

Committee/Meeting: Human Resources Committee	Date: 25 March 2015	Classification: Unrestricted	Report No: 3.1
Report of: Corporate Director (Resources) Originating officer(s) Simon Kilbey, Service Head (Human Resources & Workforce Development)		Title: Quarterly report – new starters, October – December 2014 Wards Affected: All	

Lead Member	Cabinet Member for Resources
Community Plan Theme	All
Strategic Priority	Work efficiently and effectively as one Council

1. **SUMMARY**

- 1.1 This is a standard report, provided on a regular basis to HR Committee to report quarterly new starters' information. This report covers the period Quarter 3 2014/15 (October - December 2014).
- 1.2 This report provides quarterly employment information on new starters for the period October - December 2014 as Appendices 1, 2 and 3.
- 1.3 Information relating to Leaving Care Interns and trainees for the period October - December 2014 is included as Appendix 3.
- 1.4 To enable longer term trends in recruitment to be identified, the equalities information for all periods from April 2012 to December 2014 is given as Appendix 4.

2. **DECISIONS REQUIRED**

HR Committee is recommended to:-

- 2.1 Consider the report, which is provided for information.

3. **REASONS FOR THE DECISIONS**

- 3.1 The report is provided for information.

4. **ALTERNATIVE OPTIONS**

- 4.1 There are no alternative options.

5. **BACKGROUND**

- 5.1 The HR Committee meeting held on 29th February 2012 requested that it receive regular reports providing quarterly details of new starters including a breakdown by equality strands. This report also incorporates additional information requested at subsequent HR Committee meetings.

6. **INFORMATION AND ANALYSIS**

- 6.1 All statistical information provided relates to staff directly employed by the Council, including iTRES workers; it does not include agency workers. The report discusses external appointments only; it does not include information relating to internal appointments/promotions.
- 6.2 Details on the numbers, job titles, directorate and service area of new starters for Q3 2014/15, together with equalities, demographics and trend information are attached (Appendices 1, 2 and 3).
- 6.3 There were 71 new starters during the period – significantly fewer than in previous periods. Over one third (24) of these were School Kitchen staff and 17% (12) were social workers. In all, these two groups of employees represented over half of all new starters. (Appendix 1).
- 6.4 All recruitment is subject to formal approval at People Board prior to advertising. People Board are reviewing requests to fill positions with regard to the current Employee Options Programme and the 2014/15 round of restructures across the Council. Therefore, in the main, only front line posts or those requiring specialist skills and need to be filled are currently being recruited to. All requests to fill posts require a business case from the managers to justify recruitment.
- 6.5 Trend information by equalities strands, in both numeric and graphic form is provided as Appendix 4.
- 6.6 The numbers of new starters for the period July 2012 to date are as follows:

Number of New Starters, Q2 2012/13 – Q3 2014/15									
Q2, 2012/1	Q3, 2012/1	Q4, 2012/1	Q1, 2013/1	Q2, 2013/1	Q3, 2013/1	Q4, 2013/1	Q1, 2014/1	Q2, 2014/1	Q3, 2014/1
3	3	3	4	4	4	4	5	5	5
91	149	116	125	127	81	87	122	119	71

- 6.7 The low number of new starters in this quarter is a direct result of current round of organisational change. Note that the majority of new staff are in areas which traditionally have high turnover and where it is unlikely that suitable internal candidates could be found, either because of the specialist nature of the posts (social workers, subject-specific tutors) or because of the part-time/term-time-only nature of the work (kitchen assistants). All London Councils have immense difficulty in recruiting and retaining sufficient numbers of social workers and joint working on this matter is currently being undertaken.

6.8 The numbers and percentages of new starters to each Directorate during the period Q4 2013/14 to Q3 2014/15 are as follows:

	Jan - Mar 2014		Apr - June 2014		July - Sept 2014		Oct - Dec 2014	
	Number	%	Number	%	Number	%	Number	%
Communities Localities and Culture	32	36.8	44	36.1	32	26.9	7	9.9
Development & Renewal	6	6.9	5	4.1	7	5.9	8	11.3
Education, Social Care & Wellbeing	44	50.6	51	41.8	62	52.1	44	62.0
Law, Probity & Governance	2	2.3	13	10.7	12	10.1	7	9.9
Resources	3	3.4	9	7.4	6	5	5	7.0
Total	87	100	122	100	119	100	71	100.0

6.9 The significant reduction in staff recruited to the CLC Directorate is primarily a result of fewer tutors being recruited during the period.

