

3.4 Leavers – by Protected Characteristic and Pay Band

	Ill health dismissals / early retirements	Compulsory Redundancy	Voluntary Redundancy	Dismissals including probation	Other leavers	All leavers
Employee Nos.	11	34	39	9	879	972
	Ill health dismissals / early retirements	Compulsory Redundancy	Voluntary Redundancy	Dismissals including probation	Other leavers	Total
Ethnicity						
BAME	36.36%	29.41%	56.41%	44.44%	40.27%	40.53%
White	54.55%	55.88%	38.46%	55.56%	49.37%	49.28%
Unknown	9.09%	14.71%	5.13%	-	10.35%	10.19%
	Ill health dismissals / early retirements	Compulsory Redundancy	Voluntary Redundancy	Dismissals including probation	Other leavers	Total
Gender						
Male	18.18%	32.35%	7.69%	55.56%	20.36%	20.58%
Female	81.82%	67.65%	92.31%	44.44%	79.64%	79.42%
	Ill health dismissals / early retirements	Compulsory Redundancy	Voluntary Redundancy	Dismissals including probation	Other leavers	Total
Disability						
Yes	18.18%	-	-	11.11%	1.71%	1.85%
No	36.36%	58.82%	38.46%	44.44%	75.88%	73.05%
Unknown	45.45%	41.18%	61.54%	44.44%	22.41%	25.10%
	Ill health dismissals / early retirements	Compulsory Redundancy	Voluntary Redundancy	Dismissals including probation	Other leavers	Total
Age Range						
16 to 24	-	-	2.56%	11.11%	4.89%	4.63%
25 to 34	-	8.82%	-	22.22%	30.03%	27.67%
35 to 44	-	11.76%	10.26%	-	22.18%	20.88%
45 to 54	18.18%	26.47%	35.90%	22.22%	19.68%	20.58%
55 to 64	81.82%	41.18%	43.59%	44.44%	17.52%	20.37%
65+	-	11.76%	7.69%	-	5.69%	5.86%
	Ill health dismissals / early retirements	Compulsory Redundancy	Voluntary Redundancy	Dismissals including probation	Other leavers	Total
Religion						
Christianity	18.18%	5.88%	12.82%	22.22%	9.67%	9.88%
Hinduism	9.09%	5.88%	-	-	1.82%	1.95%
Islam	-	2.94%	2.56%	-	1.82%	1.85%
Judaism	-	-	-	-	0.46%	0.41%
Jainism	-	-	2.56%	-	0.23%	0.31%
Sikh	-	-	-	-	0.80%	0.72%
Other	9.09%	-	-	-	1.02%	1.03%
No Religion/Atheist	-	5.88%	2.56%	-	4.32%	4.22%
Unknown	63.64%	79.41%	79.49%	77.78%	79.86%	79.63%

Marital Status	Ill health dismissals / early retirements	Compulsory Redundancy	Voluntary Redundancy	Dismissals including probation	Other leavers	Total
Married	63.64%	44.12%	41.03%	33.33%	25.71%	27.47%
Single	18.18%	26.47%	35.90%	22.22%	17.52%	18.62%
Separated	-	-	2.56%	-	0.46%	0.51%
Divorced	-	5.88%	2.56%	-	0.80%	1.03%
Widowed	-	-	2.56%	-	0.34%	0.41%
Unknown	18.18%	23.53%	15.38%	44.44%	55.18%	51.95%

Sexual Orientation	Ill health dismissals / early retirements	Compulsory Redundancy	Voluntary Redundancy	Dismissals including probation	Other leavers	Total
Prefer not to say	-	2.94%	-	-	0.68%	0.72%
Other	-	-	-	-	0.23%	0.21%
Unknown	63.64%	67.65%	84.62%	88.89%	80.43%	80.04%
Heterosexual/Straight	36.36%	29.41%	12.82%	11.11%	18.32%	18.62%
Bisexual	-	-	2.56%	-	0.34%	0.41%

Pregnancy / Maternity in last 2 years	Ill health dismissals / early retirements	Compulsory Redundancy	Voluntary Redundancy	Dismissals including probation	Other leavers	Total
Yes	-	5.88%	2.56%	-	5.23%	5.04%
No	100.00%	94.12%	97.44%	100.00%	94.77%	94.96%

Pay Band	Ill health dismissals / early retirements	Compulsory Redundancy	Voluntary Redundancy	Dismissals including probation	Other leavers	Total
1	72.73%	26.47%	38.46%	33.33%	38.45%	38.37%
2	18.18%	35.29%	35.90%	55.56%	30.49%	30.97%
3	9.09%	20.59%	2.56%	-	22.75%	21.50%
4	-	11.76%	23.08%	11.11%	5.80%	6.69%
5	-	2.94%	-	-	2.05%	1.95%
6	-	2.94%	-	-	0.46%	0.51%

Section 5

2017/18 Pay Bands

Pay Band	Salary in £s	Equivalent to
1	Up to 19,626	G1 to G3
2	19,627 - 31,686	G4 to G8
3	31,687 - 43,383	G9 to G11
4	43,384 - 62,613	MG1 – MG3
5	62,614 - 96,840	MG4 and D1
6	96,841 and above	D2 and above

G grades - Harrow pay spine

