2	85.8	87.9	79.4	12.1	10.6	17.4
Employees raising a grievance	0	9.5	0	80	85.7	81.8	20	4.8	18.2
Employees subject to discipline	0.9	2.0	4.5	80.4	89.9	78.9	18.7	8.1	16.5
Leavers	2.5	2.7	2.2	59.7	74.4	70.6	37.8	22.98	27.2

Gender of Council Employees and Job Applicants 2008/09, 2009/10 and 2010/11

GENDER	% Male			% Female			Not Disclosed		
	08/09	09/10	10/11	08/09	09/10	10/11	08/09	09/10	10/11
Employees in post	28.3	27.8	27.3	71.7	72.2	72.7	0	0	0
Applicants	36.1	46.2	42.1	60.7	50.7	56.0	3.2	3.1	1.85
Applicants Interviewed	35.3	34.9	31.5	60.6	63.3	64.7	4.1	1.8	3.8
Appointments Made	28.2	27.3	16.5	68.1	70.8	81.0	3.6	1.9	2.68
Employees Applying for Promotion	21.7	47.9	42.3	78.3	51.4	57.6	2.2	0.6	0.2
Employees applying for training	45.6	15.7	37.4	57.4	84.3	62.6	0	0	0
Employees receiving training	51.1	46.3	43.5	48.9	53.7	56.5	0	0	0
Employees raising a grievance	73.3	66.7	59.1	26.7	33.3	40.9	0	0	0
Employees subject to discipline	73.8	63.6	30.8	26.2	36.4	69.2	0	0	0
Leavers	39.1	36.7	42.8	60.9	63.3	57.2	0	0	0