6.10 As part of the WFTRC action plan, the Council has in place various work experience schemes including:

- intern scheme for young adults in the Leaving Care Service,
- Learning Disability Pre-apprenticeships
- Skillsmatch traineeships
- Working Start
- Trainee Placement

These tend to be relatively short term work placements, often agreed through local organisations and offered to local young people. A total of 21 Skillsmatch Trainees and Leaving Care Interns undertook work experience of this kind during Quarter 3 2014/15 (Appendix 3). This is in line with the WFTRC action plan, which includes a commitment to recruit Leaving Care trainees.

As previously agreed at HR Committee, the council will be seeking to increase representation across wider community groups via the Workforce to Reflect the Community Action Plan.

6.11 In partnership with Skillsmatch, the recruitment of 30 apprenticeship places in a range of sectors from youth work to health and social care has now been completed with the trainees to commence in March 2015. The process included Skillsmatch undertaking an initial screening to ensure applicants met the criteria, followed by applicants completing a basic skills test. Those who were able to go forward were supported by Skillsmatch to ensure that they addressed the person specification when completing their application

forms. They were also given interview skills training along with the opportunity to develop the skills required for the Development Centre stage of the process. The Development Centre facilitated a more rounded picture of the young people, rather than relying on interviewing alone and comprised of a number of activities which provided an insight into the character, attitude and skills of the applicants. Placement supervisors were involved in the Development Centre and the process culminated in traditional interviews.

Detailed information on this group of new starters will not be available until they begin with the Council. Accordingly this will be provided as part of the Q4 (Jan – March 2015) New Starters report.

- 6.12 For comparison purposes, information from the 2011 census on the ethnic and gender breakdown for the population of Tower Hamlets (all ages and nominal working age) is as follows:

	Age 18 to 64	Age 18 to 64	All Ages	All Ages
All Residents				
All categories: Ethnic group	183,430	100.0%	254,096	100.0%
White	65,499	35.7%	83,269	32.8%
Other White	28,978	15.8%	31,550	12.4%
Mixed/multiple ethnic group	6,106	3.3%	10,360	4.1%
Asian/Asian British (excluding Bangladeshi)	19,719	10.8%	23,124	9.1%
Bangladeshi	46,406	25.3%	81,377	32.0%
Black/African/Caribbean/Black British	12,137	6.6%	18,629	7.3%
Other ethnic group	4,585	2.5%	5,787	2.3%

*Information as at March 2011

	Age 18 to 64	Age 18 to 64	All Ages	All Ages
All Residents				
Male	95,685	52.2	130,906	51.5
Female	87,745	47.8	123,190	48.5
Total	183,430	100.0	254,096	100.0

*Information as at March 2011

- 6.13 During the last three quarters, the main ethnicities of new starters were:

Ethnicity	Jan - Mar 2014	Apr - Jun 2014	July - Sept 2014	Oct - Dec 2014
Bangladeshi	22%	30%	25%	25%
Black	13%	15%	15%	20%
White	48%	47%	44%	39%

Within the overall Council workforce the respective percentages are 23% (Bangladeshi), 22% (Black) and 44% (White). There are, however, significant variations in recruitment from quarter to quarter due to the relatively small number of recruitment exercises taking place. For example,

White staff recruitment within the last 2 years has fluctuated between 30% and 52% of each quarterly total. The range for Bangladeshi staff is 20% to 36% of the quarterly totals, and for Black staff, 7% to 21%.

- 6.14 52% of new starters in Q3 2014/15 were LBTH residents, compared with 48%, 44% and 49% in the preceding quarters.
- 6.15 Around 2/3 of all new starters are aged between 20 and 34, this being consistent for the last 7 quarters.
- 6.16 4 people recruited during October – December 2014 identified themselves as having a disability. This represents 5.6% of all new starters.
- 6.17 While the new starters detailed above have an impact on the Council's Workforce to Reflect the Community targets, this is only one factor; the number of people exiting the organisation will have an equally significant impact.

