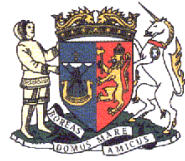




**ORKNEY AND SHETLAND  
VALUATION JOINT BOARD**



**EQUALITIES MAINSTREAMING  
AND EQUALITIES OUTCOMES**

**April 2019**

## Introduction

The Orkney and Shetland Valuation Joint Board and the Assessor for Orkney and Shetland are committed to adopting the principles and the ethos of the Equality Act 2010 and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

As part of their commitment towards equalities, the Board will provide those who are associated with them such as ratepayers, council tax payers, electors, all staff members of the Board and members of the public who resort to the offices of the Board a service, a culture and a working environment commensurate with the three aspects of the general equality duty when carrying out its functions, specifically to pay due regard to the need to:

1. Eliminate any unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010.
2. Foster good relations between people who share a protected characteristic and those who do not; and
3. Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.

The general equality duty expanded the range of those protected under equality legislation to include age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation. The duty to have due regard to the need to eliminate discrimination also covers marriage and civil partnerships with regard to eliminating unlawful discrimination in employment.

The Regulations impose a duty on certain authorities to:

- Publish a report on progress they have made to make the equality duty integral to the exercise of its functions (the 'mainstreaming equality report').
- Assess the impact of proposed new or revised policies and practice against the needs of the general equality duty.
- Publish a set of equality outcomes which it considers will enable it to improve its equality duty. Such outcomes will be published by the Board every 4 years.
- Publish a report on the composition, recruitment, development and retention of employees with respect to the number and characteristics of employees.
- Publish gender pay gap information, a statement on equal pay and occupational segregation between men and women - (The Orkney and Shetland Valuation Joint Board has only 12 members of staff in two separate offices and is therefore exempt from these duties).
- Consider award criteria in relation to public procurement.
- Publish its equality reports in a manner that is accessible to the public.
- Report annually on the progress made to achieve equality outcomes.

### MAINSTREAMING EQUALITY

Mainstreaming simply means integrating equality into the day to day work of the Board – taking equality into account in everything that is done as an employer and when planning and providing services. By doing so equality becomes part of structures, behaviours and cultures. The Assessor and Assistant Assessor must provide clear and consistent messages with the equality duties embedded within all strategies. Co-workers should be able to recognise the relevance of the equality duties to their own role and should consider it in carrying out their work. Equality therefore becomes fully integrated within structures, behaviours and culture rather than an adjunct to these aspects of the service.

Gathering information is an important aspect of mainstreaming and includes monitoring service users and service activity as regards all of the protected characteristics and then analysing outcomes.

Mainstreaming the equality duty has a number of benefits including:

- Equality becomes part of the structures, behaviours and culture of a Board
- The Board knows and can demonstrate how, in carrying out its functions, it is promoting equality
- Mainstreaming equality contributes to continuous improvement and better performance.

### **MAINSTREAMING THE EQUALITIES DUTY**

The Board will continue to work towards achievement of the following aims:

1. to ensure that all employees are trained in how to implement this scheme as is relevant and appropriate to their jobs.
2. Continuing to monitor any complaints to ensure that any equalities issues line up with equalities legislation.
3. to establish a system for assessing and consulting on the likely impact of the Board's policies on the promotion of equality.
4. to monitor the Board's existing and proposed policies for any adverse impact on the promotion of equality.
5. To ensure public access to information and services.

### **PRIORITIES AND FUNCTIONS**

The Board currently fulfils its responsibility to monitor the required areas and the results are published annually by the Assessor. These are contained within the “Annual Equalities Progress & Monitoring Report” published on the Board’s website each year [www.orkney-shetland-vjb.co.uk](http://www.orkney-shetland-vjb.co.uk)

The Clerk and Treasurer to the Orkney and Shetland Valuation Joint Board and those that are seconded to Valuation Joint Board duties are employees of the lead authority which is currently Shetland Islands Council and will be subject to its monitoring processes.

