

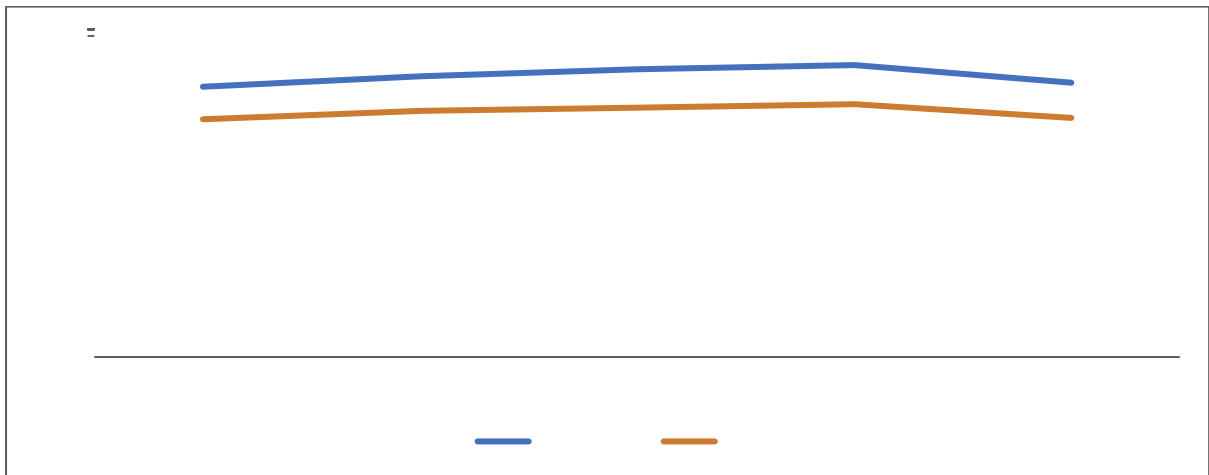
()%!*###!, %-. /0!#11233#45!. 6!%37-. 5%#1!/0+)!12, 1+#8+09%!7. 10+0. 81!#+!)%!: 809%410+5;! ()%!*###!
1%+1!#4!#1!#+!)%!' <2\$21+!#=#)!5%#4!<--!1+#66!. 8!>%4. !). 24!=. 8+4#=#+1!#4!%?=-2*%*!64. 3!+) %1%!
60\$24%1;! " 4. +%=%*! =) #4#=#+401+0=1!. 9%4%*!08!+)01!4%7. 4+!#4%@

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

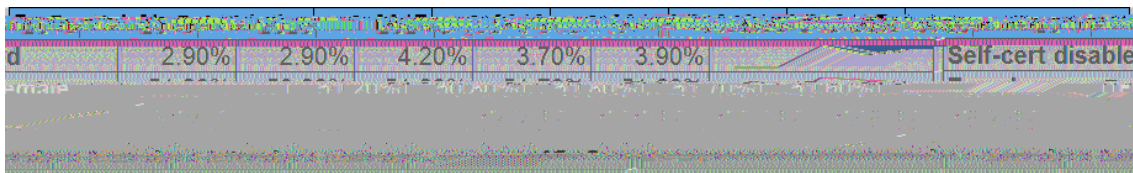
()01!01!#16#=#+2#-!4%7. 4+!/0=)!74. 90*%1!*###!. 8!. 24!1+#66!7. 72-#+0. 8!#8*!/0-!, %!72, -01)%*! . 8! . 24!
/%, 10+%;!A+!/0-!#-1. !, %!1) #4%*!/0+)!+) %!BC2#-0+50!E09%410+5!#8*!A8=-210. 8!F2, GH. 330++%#1. !#13. 4%!
+). 4. 2\$)!#8#-5101!. 6!+) %!*###!=#8!, %!=#440%*!. 2+!#8*!#=#+0. 81!0*%8+060%*;!

! "#\$%&' ()*

"#\$%&' !()*+!, #-!\$&. /, !-, 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' . &-?!





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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%	

() % ! 8 2 3 , % 4 ! 6 ! N 4 0 % 9 # 8 = % ! = # 1 % ! . 9 % 4 ! +) % ! - # 1 + ! S ! 5 % # 4 1 ! 0 1 ! 4 % - # + 0 9 % - 5 ! - . / ! / 0 + ! +) % !) 0 \$) % 1 + ! 8 2 3 , % 4 ! 6 ! L ! = # 1 % ! 0 8 ! I L I L ! ; !

() % ! 8 2 3 , % 4 ! 6 ! E 0 1 = 0 7 - 0 8 # 4 5 ! = # 1 % !) # 1 !) # * ! +) % !) 0 \$) % 1 + ! 0 8 = 4 % # 1 % ! 0 8 ! I L I ' ! Z ' ' ! = # 1 % ! 0 8 ! I L I L ! + . ! ' K ! = # 1 % ! 0 8 ! I L I ' [; !