7. FINANCE COMMENTS

- 7.1 There are no financial implications as a direct result of this report.

8. LEGAL COMMENTS

- 8.1 As this report is for noting of factual information on starters by equality strands, there are no legal issues to consider as part of this report.

9. ONE TOWER HAMLETS COMMENTS

- 9.1 All posts are recruited to on merit.
- 9.2 New starters have an impact on the Council's targets with regards to achieving a Workforce to Reflect the Community.

10. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT

- 10.1 There are no implications.

11. RISK MANAGEMENT IMPLICATIONS

- 11.1 There are no direct risks as a result of this report.

12. CRIME AND DISORDER REDUCTION IMPLICATIONS

- 12.1 There are no implications.

13. EFFICIENCY STATEMENT

- 13.1 No changes to service delivery or the use of resources are proposed.

14. APPENDICES

Appendix 1- New Starters, Quarter 3 2014/15, October - December 2014

Appendix 2 - New Starters by equality strands, Quarter 3 2014/15, October - December 2014

Appendix 3 - Trainees by equality strands, Quarter 3 2014/15, October - December 2014

Appendix 4 - New starters, trends by percentage, April 2012 – December 2014

**Local Government Act, 1972 Section 100D (as amended)
List of “Background Papers” used in the preparation of this report**

Brief description of “background papers”	Name and telephone number of holder and address where open to inspection.
None	N/A

Appendix 1 New starters, Quarter 3 2014/15, October - December 2014

Post Title	LBTH Start Date	Directorate	Division	Service
Sessional Tutor - Fitness	07/10/2014	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
Sessional Tutor - Languages	13/10/2014	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
Sessional Tutor - ICT	13/10/2014	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
Sessional Tutor - Risk Assessment	01/10/2014	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
Graduate Engineer	20/10/2014	CLC	Public Realm	Transportation & Highways
Contaminated Land Technical Officer	01/10/2014	CLC	Safer Communities	Env Health & Env Protection
Air Quality Assistant	04/12/2014	CLC	Safer Communities	Env Health & Env Protection
Pre-Employment Officer	27/10/2014	D&R	Economic Development	Economic Programmes Team
Project Development Assistant	01/12/2014	D&R	Economic Development	Economic Programmes Team
Options & Prevention Officer	06/10/2014	D&R	Housing Options	Options and Prevention and Assessments
Options & Prevention Officer	06/10/2014	D&R	Housing Options	Options and Prevention and Assessments
Options & Prevention Officer	06/10/2014	D&R	Housing Options	Options and Prevention and Assessments
Planning Officer	11/11/2014	D&R	Planning & Building Control	Development
Planning Officer	01/12/2014	D&R	Planning & Building Control	Development
Customer Advisor	06/10/2014	D&R	Resources	Management Systems
Social Worker	06/10/2014	ESCW	Children's Social Care	Assessment & Early Intervention
Social Worker	06/10/2014	ESCW	Children's Social Care	Assessment & Early Intervention
Social Worker	06/10/2014	ESCW	Children's Social Care	Assessment & Early Intervention
Social Worker	10/11/2014	ESCW	Children's Social Care	Assessment & Early Intervention
Family Centre Social Worker	01/12/2014	ESCW	Children's Social Care	Assessment & Early Intervention
Social Worker	24/11/2014	ESCW	Children's Social Care	Assessment & Early Intervention
Attendance and Welfare Advisor	05/11/2014	ESCW	Children's Social Care	Attendance and Welfare Service
Leaving Care/Personal Advisor	20/10/2014	ESCW	Children's Social Care	Children Looked After and Leaving Care
Social Worker Perm Placements	08/10/2014	ESCW	Children's Social Care	Children's Resources
Social Worker	08/12/2014	ESCW	Children's Social Care	Children's Resources
Social Worker (BGE)	03/11/2014	ESCW	Children's Social Care	Family Support & Protection
Social Worker BGE/W	03/11/2014	ESCW	Children's Social Care	Family Support & Protection
Social Worker	06/11/2014	ESCW	Children's Social Care	Family Support & Protection
Social Worker PSI	17/11/2014	ESCW	Children's Social Care	Family Support & Protection
Play and Learning Worker (NE)	06/10/2014	ESCW	Learning & Achievement	Learning and Achievement - Birth to 11
Family Support Worker (SW)	27/10/2014	ESCW	Learning & Achievement	Learning and Achievement - Birth to 11
Play and Learning Worker (NE)	08/12/2014	ESCW	Learning & Achievement	Learning and Achievement - Birth to 11
Primary School Librarian	09/10/2014	ESCW	Learning & Achievement	School Improvement Secondary
Primary School Librarian	13/10/2014	ESCW	Learning & Achievement	School Improvement Secondary
Float Kitchen Assistant	06/10/2014	ESCW	Resources	Contract Services
Float Kitchen Assistant	06/10/2014	ESCW	Resources	Contract Services
Kobi Nazul KA	01/10/2014	ESCW	Resources	Contract Services
Harbinger KA	09/10/2014	ESCW	Resources	Contract Services
Float Kitchen Assistant	06/10/2014	ESCW	Resources	Contract Services
Cleaner	01/10/2014	ESCW	Resources	Contract Services
Float Kitchen Assistant	06/10/2014	ESCW	Resources	Contract Services
Float Kitchen Assistant	13/10/2014	ESCW	Resources	Contract Services
Kitchen Assistant John Smith	06/10/2014	ESCW	Resources	Contract Services
Kitchen Assistant	08/10/2014	ESCW	Resources	Contract Services
Kitchen Assistant	10/11/2014	ESCW	Resources	Contract Services
Kitchen Assistant	10/11/2014	ESCW	Resources	Contract Services
Float Kitchen Assistant	17/11/2014	ESCW	Resources	Contract Services
Kitchen Assistant	10/11/2014	ESCW	Resources	Contract Services
Kitchen Assistant	17/11/2014	ESCW	Resources	Contract Services