The Board has in place arrangements to monitor equalities by reference to race, gender, disability, and age and the numbers of staff in post and the number of applicants for employment and training. Due to its size few employment opportunities arise so reporting on employment is infrequent. Statistics are prepared and published on the Board’s Website under the following headings:

- Staff profile by race/disability/gender
- Employees by age
- Applicants by race/disability/gender
- Recruitment by race/disability/gender
- Promoted staff by race/disability/gender
- Leavers, resignations, retirements, and redundancies by race/disability/gender
- Training by race/disability/gender
- Staff salaries (numbers and percentages) by race/disability/gender

### **BOARD FUNCTIONS**

The core functions of the Board are:

1. Publication and maintenance of the Valuation Roll.
2. Publication and maintenance of the Council Tax Valuation List.
3. Publication and maintenance of the Register of Electors.

The Valuation Roll and Council Tax Valuation List have outcomes which relate to the inspection and valuation of property however there is a need to ensure that technicians who visit the subjects are familiar with the need to eliminate discrimination, advance equality and foster good relations across the range of protected characteristics.

As Electoral Registration Officer for Orkney and Shetland the Assessor reports annually to the Electoral Commission against the performance standards the Commission has set. These standards include: making door to door enquiries, Public Awareness Strategy, working with partners, and accessibility and communication of information. The Electoral Commission has confirmed that the Assessor as Electoral Registration Officer has met the criteria for these standards since the performance standards were introduced in 2008. However the ERO recognises that these are areas where equalities issues must be addressed and that proper training is given to staff who deal with issues through public visitations to the offices of the Board and on door-to-door visits.

### COMPLAINTS

In its scrutiny role, the Board is required to keep itself informed as to the manner in which the Assessor deals with operational matters. The Assessor is required to report any incidence of complaints to the Board at its bi-annual meetings. All complaints are logged on its "Comments and Complaints database" and reported to the next available Board meeting if there are any such incidents.

### EMPLOYMENT

A Recruitment and Selection procedure mirrors Shetland Island Council's "[Recruitment and Selection Policy and Procedures](#)". Members of staff who are involved in recruitment and selection have received training through a Train Shetland which provides wide ranging training in Shetland to meet the local workforce needs. The availability of courses are listed here [http://www.trainshetland.com/developing\\_skills/our-courses/all-courses](http://www.trainshetland.com/developing_skills/our-courses/all-courses) The Assessor and ERO intends to expand its staff training in areas but particularly in areas of equality by requesting funding through the Board's training budget. The Orkney and Shetland Valuation Joint Board seeks to employ the most suitable applicant for each vacancy that arises, regardless of any physical or mental impairment. Applicants with disabilities will be treated fairly and considered on ability only.

### THE BOARD'S POLICIES

Shetland Islands Council's policies and procedures have largely been adopted by the Orkney and Shetland Valuation Joint Board as the lead authority to the Board. Where the Board considers that there is a need to compile separate policies and procedures the Assessor publishes separate documents which are scrutinised for equalities issues. All policies continue to be screened for any adverse impact and a full Equality Impact Assessment (EQIA) will be completed where necessary.

### EQUALITIES MONITORING

The Orkney and Shetland Valuation Joint Board will continue to monitor its staff and applicants for posts in relation to selection and recruitment, promotion, grievances, disciplinary action, ceasing employment, and training in respect of ethnic origin, gender, disability and age. The Orkney and Shetland Valuation Joint Board will continue to work towards improving the level of responses by existing and new staff by engaging with staff representatives and communities of interest to identify any barriers or perceived barriers and make recommendations for action. This Report will be published and circulated to all members, officers and employees of the Board. The Scheme and this Mainstreaming Equalities Report will be placed on the Board's web-site at [www.orkney-shetland-vjb.co.uk](http://www.orkney-shetland-vjb.co.uk) Translations will be made available on request. Versions may also be available in different formats, large font, Braille and audio tape on request.

### TRAINING

The Board has identified a need to put in place arrangements for training its employees in all areas of equality in the workplace and to this end it has made the Guidance available staff online at the Equality and Human Rights Website at <http://www.equalityhumanrights.com/advice-and-guidance/> Structured training is not always possible in a small office with job share posts and the Assessor believes that providing time to study equality issues, Freedom of Information and Data Protection Awareness should be dealt with during individual study periods in the form of an "E-Learning Programme". The Assessor intends to improve this through further use of the "Train Shetland Courses" described above under "Employment" although this will depend on there being sufficient funds in the Training Budget.

