

Strategic Equality Plan

Annual Report 2022/2023

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Strategic Equality Plan Annual Report 2022/2023

1. Introduction

1.1 This annual report for the Council's [Strategic Equality Plan](#) (SEP) 2020-2024 covers the period April 2022 to March 2023. The report sets out progress to meet our [equality objectives](#) and provides a summary of achievements during this time.

1.2 The Equality Act 2010 introduces a general public sector duty to

- a) eliminate discrimination, harassment, and victimisation;
- b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

1.3 The protected characteristics as defined by the Equality Act 2010 are:

Age	Disability
Gender Reassignment	Marriage and Civil Partnership
Pregnancy and Maternity	Race
Religion and Belief	Sex
Sexual Orientation	

Our commitment to the Welsh language and treating English and Welsh languages on the basis of equality are set out in the [Welsh Language Compliance Notice](#). The action we have taken to meet our statutory responsibilities for Welsh language are covered in a separate [report](#).

The specific equality duties also require public bodies to: -

- publish objectives to address pay differences;
- publish a statement setting out the steps it has taken or intends to take to meet the objectives and how long it expects to take to meet each objective;
- produce an annual report by 31st March each year, which will include specified employment information, including information on training and pay;
- engage with people from protected groups;
- assess impact of new and revised policies on people from protected groups; and
- publish and use equality information.

The purpose of the equality objectives is to reduce specific areas of inequality which were identified using both qualitative and quantitative evidence. We have also worked with the other public bodies across North Wales to identify regional equality objectives.

- Travelling Ahead who work with Gypsies and Travellers
- Unique transgender group
- 50 plus Action Group

4.7 We have continued to work with the Regional Community Cohesion Team to strengthen engagement. During 2022/23 the Community Cohesion Team:

- Developed a Cultural Community Drop-in, which was held weekly in the county and that has led to greater engagement with Albanian and Polish community members.
- Re-established links with the Chinese Women's Network.
- Hosted online Cultural Exchange meeting for members of a range of communities to exchange and share culture. Sessions are attended by a small number of active members from the Welsh, Syrian, Polish, Portuguese, Chinese, Lesbian, Gay, Bisexual Transgender and Questioning plus (LGBTQ+) communities who wish to work together.

Using information to meet the general duty

4.8 The profile of customers/service users is compared against the profile of the community to identify areas of over/under representation or under achievement which enables services to set targets for improvement. An example of this is the work being undertaken by the Youth Offending Team. Analysis of data of referrals to the Team are regularly analysed to identify disproportionality. This work is also supported by surveys of the young people who have been referred to ensure there has been fair treatment.

4.9 Using data in this way helps services to identify potential and actual areas of discrimination and also identify the opportunity to advance equality of opportunity through setting improvement targets which will be incorporated into the [SEP](#). This information has also been used to identify the [Council's local equality objectives](#).

4.9 Comparisons of satisfaction levels and complaints and information from focus groups is also used to identify any areas of potential and actual discrimination and areas of community tensions which in turn contribute to identifying opportunities for advancing equality and for fostering good relations.

Employment Information

4.10 A full diversity profile of the workforce is published separately and includes information required by the specific duties of the Equality Act 2010. This can be found on our website. **A profile of the workforce can be found at Appendix 2**

4.11 Qualitative information is gained through feedback from Trade Union representatives at the Joint Trade Union Consultative Committee and through the employee networks.

4.12 Qualitative and quantitative information is used to inform equality impact assessments on HR policies and practices and to identify areas of potential/actual inequalities which require further investigation.

5.0 Equal Pay

5.1 Equal pay is the equal payment of men and women for doing equal work as defined by the Equality Act 2010.

There are three kinds of equal work:

- Like work is the same or broadly similar. It involves similar tasks which require similar knowledge and skills, and any differences in the work are not of practical importance.
- Work rated as equivalent has been rated under a valid job evaluation scheme as being of equal value in terms of how demanding it is.
- Work of equal value is not similar and has not been rated as equivalent but is of equal value in terms of demands such as effort, skill and decision-making.

5.2 A summary of the annual Equal Pay Audit by gender, disability, ethnicity and religion as at 31st March 2023, is published separately. This will be published on the Council's website.