Appendix 1 (continued)

Post Title	LBTH Start Date	Directorate	Division	Service
Wellington KA	03/11/2014	ESCW	Resources	Contract Services
Ben Jonson Kitchen Assistant	03/11/2014	ESCW	Resources	Contract Services
Float Kitchen Assistant	17/11/2014	ESCW	Resources	Contract Services
Cubitt Town KA	15/11/2014	ESCW	Resources	Contract Services
Float Kitchen Assistant	10/11/2014	ESCW	Resources	Contract Services
CPU Education KA	03/11/2014	ESCW	Resources	Contract Services
Float Kitchen Assistant	17/11/2014	ESCW	Resources	Contract Services
St Marys St Michaels KA	20/11/2014	ESCW	Resources	Contract Services
Float Kitchen Assistant	01/12/2014	ESCW	Resources	Contract Services
Float Kitchen Assistant	18/11/2014	ESCW	Resources	Contract Services
Social Media & Web Development Officer	30/10/2014	LP&G	Director of LP&G	Communications
Political Advisor Majority Group	20/10/2014	LP&G	Director of LP&G	Democratic Services
Generic Reg & Citizenship Off - Sessional	06/11/2014	LP&G	Director of LP&G	Democratic Services
Political Advisor Conservative Group	05/11/2014	LP&G	Director of LP&G	Democratic Services
Generic Reg & Citizenship Off - Sessional	06/11/2014	LP&G	Director of LP&G	Democratic Services
Political Advisor TH First Group	09/12/2014	LP&G	Director of LP&G	Democratic Services
Trainee Solicitor	01/10/2014	LP&G	Director of LP&G	Legal Services
Data Support Officer	09/10/2014	Resources	HR&WD	Employment Options Project Team
Central Services Advisor (WD)	06/10/2014	Resources	HR&WD	Operations
Central Services Advisor (WD)	06/10/2014	Resources	HR&WD	Operations
OH Advisor	03/11/2014	Resources	HR&WD	Operations
Social Media Asst	27/10/2014	Resources	HR&WD	Operations

