

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

MUNICIPAL YEAR 2018/19

**FINANCE AND PERFORMANCE
SCRUTINY COMMITTEE**

Agenda Item No. 5

SICKNESS ABSENCE REPORT

24TH SEPTEMBER, 2018

REPORT OF THE DIRECTOR OF HUMAN RESOURCES

1. PURPOSE OF THE REPORT

In line with the Finance and Performance Scrutiny Committee's work programme to provide details on Sickness Absence matters across the Council.

2. RECOMMENDATIONS

It is recommended that Members:

- 2.1 Scrutinise the Council's sickness absence data for periods August 2016 to July 2017 and August 2017 to July 2018;
- 2.2 Consider whether they wish to scrutinise in greater depth any further matters contained in the report.

3. SICKNESS ABSENCE

- 3.1 At its meeting of 23rd July 2018, the Finance & Performance Scrutiny Committee have added an item to the Committee's Work Programme in respect of Sickness Absence. The item refers to the meeting of the Overview & Scrutiny Committee held on the 18th April, 2018 in that £130,000 had been identified to support the ongoing work to minimise the impact that sickness absence has on service delivery, when it was also reported that the strategy is about supporting individuals to stay in work and to identify illnesses they may have early and working with them to manage those illnesses.
- 3.2 This report provides the Finance & Performance Scrutiny Committee further information in respect of this matter, along with sickness levels (long and short term) over the past two years of employees across the Council departments.

3.3 SICKNESS ABSENCE DATA – the following information shows long and short term absence across Council departments including schools for the periods August 2016 to July 2017 and August 2017 to July 2018.

(i) Annual Sickness Rates by Group

GROUP	Aug 16 - Jul 17				Aug 17 - Jul 18			
	Nos of Staff	Total Sickness	Long Term	Short Term	Nos of Staff	Total Sickness	Long Term	Short Term
CHIEF EXECUTIVE	427	2.24%	1.34%	0.89%	469	2.31%	1.44%	0.86%
COMMUNITY & CHILDREN'S SERVICES	4008	7.15%	5.54%	1.61%	4005	5.70%	4.38%	1.33%
CORPORATE & FRONTLINE SERVICES	1311	4.29%	3.09%	1.20%	1321	3.96%	2.93%	1.03%
EDUCATION & LIFELONG LEARNING	7880	3.57%	2.49%	1.08%	7526	3.86%	2.77%	1.09%
COUNCIL WIDE	13626	4.52%	3.30%	1.22%	13321	4.33%	3.19%	1.14%

(ii) Annual Sickness rates by Division

GROUP	DIVISION	Aug 16 to Jul 17				Aug 17 to Jul 18			
		Nos of Staff	Total Sick	Long Term	Short Term	Nos of Staff	Total Sick	Long Term	Short Term
Chief Executives	CABINET OFFICE & PUBLIC RELATIONS	164	1.34%	0.52%	0.82%	206	2.50%	1.85%	0.65%
	HUMAN RESOURCES	109	2.73%	1.89%	0.84%	115	1.57%	0.66%	0.92%
	LEGAL AND DEMOCRATIC SERVICES	47	0.93%	0.29%	0.64%	45	2.25%	1.33%	0.91%
	REGENERATION & PLANNING	107	3.12%	1.90%	1.22%	103	3.02%	2.06%	0.96%
Community & Childrens	ACCOMMODATION SERVICES	696	9.64%	8.04%	1.60%	670	8.77%	7.27%	1.50%
	ADULT DIRECT SERVICES	274	8.50%	6.67%	1.83%	246	5.60%	4.31%	1.29%
	ADULT SHORT TERM INTERVENTION	609	8.62%	6.76%	1.86%	601	7.67%	5.89%	1.78%
	ADULT SOCIAL WORK SERVICES	168	8.26%	6.22%	2.04%	160	6.02%	4.60%	1.41%
	BUSINESS SUPPORT ADULTS	57	5.15%	4.14%	1.02%	57	4.41%	2.83%	1.57%

