

## Appendix 4 – Turnover

<b>Turnover (12 month rolling average): Non Schools Workforce</b>						
	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20
NS Turnover (inc. CRSS)	13.0%	12.3%	11.7%	11.4%	10.8%	10.5%
NS Turnover (exc. CRSS)	12.3%	11.7%	11.2%	10.9%	10.2%	9.9%
NS Turnover (excluding CRSS) and excluding Compulsory Redundancies/Transfers/School closing*	12.1%	11.5%	11.0%	10.8%	10.1%	9.8%

*\*Actual leaving reasons excluded = Compulsory Redundancy, Employee Transfer and TUPE transfer*

<b>Turnover (12 month rolling average): Directorates (inc. CRSS*)</b>						
	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20
Children, Young People and Education (Formerly Education and Young People Services)	14.6%	13.3%	12.9%	12.6%	11.7%	11.5%
Growth, Environment and Transport	13.4%	12.5%	11.7%	11.1%	10.3%	9.6%
Adult Social Care and Health (Formerly Social Care, Health and Wellbeing)	11.7%	11.6%	11.2%	11.2%	10.9%	10.7%
Strategic and Corporate Services	10.3%	9.7%	8.3%	7.9%	7.6%	6.9%

<b>Turnover (12 month rolling average): Directorates (exc. CRSS*)</b>						
	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20
Children, Young People and Education (Formerly Education and Young People Services)	14.5%	13.4%	13.0%	12.8%	11.7%	11.3%
Growth, Environment and Transport	11.9%	11.1%	10.4%	9.9%	9.3%	8.8%
Adult Social Care and Health (Formerly Social Care, Health and Wellbeing)	11.0%	11.0%	10.6%	10.5%	10.0%	10.0%
Strategic and Corporate Services	9.5%	9.5%	8.1%	7.7%	7.4%	6.8%