In developing its Mainstreaming Report, the Board acknowledges its small size which makes any consultation exercises difficult. It therefore believes that it is important to learn from the processes and outcomes of its two constituent local authorities and from other Valuation Joint Boards where it believes that they fit the local scene.

## **PUBLICITY**

The Board is required to identify the arrangements it will make to publish the results of any assessments, consultations and monitoring carried out to establish whether its policies have any impact on equality. It is bound by and complies with the requirements of the Local Government etc. Scotland Act 1994 in respect of access to information. Any equality issues arising out of policy documents will become subject to an Equalities Impact Assessment which will be published on the Board's website.

The Board is also required to identify the arrangements it will make for ensuring public access to the information and services it provides. The Board draws on its website resource as a means of ensuring public access, however it recognises that further work is required in order to meet this requirement and intends to draw on the resources of its two Councils to seek ways to develop public awareness. This report will be made available to members, officers and employees of the Board and will be available on the website.

## **DURATION AND REVIEW**

This report is intended to cover the period from April 2019 to March 2021. The Board may, if necessary, review the Report and Equality Outcomes or any part of them at an earlier date in response to comments from stakeholders, organisations or as a result of comments through Board Meetings which are normally held twice a year. Such reviews will be covered in the Annual Equalities Progress & Monitoring Reports published on the website.

## **EMPLOYEE EQUALITY MONITORING**

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, which was enacted after the Board's Single Equality Scheme was published, requires all listed public authorities to take steps to gather information on the composition of the authorities workforce and information on recruitment, development and retention of employees relating to the relevant protected characteristics.

The public sector equality duty covers the following characteristics: age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation.

The purpose of the legislation is to ensure that public authorities:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

The Appendices to this report detail the employee information collected in respect of job applicants in post up to 1<sup>st</sup> April 2019. One job was advertised during the period, however recruitment has been unsuccessful and the post remains vacant. Data will be collected for 2019 and subsequent years should any posts be advertised.

## **ORKNEY AND SHETLAND VALUATION JOINT BOARD – EQUALITY OUTCOMES**

The process of preparing equality outcomes requires an understanding of the most significant equality issues arising in the organisation and sector. Efforts and resources require to be targeted as effectively as possible to meet these equality issues. Setting outcomes will help the Board focus on the areas where the organisation can have the most impact taking a strategic overview of the Board as a whole and its functions.

In advance of considering equalities outcomes, the Assessor and Electoral Registration Officer has drawn on the resources of the GIS Census information and on his own electoral registration statistical data to help determine the ethnic make-up of Orkney and Shetland.

The figures show similar patterns in each of the two areas with higher numbers of Eastern Europeans than any other minority group. The Assessor and Electoral Registration Officer has taken these demographic indicators into account in how he currently deals with equality issues in all areas of the services the Board provides and in the way he conducts all the Board's office processes.

## THE SERVICES

### ELECTORAL REGISTRATION

Electoral Registration has gone through a process of change from household registration to individual registration brought about by the Electoral Registration and Administration Act 2013. The changeover to Individual Electoral Registration has had a substantial impact on the service and citizens. In addition to this Electoral Registration Officers had to deal with one-off changes to the system for the Scottish Independence Referendum which took place on 18th September 2014. This saw the franchise extended to incorporate 16 and 17 year olds. The Reduction in Voting Age Bill 2015 introduced the voting franchise to 16 and 17 year olds for the Scottish Government election in May 2016 and Local Government Elections in May 2017. At publication on 1<sup>st</sup> December 2018 there were 16947 Electors in Orkney and 17288 in Shetland.

Electoral registration is a priority area for equalities, particularly in view of the fundamental shift in focus from household to individual, and the drive to ensure all eligible 16 and 17 year olds could participate in the 2017 elections. The Electoral Registration process is regulated and overseen by the Electoral Commission who are an independent body established by Parliament. One of the Commission's objectives is to increase public participation in the democratic process and in this regard, it has carried out research on access and attitudes across group characteristics including gender, ethnicity and age. The extensive research which spans the last ten years, provides a number of consistent themes:

1. Voter registration is lower for Black and Minority Ethnic groups (BME).
2. The level of voter registration is inversely related to age.
3. Men are more engaged in the democratic processes than women.
4. Whilst UK Commonwealth, non-UK Commonwealth, Irish and EU citizens are entitled to be registered, EU nationals are least likely to be registered to vote.
5. People in rented property tend to be less likely to participate in politics.
6. Deprivation has an association with non-participation in the electoral process.
7. Mobile populations tend to be under-registered. This is believed to include travellers.