	CHILDREN'S SERVICES	714	5.62%	4.08%	1.54%		699	5.26%	3.91%	1.35%
	PUBLIC HEALTH, PROTECTION & COMMUNITY SERVICES	1412	5.53%	4.14%	1.39%		1493	3.34%	2.37%	0.97%
	SAFEGUARDING	12	1.58%	0.59%	0.98%		13	3.15%	2.42%	0.73%
	TRANSFORMATION	66	3.87%	2.37%	1.50%		66	3.25%	2.22%	1.04%
Corporate & Frontline	CORPORATE ESTATES & PROCUREMENT	113	2.90%	1.99%	0.91%		115	1.98%	1.22%	0.76%
	CUSTOMER CARE	89	4.92%	3.29%	1.63%		93	4.97%	3.52%	1.45%
	FINANCIAL SERVICES	252	2.91%	1.95%	0.96%		251	3.02%	1.97%	1.05%
	HIGHWAYS & STREETCARE	784	5.14%	3.84%	1.30%		784	4.57%	3.58%	1.00%
	IT	73	2.44%	1.35%	1.09%		78	2.73%	1.46%	1.27%
Education & Lifelong Learning	ACCESS & ENGAGEMENT & INCLUSION	230	3.24%	2.21%	1.03%		216	3.99%	2.75%	1.24%
	SCHOOLS & COMMUNITY	1470	4.38%	3.23%	1.15%		1435	4.65%	3.46%	1.18%
	CENTRAL SOUTH CONSORTIUM JES	117	2.78%	2.16%	0.61%		109	2.82%	2.34%	0.48%
	SCHOOLS	6063	3.42%	2.34%	1.08%		5766	3.70%	2.62%	1.07%

As part of regular updates to the Council's Senior Leadership Team on sickness absence, details are shared in respect of lost productivity and cover costs. In terms of the data presented above, coinciding with the reduction in absence levels, there has been a reduction of £865k on lost productivity and £292k on cover costs.

(iii) Annual Sickness rates by School

Due to the number of schools within Rhondda Cynon Taf the absence details for schools are shown at Appendix 1.

3.4 MAXIMISING ATTENDANCE

In addition to providing sickness data on absence levels across the Council, a number of aspects have also been introduced to work towards minimising the impact that sickness absence has on service delivery. The following paragraphs give the Committee details of those initiatives.

3.5 **Manager & Employee Briefings** - over the last few years, a series of briefings for managers and staff has been undertaken. The briefings have not only given the Council the opportunity to reinforce the sickness policy but also to reinforce the message on expectations, contact and communication.

3.6 **Managing Attendance Guides** - a comprehensive set of guides were developed to support both employees and managers. An approach was taken to provide transparent information to both eliminate myths and manage expectations. The guides developed are outlined below:

- Short term sickness and frequent absence
- Long term sickness absence
- Welfare visits
- Returning to work
- Notification and certification
- Disability related sickness absence
- The role of HR and Occupational Health in supporting sickness absence.

3.7 **E-learning** - the deployment of mandatory e-learning modules which reflected the guides outlined above. An additional module 'having difficult conversations' was also developed to support managers. All modules are available via the Council's E-learning platform, the RCT Source. Managers that attended the briefing sessions have completed the full range of e-learning modules.

3.8 **Policy Review** - previously employees had to contact their manager on day 1 and day 4, however statistical analysis showed that a high percentage of short term absence was taken as 2 or 3 days. Therefore, following discussions with the trade unions, individuals now have to contact their manager on day 1, 2, 3 and 4, and feedback from managers is that this has had an effect on short term absences. Similarly, in terms of trying to prevent long term absence, the initial welfare visit now has to be undertaken on the second week of absence. At this point this welfare session involves discussion on what support can be provided to enable the individual to return to work earlier.

