

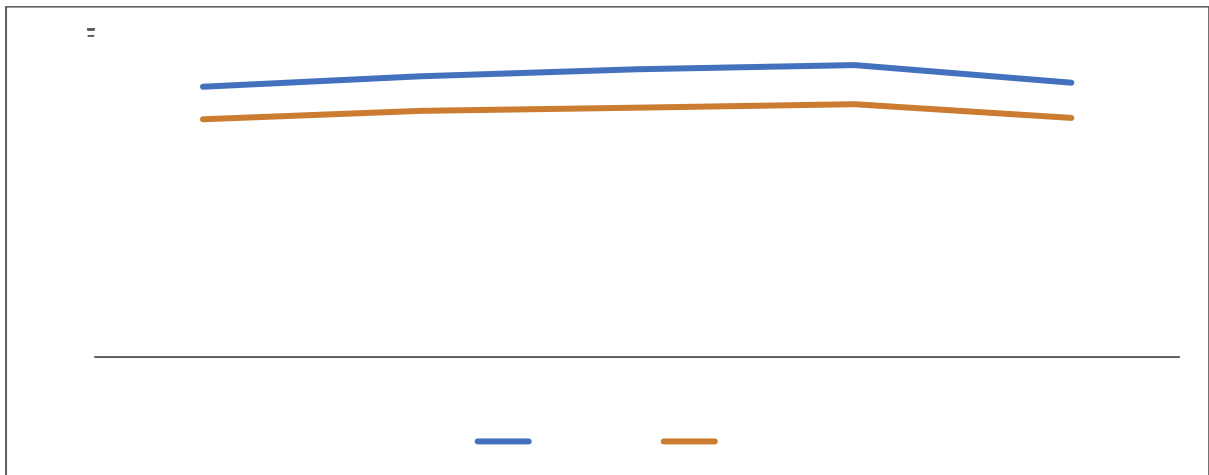
( )%!\*###!, %-. /0!#!1233#45!. 6!%37-. 5%#1!/0+)!12, 1+#8+09%!7. 10+0. 81!#+!)%!: 809%410+5;! ( )%!\*###!  
1%+1!#4!#!1!#+!)%!' <2\$21+!#=#)!5%#4!<--!1+#66!. 8!>%4. !). 24!=. 8+4#=#+1!#4!%?=-2\*%\*!64. 3!+) %1%!  
60\$24%1;! "4. +%=%\*! =) #4#=#+401+0=1! =. 9%4%\*!08!+)01!4%7. 4+!#4%@

- # \$ % !
- \* 0 1 # , 0 - 0 + 5 !
- 4 # = % !
- 4 % - 0 \$ 0 . 8 ! . 4 ! , % - 0 % 6 !
- \$ % 8 \* % 4 !
- 1 % ? 2 # - ! . 4 0 % 8 + # + 0 . 8 !

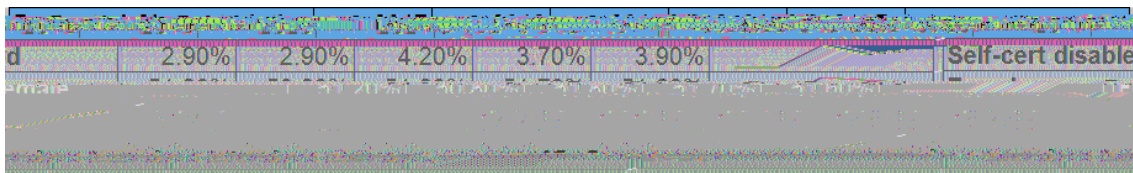
( )01!01!#!6#=#+2#-!4%7. 4+!/0=)!74. 90\*%1!\*###!. 8!. 24!1+#66!7. 72-#+0. 8!#8\*!/0-!, %!72, -01)%\*! . 8! . 24!  
/%, 10+%;!A+!/0-!#-1. !, %!1) #4%\*!/0+)!+) %!BC2#-0+50!E09%410+5!#8\*!A8=-210. 8!F2, GH. 330++%#1. !#!3. 4%!  
+). 4. 2\$)!#8#-5101!. 6!+) %!\*###!=#8!, %!=#440%\*!. 2+!#8\*!#=#+0. 81!0\*%8+060%\*;!

! "#\$%&'()\*

"#\$%&'()\*+!, #-!\$&. /, !-, 01 -!2, ' !3%4 4. &5!06!/0/%7. 2#08!95!, ' . : ; 0%82!. 8: !" +<!0=' &!2, ' !7. -2!>!  
5' . &-?!



+ . 97' !()(!&' /&' -' 82-!2, ' !, ' . : ; 0%82!06!-2. 66!08!2, ' !9. -#!06!/02' ;2' : !; , . &. ;2' &#-2#!@. #-;70-' : !  
: . 2. A!60&!2, ' !7. -2!>!5' . &-?!











+,-%,?/,(#20\*#(\$\*12,"<#(%''\*

(%)!823, %4!6. 4!, . +)!E01=07-08#45!#8\*!N40%9#8=#!=#1%1!#4%!\*%+#0-%\*!, %- . /@

D c a c a b G E c G a D ab

Disciplinary	Female	Male	BAME	Self Certified with a Disability
2017	75.0%	25.0%	25.0%	
2018	40.0%	60.0%	20.0%	20.0%
2019	50.0%	50.0%		
2020	10.0%	90.0%	20.0%	

G a c c a b G E c G a D ab

Grievance	Female	Male	BAME	Self Certified with a Disability
2017	75.0%	25.0%	25.0%	
2018	40.0%	60.0%	20.0%	20.0%
2019	50.0%	50.0%		
2020	10.0%	90.0%	20.0%	

(%)!823, %4!. 6!N40%9#8=#!=#1%1!. 9%4!+) %!-#1+!S!5%#41!01!4%-#+09%-5!-. /!/0+)!+)%)!0\$)%1+!823, %4!. 6! L!  
=#1%1!08! I L I L ;!

(%)!823, %4!. 6!E01=07-08#45!=#1%1!)#1!)#\*!+)%)!0\$)%1+!08=4%#1%08! I L I ' !Z' ' !=#1%1!08! I L I L+. !' K!=#1%1!  
08! I L I ' [;!]