6.0 Equality Impact Assessments (EIAs)

6.1 Equality Impact Assessments (EIA) are one of the methods being used to mainstream equality and to support services identify specific equality targets.

6.2 A regional template has been developed by NWPSen which includes equality, Welsh language, and socio-economic impacts. This was shared with both the Equality and Human Rights Commission and Welsh Language Commissioner to seek their feedback before being adopted by NWPSen members. This has now been incorporated within our Integrated Impact Assessment (IIA) developed to capture the relevant information required for a range of impact assessments- including environment, health, poverty, and Welsh language. Guidance notes are available for each protected characteristic to support IIA authors.

6.3 IIAs must be included within all our strategic committee reports to ensure decision makers understand the impacts of their decisions.

6.4 Periodic reviews of committee reports are undertaken to sample impact assessments to:

- Ensure they are being completed by report authors for relevant reports.
- Sample the quality of the content.
- Ensure they are available for decision makers.

The outcome of the review is reported to the Council's Chief Officer Team with recommendations for improvements.

6.5 Bespoke impact assessment training is available for teams in addition to an e-learning programme.

7.0 Training

7.1 Details of how we promote understanding and knowledge about equality is set out in the [SEP](#). There are two mandatory e-learning packages specifically on equality:

- Equality Act 2010 – completed by 935 employees.
- Equality in the Workplace – completed by 950 employees.

7.2 These are supported by e-learning packages on:

- Modern slavery – completed by 1,013 employees.
- Hate crime – completed by 1,067 employees.
- Understanding Autism -completed by 107 employees.

7.3 Diversity and equality is also included in:




- Institute of Leadership and Management (ILM) programme at all levels.
- E-learning modules for new managers.
- Corporate induction




7.4 During 2022/23, in addition to the e-learning programmes, workshops were delivered on:-


- Hate Crime awareness training was delivered by Victim Support.
- Unconscious Bias training -attended by 53 employees.
- Autism Awareness (online and face to face).
- Neurodiversity attended by 32 employees.
- Menopause Awareness attended by 40 employees.



8.0 Procurement




8.1 Details of how equality is embedded into the procurement process is set out in the [SEP](#). Equality questions are included within our pre-qualification questionnaire (PQQ) for all tenders. In addition, Modern Slavery has been included as an element of the PQQ, this looks at actions potential contractors are taking to eliminate modern day slavery within their workforce and supply chains. Furthermore, social value clauses are included within contracts over £1 million; contracts of £10,000 include an element of social value in the scoring methods.



Strategic Equality Plan Action Plan		
Objective 1: Improve health, well being and social care outcomes including outcomes for older people and disabled people.		
Action	Who	Progress
		<p>increasing. We now have more than 100 Young Carers across Flintshire registered with the scheme. Work is ongoing to drive this further through establishing links with local businesses to offer discounts and benefits for young people carrying the Young Carers ID Card as a thank you for the work they do as a Young Carer.</p> <p></p>
Work in partnership with Aura and Street Games to deliver free on-line fitness session for LGBT young people	Information and Involvement Officer	<p>Estyn Llaw Team within Youth Service has promoted fitness sessions to LGBT young people via social media, youth clubs and projects.</p> <p></p>
Develop and implement an action plan in response to the research we have commissioned into the health needs of Travellers.	Gypsy and Traveller Liaison Officer	<p>The report has been finalised but yet to be shared with stakeholders.</p> <p></p>
Develop a transit site for Travellers to reduce the number of unauthorised encampments at unsafe and unhealthy locations and improve access to health services.	Gypsy and Traveller Liaison Officer	<p>Location of transit site has been agreed, waiting on approval to progress planning application.</p>



Strategic Equality Plan Action Plan		
Objective 1: Improve health, well being and social care outcomes including outcomes for older people and disabled people.		
Action	Who	Progress
		
Work with Community Midwife Team and Vaccination Team to increase take up of Traveller children receiving MMR (Measles, Mumps and Rubella) vaccine	Gypsy and Traveller Liaison Officer	Work ongoing with Public Health Wales (PHW) and Betsi Cadwaladr University Health Board (BCUHB) 
Implement a Health and Well- being strategy for our employees and introduce initiatives to improve our employees' mental health	Senior manager HR and OD	Additional annual leave was introduced in October 2022. 