3.9 **OCCUPATIONAL HEALTH & WELLBEING UNIT (OHWU)**

The OHWU is a key part in the implementation of the Maximising Attendance initiative, working towards the ethos of early intervention. The unit provides over 10,000 appointments each year and these cover a range of sickness absence support interventions and assessments. In general, sickness absence cases have become more complex as we are managing more chronic health conditions.

As an organisation the top two sickness areas are musculoskeletal disorders and mental health which has seen several clinical interventions, mechanisms and support programmes being developed as a targeted approach to support employees to return to work. Specific areas addressed within the OHWU include:

Case Conferences/Discussions - case conferences and case discussions have been introduced to encourage all parties involved, such as Occupational Health, Equalities, Operational HR, trade unions and the employee, to meet as soon as possible to resolve any issues and formulate a plan to move forward. These have proven to be successful in concluding long term cases.

Trauma Support Service - employees experiencing a traumatic event can access support through Occupational Health. Traumatic events can include serious car accidents, verbal or physical assault, finding a deceased person or the death of a colleague. Current research shows that early intervention after a traumatic event is critical in preventing further health conditions such as post-traumatic stress disorders developing later on in life.

Rehabilitation Programmes - several rehabilitation programmes have been introduced for supporting employees with mental health and/or musculoskeletal disorders. These programmes have included workshops, acupuncture and exercise.

Ultra sound scanning – a musculoskeletal ultra sound service has been introduced for aiding clinical diagnostic and interventional ultra sound techniques which helps to speed up the diagnosis and treatment process and aids an earlier return to work. Rhondda Cynon Taf has the only occupational health unit that provides this service in-house.

Injection Therapy - ultra sound guided injection therapy for a number of musculoskeletal disorders were identified as a support mechanism for employees to return to work. Historically most GP's do not provide injection therapy until the employee has tried a period of medication such as anti-inflammatory drugs. If assessed as appropriate by the Occupational Health Physiotherapist and the employee consents, injection therapy is offered to the employee. In most cases the injection therapy provides instant relief from pain and mobility and allows an earlier return to work or can prevent staff from having to take time off.

Influenza vaccination programme – a large proportion of Council staff opt into the influenza vaccination programme provided in house. Again this programme helps to avoid staff having to take time off from work.

Clinical Supervision - clinical supervision is a form of 'off-loading' for certain roles such as Social Workers where, from time to time, the employee's case work may have an impact on their mental health.

3.10 MENTAL HEALTH WORKING GROUP

The Council and indeed most organisations are looking towards a culture of 'well being', which amongst other things looks at managing mental health. Mental health related absence currently causes over 29% of absence:

- Half of women experience a mental health problem in their life
- A quarter of all men
- Around one in three people experience mental health related problems

The Council has a number of interventions in place that deal with mental health, but it is important to ensure that these initiatives are as widely known amongst the people who need it. A mental health working group has been set up to look at what we currently have, and look at a co-ordinated approach. The Council is looking to change the culture so that both individuals and managers are comfortable with discussing issues rather than bottling them up and not addressing them. In some instances, early intervention could prevent the issue from developing into a long-term problem. It's vital that individuals know where support can be accessed.

Line managers are crucial to identifying individuals who may be struggling, these could be visible things such as change of mood, missing targets they wouldn't normally miss, personal hygiene, etc. Managers are not trained on how to deal with these issues, and therefore may be reluctant to address it, which could lead to further and more complicated problems. Manager briefings raise awareness to a certain degree, however we are looking to further develop this.

As part of our work with the recognised trade unions, the OHWU have engaged in some partnership work with the unions, who have Welsh Union Leaving Fund (WULF) funding available to use. Funding has been secured for 8 sessions with DELL Training with the Council agreeing to match that for a further 8 sessions. The Council now have over 300 line managers and supervisors booked in to attend the awareness training, which commenced in September.