Appendix 2

New Starters by equality strands, Quarter 3 2014/15, October - December 2014

Ethnicity	Number	%
Asian	7	9.9
Bangladeshi	18	25.4
Black	14	19.7
Missing	1	1.4
Mixed	2	2.8
Somali	1	1.4
White	28	39.4
Total	71	100.0

Gender	Number	%
Female	51	71.8
Male	20	28.2
Total	71	100.0

Disability	Number	%
No	60	84.5
Declined to state	7	9.9
Yes	4	5.6
Total	71	100.0

Religion	Number	%
Buddhist	2	2.8
Christian	27	38.0
Declined to state	5	7.0
Hindu	3	4.2
Muslim	20	28.2
None	14	19.7
Total	71	100.0

Sexuality	Number	%
Decline to State	10	14.1
Gay	2	2.8
Heterosexual	59	83.1
Total	71	100.0

Age	Number	%
<=20	1	1.4
21 - 24	5	7.0
25 - 34	28	39.4
35 - 44	20	28.2
45 - 49	6	8.5
50 - 54	5	7.0
55 - 59	4	5.6
60 - 62	2	2.8
Total	71	100.0

Borough Resident	Number	%
LBTH Resident	34	47.9
Not LBTH Resident	37	52.1
Total	71	100.0

Salary	Number	%
<£20,000	25	35.2
£20,000 - £29,999	13	18.3
£30,000 - £39,999	27	38.0
Casual/Hourly Paid	6	8.5
Total	71	100.0

Note 1: Categories with 0 returns are excluded from all tables

Note 2: Casual/Hourly Paid are primarily tutors and holiday childcare scheme workers, working for specific periods – e.g. school holidays.

Appendix 3

Pre-Apprentices/Trainees, Quarter 3 2014/15, October - December 2014

Gender	Number	%
Female	9	42.9
Male	12	57.1
Grand Total	21	100.0

Ethnicity	Number	%
Asian	1	4.8
Bangladeshi	12	57.1
Black	4	19.0
Missing	1	4.8
Other	1	4.8
White	2	9.5
Grand Total	21	100.0

Religion	Number	%
Christian	1	4.8
Muslim	4	19.0
None	2	9.5
Unknown	14	66.7
Grand Total	21	100.0

Age	Number	%
<=20	7	33.3
21 - 24	11	52.4
25 - 34	2	9.5
35 - 44	1	4.8
Grand Total	21	100.0

LBTH Resident	Number	%
Resident	5	23.8
Non-resident	16	76.2
Grand Total	21	100.0

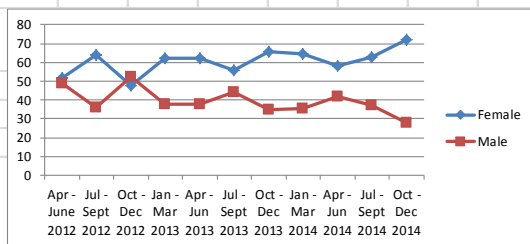
Note 1: Categories with 0 returns are excluded from all tables

Note 2: Information on Sexuality, Religion, and Disability not supplied for very short-term workers

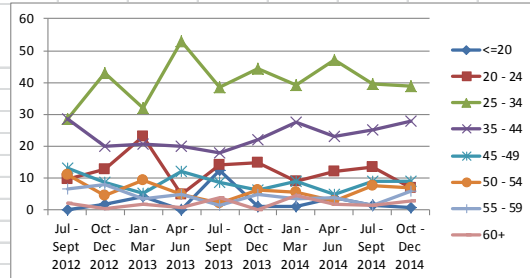
Appendix 4

New starters, trends by percentage, Quarter 3 2014/15, October - December 2014

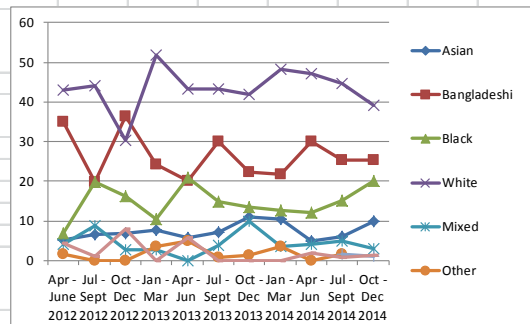
Gender	Apr - June 2012	Jul - Sept 2012	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013	Jul - Sept 2013	Oct - Dec 2013	Jan - Mar 2014	Apr - Jun 2014	Jul - Sept 2014	Oct - Dec 2014
Female	51	64	48	62	62	56	65	64	58	63	72
Male	49	36	52	38	38	44	35	36	42	37	28
Total	100	100	100	100	100	100	100	100	100	100	100