There are clear parallels that dictate that active consideration of these themes must be embedded in registration practice and procedure, essentially mainstreaming equalities considerations in the day-to-day operations of the service.

### NON-DOMESTIC RATING

The rating revaluation of non-domestic properties was completed by April 2017. This resulted in all non-domestic properties undergoing a revaluation. In Orkney and Shetland, the Assessor is responsible for assessing the values of some 5,000 non-domestic properties that currently have a total rateable value of £90M. Equalities issues may arise through the day-to-day dealing with individuals either:

1. in person at the property;
2. in person at the Board's offices; or
3. through e-mail or other forms of correspondence.

### COUNCIL TAX BANDING

The Council Tax regime is currently a stable function, with a valuation list of some 23,200 dwellings allocated to council tax bands and around 300 new dwellings being added each year. The Scottish Government has amended the top four council tax bands with an supplement payable on these council tax bands with effect from 1<sup>st</sup> April 2017. Equalities issues may arise in the same way as described under NON-DOMESTIC RATING above.

### STAFFING

The Assessor & ERO service establishment comprises 6.5 full time equivalent posts in Orkney and 5.5 in Shetland. There are currently 11 full and part-time employees and one vacant post that represent 12 full time equivalent posts. Staff turnover is historically extremely low which means that there are very few opportunities to address any perceived imbalance in the staffing profile and the acute restraint in public expenditure dictates that recruitment will be minimal. The potential to effect change through workforce recruitment is therefore limited.

Against this background of a stable Council Tax and Non-Domestic Rating system where citizen interaction is relatively limited, the Assessor and ERO believes that focus should be mainly on achieving the following aims:

1. Improving the education of members of staff through in-house training and seeking opportunities to utilise any structured training if available locally through external training establishments such as Train Shetland and Orkney College.

2. To maximise the opportunity for young citizens to register to vote and enable them to engage more fully in the voting process.
3. To maximise any opportunities to broaden the Board's workforce from its current base of "Scottish/Shetland/Orkney" to reflect ethnic minorities.
4. To increase the proportion of staff who feel they are treated fairly in terms of equalities issues.

## **OUTCOMES**

### **OUTCOME 1**

#### **Improving the education of staff on equality issues in the workplace**

This will require the following measures in order to track this outcome:

- Notification of Single Equalities Scheme and Equalities and Human Rights Guidance to all employees of the Board.
- Ensuring that team leaders have the knowledge to deal with equalities issues at their level. Assessor engages with team leaders to discuss issues where equalities issues may arise.
- Engagement with team leaders to ensure that areas of equalities are understood by staff in areas affecting their posts. Having particular regard to the advice and practices contained in the "Good Equality Practice for Employers" covering equality policies, equality training and monitoring.
- Assessor seeks ways of improving training in equalities issues by reviewing local sources of training through Train Shetland and Orkney College.

### **OUTCOME 2**

#### **Maximising opportunities for young citizens to register to vote**

The registration of young voters (under 18) for the Scottish elections will mirror the demographic profile of Orkney and Shetland. Registration statistics will demonstrate progress against census outputs and other sources of young person data. In turn, the early engagement with young citizens should prove beneficial in assisting to establish a culture of engagement in mid-late teens that may be maintained into adulthood.

#### **Activities**

- Consult with partner authorities and education providers – whilst it is anticipated that virtually complete lists of young people will be provided by the education authorities covering those who attend school, the ERO believes that it will be necessary to use many other methods to compile as comprehensive a list as possible.
- Create and maintain public awareness, canvass and publicity plans.
- Integration of the equalities element with the Electoral Commission performance standards regime.
- Engagement with individual equalities groups to ensure removal of barriers to registration.
- Encourage schools to sign up to holding young person's voter registration events.

#### **Measurement**

- Registration rates compared to census outputs where available.
- Number of registration corrections and complaints.