A payslip insert was included in the September pays highlighting World Mental Health Day on the 8th October, and we will be encouraging service areas to participate and engage their staff during that time. A copy of the payslip insert along with a covering message has also been circulated to all Rhondda Cynon Taf Schools.

Finally the Council is also looking to engage with external agencies, such as Valleys Steps, Mind, etc to see what further training could be available.

3.11 COUNCIL SICKNESS ABSENCE TEAM

The final area of this report for the Committee looks at the work of the recently created sickness absence team. The team has been introduced as part of strengthening an early intervention strategy to help manage attendance. The aim of the team is to provide support for managers / Headteachers in challenging areas of sickness within the Council (hotspots), and to reduce overall levels of absence by changing the behaviours of managers, Headteachers and staff to sustain the reductions.

The work of the team involves environmental assessments which are undertaken of all the areas of the affected service to identify potential stressors that directly or indirectly influence absence, e.g. RTW interviews, second stage meetings, effective data management, working practices, management support to escalate, vacancies, workload. The team work to support and develop managers within that service to effect and sustain a reduction in sickness absence through whatever mechanisms are deemed appropriate, e.g. coaching, training, etc.

Changing the Culture - the most effective way of managing absence is to create an environment where staff feel supported and want to remain in work. Encourage open and honest communication and challenge whether a person needs to be absent. In this respect the sickness team is working with managers to be more proactive rather than reactive, encouraging individuals to speak to their manager if they have a problem before it results in a period of absence.

The team have also looked at and developed support mechanisms that the service / Council can provide to help prevent that person going sick. Examples of this would be exploring lighter duties i.e. if it's a physical problem, can they do 60-70% of the role. If so, individual can remain in work as an alternative to absence. This would be a temporary measure until they are able to return to full duties e.g. in a residential setting, sit and talk to the residents, undertaking memory tests or reviewing care plans. These arrangements are time limited and kept under review.

Initial Targeted Areas – 'Residential Homes for the Elderly' (HFE's) were identified as the first area for the sickness team to target. Within that group four Homes were identified as having the highest percentage of absence. These were Dan-y-Mynydd HFE, Ferndale House Resource Centre, Parc Newydd HFE and Tegfan Resource Centre. In addition to what has already been mentioned in this report, the team looked to identify if there was a correlation between best management practice and

homes with the lowest level of absence, and provide guidance of effective management practices. They looked to gain a deeper understanding of the reasons for the high levels of absence, understand the support that was currently in place, and assess how well managers were following the absence management policy.

The team also looked to identify key issues managers and staff were experiencing in the absence management process, raise awareness to staff of the effect of absence, and provide examples of where these practices are effective. Crucially, they have looked to build credibility in what they were doing with both managers and staff, and get 'buy in' to the process. The sickness team were established in March 2018 when the average absence rate for 2016/17 within HFE's was 8.4%, in July 2018 the average absence rate has reduced to 6.6%.

Team Research - in addition to the work undertaken across the service areas, the team are also looking at different and innovative ways of improving the absence management process. These include:

- Research into how other Councils manage their processes.
- Mental health initiatives.
- Toolkits for managers around health and wellbeing of staff.
- Information leaflets for staff with cancer and chronic illness.