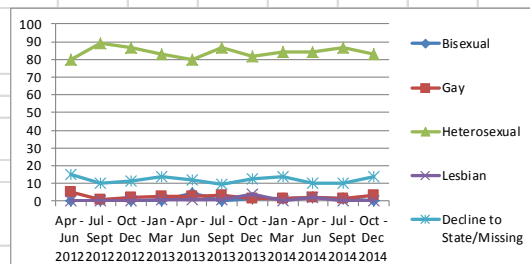
Age	Jul - Sept 2012	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013	Jul - Sept 2013	Oct - Dec 2013	Jan - Mar 2014	Apr - Jun 2014	Jul - Sept 2014	Oct - Dec 2014
<=20	0	2	4	0	13	1	1	4	2	1
20 - 24	10	13	23	5	14	15	9	12	13	7
25 - 34	29	43	32	53	39	44	39	47	39	39
35 - 44	29	20	21	20	18	22	28	23	25	28
45 - 49	13	9	5	12	9	6	9	5	9	9
50 - 54	11	5	9	5	2	6	6	3	8	7
55 - 59	7	8	3	5	2	5	3	4	2	6
60+	2	1	2	1	4	0	5	2	2	3
Total	100	100	100	100	100	100	100	100	100	100



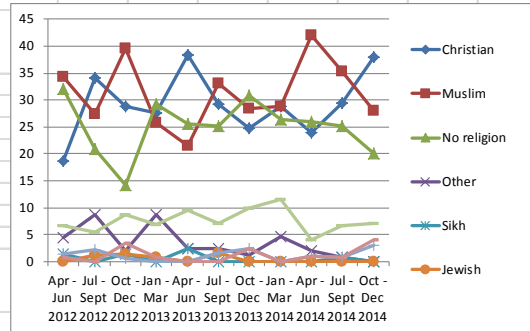
Ethnicity	Apr - June 2012	Jul - Sept 2012	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013	Jul - Sept 2013	Oct - Dec 2013	Jan - Mar 2014	Apr - Jun 2014	Jul - Sept 2014	Oct - Dec 2014
Asian	5	7	7	8	6	7	11	10	5	6	10
Bangladeshi	35	20	36	24	20	30	22	22	30	25	25
Black	7	20	16	10	21	15	14	13	12	15	20
White	43	44	30	52	43	43	42	48	47	45	39
Mixed	4	9	3	3	0	4	10	3	4	5	3
Other	1	0	0	3	5	1	1	3	0	2	1
Somali										2	1
Declined to State/Missing	4	1	8	0	6	0	0	0	2	1	1
Total	100	100	100	100	100	100	100	100	100	100	100



Sexual orientation	Apr - Jun 2012	Jul - Sept 2012	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013	Jul - Sept 2013	Oct - Dec 2013	Jan - Mar 2014	Apr - Jun 2014	Jul - Sept 2014	Oct - Dec 2014
Bisexual	0	0	0	0	5	0	1	1	2	2	0
Gay	5	1	2	3	2	3	1	1	2	2	3
Heterosexual	80	89	87	83	80	87	81	84	84	87	83
Lesbian	0	0	0	1	1	1	4	0	2	0	0
Decline to State/Missing	15	10	11	14	12	9	12	14	10	10	14
Total	100	100	100	100	100	100	100	100	100	100	100