### **OUTCOME 3**

#### **Promote equality and fair treatment of staff within the offices of the Board**

- Introduce a staff survey.
- Monitor and manage flexi-time working in both offices of the board to help employees maintain a balance between work and personal life and encourage mothers back to the workplace.
- Increase general training in both offices where there is an identified need. This should be carried out mainly by in-house training using workbooks associated with the main software utilised by the Board's offices.
- Review recruitment channels.
- Gather more comprehensive data on staff data to include perceived imperfections in the workplaces.

### **OUTCOME 4**

The gender segregation in our staff Professional/Technical roles is improved.

#### **Basis**

The analysis of our current workforce shows that we have 6 members of staff employed in professional and technical roles, 4 male and 2 female. (See Appendix 2 for Staff Monitoring).

The professional and technical staff represents 50% of the Board's employees and the gender imbalance within this group is evident when compared with the 58% female and 42% male division across the whole workforce. Professional Staff are members of the Royal Institution of Chartered Surveyors where there is a gender imbalance of 75% Male to 15% female amongst members. This creates a problem in recruitment at the professional end of the scale in helping to address this imbalance leaving limited opportunities to address this.

#### **Action Plan**

The aim is to encourage more applications from female applicants for professional and technical roles and identify any barriers preventing females from applying for posts within this area of employment.

Work with staff to remove stereotypical views of gender suitability for these roles.

Consult with constituent Islands Councils personnel departments to explore ways of attracting more women to these roles.

#### **Aim**

The aim is to employ more women in professional and technical roles. In measuring progress to achieving this aim it must be recognised that the Orkney and Shetland Valuation Joint Board is a very small organisation with a workforce amounting to only 12 staff posts over the two island areas. Turnover of staff is limited and therefore there will be few opportunities to significantly alter the staff profile in the foreseeable future.



**ORKNEY AND SHETLAND VALUATION JOINT BOARD  
EQUAL PAY STATEMENT - 2017- 2021**

1. The Orkney and Shetland Valuation Joint Board is committed to the principle of equal pay for all our employees and aims to address any gender pay gap in their pay systems and to reduce occupational segregation.
2. The Board understands that the equal pay between men and women is a legal right under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. It is important that employees have confidence in the Board's process of eliminating the gender pay gap and occupational segregation. As good practice The Board is committed to working in partnership with trade unions to ensure that we work towards providing equal pay.
3. The Board believes that in addressing the gender pay gap in their pay system and reducing occupational segregation they are sending a positive message to their employees and customers. It makes good sense to have a fair, transparent reward system and it helps to control costs. The Board recognises that avoiding unfair discrimination will improve morale and enhance efficiency and shows that the Board is a good employer.

The Board's Equal Pay Objectives are to:

- Identify any unfair, unjust or unlawful practices that impact on the gender pay gap, and take appropriate remedial action
- Increase the number of female employees in the top 5% of earners
- Reduce the gender pay gap for part-time and full-time employees
- Reduce occupational segregation
- Increase the number of female employees who successfully apply for promotion
- Ensure recruitment and employment practices promote equality of opportunity and eliminate discrimination

To achieve our Equal Pay Objectives, the Board will:

- Apply a pay structure for employees covered by the Scottish Joint Council for Local Government Employees conditions of service that ensures equal pay for work of equal value
- Apply the agreed job sizing arrangements for the grades and pay of employees
- Use the Pay Reviewer Software in order to carry out an Equal Pay Review
- Provide training and guidance for those employees involved in carrying out Equal Pay Review
- Carry out an Equal Pay Review every two years
- Plan and implement actions identified from the Equal Pay Review through consultation with employees and with trade unions
- Identify occupational segregation and if necessary take positive action to address it
- Provide training and guidance for those employees involved in carrying out Job Evaluation and Job Sizing
- Inform employees of how Job Evaluation and Job Sizing practices work and how their own pay is determined
- Monitor complaints and grievances on equal pay, recruitment and harassment for identifying equality issues

- Carry out Equality Impact Assessments on all employment policies
- In conjunction with trade unions monitor pay statistics annually through Statutory Performance Indicators
- Review progress every two years through the Mainstreaming Report
- Provide training and guidance to all managers involved in the design of new jobs

Shetland Islands Council is the Orkney and Shetland Valuation Joint Board's lead authority and the Board adopts the Council's policies on pay and terms and conditions. So far as the equal pay statement is concerned, the terms are the same as those which have been approved by Shetland Islands Council. The Board intends to review its Equal Pay Statement in line with the Council's every four years.