APPENDIX 1

	Aug 16 to Jul 17				Aug 17 to Jul 18			
SCHOOL	Nos of Staff	Total Sickness	Long Term	Short Term	Nos of Staff	Total Sickness	Long Term	Short Term
ABERCYNON COMMUNITY PRIMARY	61	5.56%	4.15%	1.41%	61	2.64%	1.57%	1.07%
ABERDARE COMMUNITY SCHOOL	164	3.21%	1.97%	1.23%	154	2.45%	1.28%	1.16%
ABERDARE PARK PRIMARY SCHOOL	41	4.19%	3.26%	0.94%	40	2.54%	0.81%	1.73%
ABERDARE TOWN CHURCH IN WALES PRIMARY	40	2.80%	1.05%	1.75%	41	6.10%	5.27%	0.83%
ABERNANT COUNTY PRIMARY	15	4.42%	2.78%	1.63%	16	7.95%	7.08%	0.86%
ALAW PRIMARY	21	2.11%	1.46%	0.65%	21	6.41%	5.57%	0.84%
BLAENGWAWR PRIMARY	25	2.55%	1.64%	0.90%	25	5.96%	5.07%	0.88%
BODRINGALLT PRIMARY SCHOOL	28	5.78%	4.94%	0.84%	24	9.77%	8.80%	0.96%
BRYNCELYNNOG COMPREHENSIVE	145	3.32%	2.35%	0.97%	141	2.93%	2.14%	0.79%
BRYNNAU PRIMARY	44	1.51%	1.09%	0.42%	39	2.25%	2.08%	0.17%
CAEGARW PRIMARY	31	2.72%	0.82%	1.90%	30	5.62%	3.81%	1.82%
CAPCOCH PRIMARY	24	2.10%	0.96%	1.14%	25	9.68%	9.43%	0.25%
CARADOG PRIMARY	38	4.97%	3.98%	0.99%	39	2.19%	1.32%	0.87%
CARDINAL NEWMAN CATHOLIC COMPREHENSIVE	85	2.33%	1.38%	0.95%	86	2.58%	1.61%	0.97%
CEFN PRIMARY	27	2.37%	1.30%	1.07%	32	6.30%	5.87%	0.43%
CILFYNYDD	25	1.39%	0.73%	0.65%	23	2.00%	1.11%	0.89%

PRIMARY								
COEDPENMAEN PRIMARY	51	1.29%	0.30%	1.00%	43	2.36%	1.27%	1.09%
COED-Y-LAN PRIMARY	21	1.63%	0.00%	1.63%	26	3.62%	2.80%	0.82%
CRAIG-YR-HESG PRIMARY	23	1.87%	1.56%	0.31%	27	2.00%	0.71%	1.29%
CWMAMAN INFANTS	6	2.65%	1.92%	0.73%	6	2.75%	2.42%	0.33%
CWMAMAN PRIMARY SCHOOL	24	0.76%	0.00%	0.76%	25	0.85%	0.00%	0.85%
CWMBACH CHURCH IN WALES PRIMARY	14	11.15%	10.58 %	0.57%	18	2.82%	1.70%	1.12%
CWMBACH PRIMARY SCHOOL	53	4.64%	4.04%	0.60%	43	3.39%	2.01%	1.37%
CWMCYLDACH PRIMARY	33	2.17%	1.45%	0.72%	36	5.25%	3.26%	2.00%
CWMDAR PRIMARY	35	3.07%	0.72%	2.35%	34	5.91%	4.64%	1.27%
CWMLAI PRIMARY	68	1.17%	0.00%	1.17%	64	3.87%	2.93%	0.94%
CYMMER PRIMARY SCHOOL	56	5.26%	3.87%	1.39%	51	2.46%	1.73%	0.73%
DARRAN PARK PRIMARY	53	4.08%	2.71%	1.36%	48	2.82%	1.58%	1.24%
DARRENLAS PRIMARY	40	3.07%	2.18%	0.89%	38	3.05%	2.25%	0.80%
DOLAU PRIMARY	57	1.55%	0.92%	0.63%	58	2.43%	1.77%	0.66%
FERNDALE COMMUNITY SCHOOL	96	2.50%	1.35%	1.15%	106	3.40%	1.94%	1.47%
FFYNON TAF PRIMARY	37	3.88%	3.47%	0.40%	34	4.22%	3.54%	0.67%
GELLI PRIMARY	35	2.89%	2.39%	0.50%	33	4.55%	3.62%	0.93%
GLENBOI PRIMARY	24	4.38%	4.03%	0.35%	23	6.11%	5.23%	0.88%
GLYNHAFOD JUNIOR	5	0.11%	0.00%	0.11%	1	2.32%	2.17%	0.15%
GWAUNCELYN PRIMARY	51	3.15%	1.98%	1.17%	56	7.08%	5.91%	1.17%
GWAUNMEISGYN PRIMARY	51	2.12%	1.25%	0.87%	51	2.50%	1.58%	0.92%
HAFOD PRIMARY	26	1.64%	1.12%	0.53%	24	5.50%	4.83%	0.67%
HAWTHORN HIGH	102	4.02%	3.40%	0.62%	100	4.39%	3.54%	0.85%