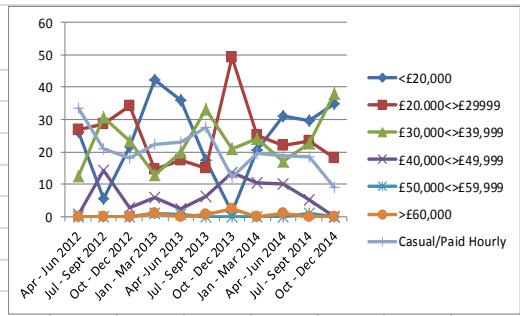


Religion	Apr - Jun 2012	Jul - Sept 2012	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013	Jul - Sept 2013	Oct - Dec 2013	Jan - Mar 2014	Apr - Jun 2014	Jul - Sept 2014	Oct - Dec 2014
Christian	19	34	29	28	38	29	25	29	24	29	38
Muslim	34	27	40	26	22	33	28	29	42	35	28
No religion	32	21	14	29	26	25	31	26	26	25	20
Other	4	9	2	9	2	2	1	5	2	1	0
Sikh	1	0	1	0	2	0	0	0	0	1	0
Jewish	0	1	1	1	0	2	0	0	0	0	0
Buddhist	1	2	1	0	0	2	2	0	1	1	3
Hindu	1	0	3	1	0	0	2	0	1	1	4
Declined to State/Missing	7	5	9	7	10	7	10	11	4	7	7
Total	100	100	100	100	100	100	100	100	100	100	100

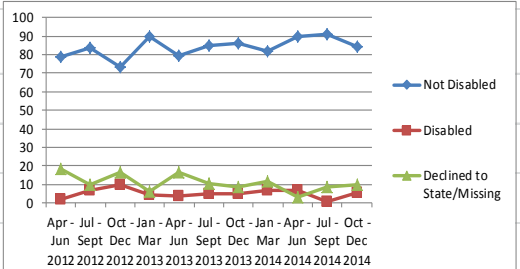


Appendix 4 (continued)

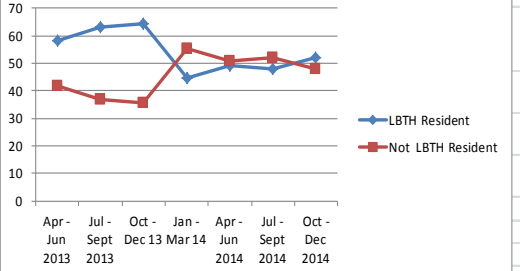
Salary	Apr - Jun 2012	Jul - Sept 2012	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013	Jul - Sept 2013	Oct - Dec 2013	Jan - Mar 2014	Apr - Jun 2014	Jul - Sept 2014	Oct - Dec 2014
<£20,000	26	5	21	42	36	17	1	21	31	30	35
£20,000-<£29,999	27	29	34	15	18	15	49	25	22	24	18
£30,000-<£39,999	13	31	23	13	20	33	21	24	17	23	38
£40,000-<£49,999	1	14	3	6	2	6	14	10	10	5	0
£50,000-<£59,999	0	0	0	1	1	0	0	0	0	1	0
>£60,000	0	0	0	1	0	1	2	0	1	0	0
Casual/Paid Hourly	34	21	18	22	23	28	12	20	19	18	9
Total	100	100	100	100	100	100	100	100	100	100	100



Disability	Apr - Jun 2012	Jul - Sept 2012	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013	Jul - Sept 2013	Oct - Dec 2013	Jan - Mar 2014	Apr - Jun 2014	Jul - Sept 2014	Oct - Dec 2014
Not Disabled	79	84	73	90	79	85	86	82	90	91	85
Disabled	2	7	10	4	4	5	5	7	7	1	6
Declined to State/Missing	19	10	17	6	17	10	9	11	3	8	10
Total	100	100	100	100	100	100	100	100	100	100	100



Local Resident	Apr - Jun 2013	Jul - Sept 2013	Oct - Dec 13	Jan - Mar 14	Apr - Jun 2014	Jul - Sept 2014	Oct - Dec 2014
LBTH Resident	58	63	64	45	49	48	52
Not LBTH Resident	42	37	36	55	51	52	48
Total	100	100	100	100	100	100	100



Note 1: Age statistics were not collected prior to July 2012

Note 2: Residential Status statistics were not collected prior to April 2013