8 Broad Street  
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April 2019

**ORKNEY AND SHETLAND VALUATION JOINT BOARD  
EQUALITIES MONITORING – AS AT 1 APRIL 2019**

**EMPLOYEES BY GENDER**

MALE	FEMALE
5	7

**EMPLOYEE AGE DISTRIBUTION**

AGE	MALE	%	FEMALE	%	TOTAL	%
0-19	0	0.0%	0	0.0%	0	0.0%
20-29	0	0.0%	1	14.2%	1	8.3%
30-39	0	0.0%	0	0.0%	0	0.0%
40-49	1	20.0%	3	42.9%	4	33.3%
50-59	2	40.0%	3	42.9%	5	41.8%
60-69	2	40.0%	0	0.0%	1	16.6%
70 +	0	0.0%	0	0.0%	0	0.0%
<b>ALL</b>	<b>5</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>12</b>	<b>100%</b>

**DISABILITY**

	MALE	FEMALE
<b>DISABLED</b>	<b>0</b>	<b>0</b>
<b>NOT DISABLED</b>	<b>5</b>	<b>7</b>

**ETHNIC GROUP**

CURRENT STAFFING PROFILE		NUMBER OF STAFF	%
RACE	WHITE BRITISH	11	91.67%
	MIXED	0	
	ASIAN	0	
	BLACK	0	
	OTHER ETHNIC BACKGROUND	1	8.33%
DISABILITY	DISABLED	0	
	ABLE	12	100%
GENDER	FEMALE	7	58.3%
	MALE	5	41.7%

## RECRUITMENT - TWO PERSONS WERE EMPLOYED UP TO 1st APRIL 2019.

RECRUITMENT		RECRUITMENT	
RACE	WHITE BRITISH		2
	MIXED		0
	ASIAN		0
	BLACK		0
	OTHER		0
DISABILITY	DISABLED		0
	ABLE		2
GENDER	FEMALE		2
	MALE		0

## THERE WAS ONE TERMINATION, NO RETIRALS AND NO REDUNDANCIES DURING THIS PERIOD.

RESIGNATION & RETIRALS		NUMBER OF STAFF	
RACE	WHITE		1
	MIXED		0
	ASIAN		0
	BLACK		0
	OTHER		0
DISABILITY	DISABLED		0
	ABLE		1
GENDER	FEMALE		0
	MALE		1

APPENDIX 2

2). CURRENT STAFFING SALARIES

SALARIES		GRADE F	GRADE G	GRADE H	GRADE I	GRADE J	GRADE K	GRADE L	GRADE M	GRADE N	CHIEF OFFICER	TOTAL
RACE	WHITE BRITISH	3	3	0	1	2	1	0	0	0	1	11
	MIXED											
	ASIAN											
	BLACK											
	OTHER	1										1
DISABILITY	DISABLED											
	ABLE BODIED	4	3	0	1	2	1	0	0	0	1	12
GENDER	FEMALE	4	1	0	1	1	0	0	0	0	0	7
	MALE	0	2	0	0	1	1	0	0	0	1	5

SALARIES IN PERCENTAGES		GRADE F	GRADE G	GRADE H	GRADE I	GRADE J	GRADE K	GRADE L	GRADE M	GRADE N	CHIEF OFFICER	TOTAL
RACE	WHITE BRITISH	25.00%	25.00%	0.00%	8.33%	16.67%	8.33%	0.00%	0.00%	0.00%	8.33%	91.67%
	MIXED											
	ASIAN											
	BLACK											
	OTHER	8.33%										8.33%
DISABILITY	DISABLED											
	ABLE BODIED	33.33%	25.00%	0.00%	8.33%	16.67%	8.33%	0.00%	0.00%	0.00%	8.33%	100%
GENDER	FEMALE	33.33%	8.33%	0.00%	8.33%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	58.3%
	MALE	0.00%	16.67%	0.00%	0.00%	8.33%	8.33%	0.00%	0.00%	0.00%	8.33%	41.7%