HAWTHORN PRIMARY	39	2.52%	1.27%	1.25%	37	5.59%	4.75%	0.84%
HENDREFORGAN PRIMARY	52	9.28%	8.17%	1.10%	43	7.46%	6.16%	1.30%
HEOL-Y-CELYN PRIMARY	55	6.16%	5.04%	1.12%	47	4.47%	3.56%	0.90%
HIRWAUN PRIMARY	27	1.21%	0.30%	0.91%	27	2.10%	0.34%	1.76%
LLANHARAN PRIMARY	29	2.71%	1.96%	0.74%	30	13.61%	12.47%	1.14%
LLANHARI PRIMARY	36	4.89%	3.32%	1.57%	36	0.99%	0.00%	0.99%
LLANILLTUD FAERDREF PRIMARY	36	1.75%	0.78%	0.97%	29	3.19%	1.97%	1.22%
LLANTRISANT PRIMARY SCHOOL	30	5.07%	4.72%	0.35%	27	6.64%	5.78%	0.86%
LLWYDCOED PRIMARY	15	3.66%	1.60%	2.07%	16	10.35%	9.46%	0.89%
LLWYNCELYN INFANTS	1	3.22%	2.70%	0.52%	1	4.36%	0.00%	4.36%
LLWYNCRWN PRIMARY	57	5.00%	3.61%	1.39%	57	3.08%	2.18%	0.90%
LLWYNYPIA PRIMARY	32	3.93%	3.23%	0.69%	31	4.86%	4.21%	0.65%
MAERDY PRIMARY SCHOOL	39	3.06%	0.86%	2.20%	36	3.59%	2.78%	0.81%
MAESGWYN SPECIAL SCHOOL	65	6.26%	4.94%	1.32%	64	5.55%	4.33%	1.21%
MAESYBRYN PRIMARY	69	8.11%	6.56%	1.54%	67	7.64%	6.23%	1.41%
MAES-Y-COED PRIMARY	44	3.47%	2.66%	0.80%	40	3.06%	2.12%	0.93%
MISKIN PRIMARY	30	1.27%	0.40%	0.87%	28	2.18%	1.54%	0.64%
MOUNTAIN ASH COMPREHENSIVE	108	2.23%	1.35%	0.88%	108	2.34%	0.73%	1.61%
OAKLANDS PRIMARY	32	6.89%	6.19%	0.71%	35	3.92%	3.17%	0.75%
OUR LADY'S RC PRIMARY	27	3.51%	3.03%	0.48%	23	1.52%	0.55%	0.97%
PARC LEWIS PRIMARY	27	1.39%	0.89%	0.51%	30	1.29%	0.70%	0.59%
PARC PRIMARY	36	2.68%	1.59%	1.09%	33	4.63%	4.27%	0.36%
PARK LANE SPECIAL SCHOOL	45	4.16%	1.86%	2.29%	45	8.18%	6.55%	1.63%

PENGEULAN PRIMARY	31	5.42%	4.59%	0.83%	31	1.20%	0.42%	0.77%
PEN-PYCH COMMUNITY PRIMARY	29	11.32%	10.04%	1.27%	25	1.27%	0.70%	0.57%
PENRHIWCEIBR PRIMARY	31	0.55%	0.36%	0.19%	30	0.35%	0.00%	0.35%
PENRHYS PRIMARY	31	4.88%	3.13%	1.75%	30	2.52%	1.21%	1.30%
PENYGAWSI PRIMARY	46	2.52%	1.49%	1.03%	43	3.07%	1.51%	1.56%
PENYGRAIG INFANTS	6	0.29%	0.00%	0.29%	2	2.83%	0.00%	2.83%
PENYGRAIG JUNIOR	9	3.01%	1.98%	1.04%	5	6.24%	5.75%	0.49%
PENYRENGLYN COMMUNITY PRIMARY	35	4.93%	3.92%	1.01%	33	4.08%	2.77%	1.32%
PENYWAUN PRIMARY	43	7.32%	5.62%	1.70%	42	3.14%	1.61%	1.52%
PERTHCELYN COMMUNITY PRIMARY	39	4.94%	4.02%	0.92%	37	4.38%	3.13%	1.25%
PONTRHONDDA PRIMARY	28	5.63%	4.92%	0.71%	31	4.37%	3.61%	0.76%
PONTYCLUN PRIMARY	62	3.61%	2.98%	0.63%	56	4.46%	3.31%	1.15%
PONTYGWAITH PRIMARY	29	5.03%	3.20%	1.84%	25	1.88%	0.38%	1.50%
PONTYPRIDD HIGH SCHOOL	172	1.87%	0.63%	1.24%	148	4.61%	3.08%	1.53%
PORTH COMMUNITY SCHOOL	93	2.67%	2.15%	0.52%	100	3.22%	2.61%	0.61%
PORTH INFANTS	8	5.53%	5.43%	0.09%	2	3.84%	3.65%	0.18%
PORTH JUNIOR	6	1.58%	1.03%	0.55%	3	2.36%	1.84%	0.52%
RHIGOS PRIMARY	13	6.18%	5.97%	0.22%	15	1.40%	0.00%	1.40%
SS GABRIEL & RAPHAEL RC PRIMARY	25	1.91%	0.77%	1.14%	18	5.99%	5.57%	0.43%
ST. JOHN BAPTIST C IN W HIGH SCHOOL	139	3.60%	2.33%	1.27%	134	3.23%	2.04%	1.19%
ST. MARGARETS RC PRIMARY	26	0.25%	0.00%	0.25%	27	1.62%	0.43%	1.19%
ST. MICHAELS RC	33	8.72%	7.12%	1.61%	35	5.58%	4.07%	1.50%

PRIMARY								
TON INFANTS	33	2.08%	0.91%	1.16%	31	5.11%	3.44%	1.67%
TON PENTRE JUNIOR	28	2.54%	1.88%	0.66%	32	2.06%	1.28%	0.78%
TONYPANDY COMMUNITY COLLEGE	58	1.14%	0.47%	0.67%	23	2.25%	1.30%	0.95%
TONYPANDY PRIMARY	3	2.31%	1.58%	0.73%	1	3.32%	2.49%	0.83%
TONYREFAIL COMMUNITY SCHOOL	119	4.03%	2.72%	1.31%	129	3.65%	2.20%	1.45%
TONYREFAIL PRIMARY	15	1.69%	0.68%	1.01%	4	8.22%	7.57%	0.66%
TONYSGUBORIAU PRIMARY	38	5.00%	4.24%	0.77%	34	3.68%	2.85%	0.82%
TRALLWNG INFANTS	18	4.09%	2.18%	1.91%	15	1.59%	0.00%	1.59%
TREALAW PRIMARY	28	3.11%	1.86%	1.25%	25	1.70%	0.00%	1.70%
TREF-Y-RHYG PRIMARY	25	7.36%	6.60%	0.76%	26	4.23%	3.25%	0.99%
TREHOPCYN PRIMARY	19	7.80%	7.27%	0.53%	31	5.10%	4.59%	0.51%
TREORCHY COMPREHENSIVE	202	2.47%	1.02%	1.45%	215	2.17%	0.89%	1.29%
TREORCHY PRIMARY	68	2.38%	1.20%	1.18%	58	2.73%	2.12%	0.61%
TREROBART PRIMARY	48	6.92%	5.01%	1.91%	47	2.63%	1.89%	0.74%
TYLORSTOWN PRIMARY	35	2.84%	1.20%	1.64%	31	2.73%	1.96%	0.77%
WILLIAMSTOWN PRIMARY	63	7.53%	6.20%	1.32%	66	5.51%	4.40%	1.11%
Y PANT COMPREHENSIVE	175	2.19%	1.44%	0.75%	178	2.52%	1.68%	0.84%
YGGG LLANTRISANT	42	3.73%	2.62%	1.11%	37	4.90%	4.19%	0.71%
YNYSBOETH PRIMARY SCHOOL	32	3.18%	2.07%	1.11%	33	4.74%	3.01%	1.73%
YNYSHIR PRIMARY	37	2.45%	0.86%	1.59%	36	1.86%	1.53%	0.34%
YSGOL GYFUN CWM RHONDDA	92	2.76%	1.58%	1.18%	92	1.23%	0.27%	0.97%
YSGOL GYFUN GARTH OLWG	103	1.52%	1.02%	0.50%	96	1.63%	0.98%	0.65%
YSGOL GYFUN	112	1.17%	0.53%	0.64%	113	1.99%	1.47%	0.52%

RHYDYWAUN								
YSGOL GYNRADD GYMRAEG ABERCYNON	37	1.27%	0.25%	1.01%	33	2.20%	1.63%	0.58%
YSGOL GYNRADD GYMRAEG ABERDAR	52	2.56%	0.97%	1.59%	50	0.66%	0.00%	0.66%
YSGOL GYNRADD GYMRAEG BODRINGALLT	27	5.41%	4.51%	0.90%	26	3.37%	2.52%	0.85%
YSGOL GYNRADD GYMRAEG BRONLLWYN	37	6.41%	4.57%	1.84%	35	2.10%	1.14%	0.96%
YSGOL GYNRADD GYMRAEG CASTELLAU	39	1.11%	0.00%	1.11%	31	3.23%	2.79%	0.44%
YSGOL GYNRADD GYMRAEG EVAN JAMES	45	2.42%	1.31%	1.11%	45	3.32%	1.90%	1.42%
YSGOL GYNRADD GYMRAEG GARTH OLWG	54	4.87%	2.74%	2.13%	43	6.48%	4.85%	1.63%
YSGOL GYNRADD GYMRAEG LLWYNCELYN	45	2.04%	1.24%	0.80%	43	1.33%	0.62%	0.71%
YSGOL GYNRADD GYMRAEG LLYN Y FORWYN	22	0.78%	0.00%	0.78%	21	2.95%	1.79%	1.15%
YSGOL GYNRADD GYMRAEG PONT SION NORTON	41	5.84%	5.28%	0.56%	34	7.65%	6.86%	0.78%
YSGOL GYNRADD GYMRAEG TONYREFAIL	35	6.69%	5.33%	1.36%	32	4.26%	3.25%	1.01%
YSGOL GYNRADD GYMRAEG YNYSWEN	46	4.51%	3.37%	1.14%	48	7.85%	7.22%	0.64%
YSGOL HEN FELIN	114	5.20%	3.54%	1.66%	94	3.57%	2.11%	1.46%
YSGOL LLANHARI	76	1.58%	0.86%	0.72%	82	1.54%	0.16%	1.38%
YSGOL NANTGWYN	103	1.98%	1.12%	0.86%	113	1.73%	0.50%	1.23%
YSGOL TY COCH	79	3.50%	2.17%	1.33%	78	4.55%	3.24%	1.31%
YSGOL YR EOS	5	1.88%	0.75%	1.13%	5	1.53%	0.42%	1.11%