Strategic Equality Plan Action Plan		
Objective 2: Reduce gaps in educational attainment between protected groups and implement strategies to improve well being		
Action	Who	Progress
Implement an electronic system to record and report on identity-based bullying in schools	Learning Advisor, Health, Well-being and Safeguarding	Reporting System in place and being used by schools. Between April 2022 and March 2023 49 incidents were reported by schools. 19 of the reports were made from primary schools and 30 from secondary schools. 






Strategic Equality Plan Action Plan		
Objective 2: Reduce gaps in educational attainment between protected groups and implement strategies to improve well being		
Action	Who	Progress
Monitor Estyn Inspection Reports and identify any equalities issues in schools to target support to school	Senior Manager School Improvement	Estyn inspections for schools resumed during the summer term of 2022. Any recommendations from inspections are followed up through the school's improvement cycle. Progress against recommendations are monitored by GwE and the Local Authority. Only one recommendation has identified any equality issues – improving diversity in the curriculum. 
Monitor compliance by all schools on the Wales Government Respecting Others (statutory guidance)	Learning Advisor, Health, Well-being and Safeguarding	All schools requested to complete safeguarding audit tool and end of year report by March 2022. This exercise identified schools that do not have an up-to-date bullying policy. Schools without a current policy are being contacted. 
Monitor school exclusion rates by protected groups to target support to schools.	Senior Manager Inclusion	Monitoring has now commenced and includes pupils on free school meals and Additional Learning Needs (ALN) as well as by protected characteristic. The Team is addressing potential disproportionality within pupils with ALN cohort.





Strategic Equality Plan Action Plan		
Objective 2: Reduce gaps in educational attainment between protected groups and implement strategies to improve well being		
Action	Who	Progress
		Boys are more likely to be excluded from schools, consistent with national trends. Regular monitoring taking place half termly on attendance so any trends or concerns can be identified and addressed quickly. 
Monitor persistent school absenteeism by protected characteristic	Senior Manager Inclusion	Regular data reviews were undertaken half termly to identify vulnerable individuals. The Inclusion Welfare Team visited any children identified as vulnerable. Inclusion Welfare Officers (IWO) have been trained to profile attendance trends within secondary school bases. Setting up strategic group to work with Travelling community to improve engagement in education. 
Ensure all schools access modern slavery training.	Learning Advisor, Health, Well-being and Safeguarding	A new training provider is being sought as North Wales Police no longer have capacity to deliver this training. 






Strategic Equality Plan Action Plan		
Objective 2: Reduce gaps in educational attainment between protected groups and implement strategies to improve well being		
Action	Who	Progress
Reduce the gap and educational attainment level for those eligible for/receiving free school meals.	Senior Manager School Improvement	National and local aggregation and reporting of performance data was paused by the Welsh Government in response to the pandemic. The Welsh Government has recently announced that reporting of key stage 4 outcomes will restart for an interim period, broken down by gender and eligibility for free school meals. 
Continue to grow/expand LGBT Youth Group	Information and Involvement Officer	The Youth Service consulted with young people in partnership with Theatr Clwyd and a group runs each week during term time for LGBT+ young people and is run by the theatre. Youth service sign post young people to the provision. 
To develop a partnership with Viva to offer an additional LGBT+ group which will meet in the evenings	Information and Involvement Officer	The Flintshire LGBT+ Youth Group in partnership with Viva was held at Deeside Leisure Centre but numbers were low so a decision was made to end the sessions and look for an alternative method to enable young people from all over Flintshire to



Strategic Equality Plan Action Plan		
Objective 2: Reduce gaps in educational attainment between protected groups and implement strategies to improve well being		
Action	Who	Progress
		attend. Work is currently being undertaken to consult with young people about an online LGBT+ provision for delivery in early 2024. 
Monitor Black, Asian and Minority Ethnic people entering youth justice system	Youth Justice Manager	Ongoing monitoring through the services' Disproportionality Action Plan and reports to the Youth Justice Service Management Board 
Monitor the impact of the Pupil Development Grant (PDG) delegated to schools to close the attainment gap for pupils receiving free school meals.	Senior Manager School Improvement Systems	All schools publish an outline plan of how they are using their pupil development grant allocation. Supporting improvement advisers from the regional school improvement service work with individual schools to evaluate the impact of the grant on outcomes for their learners. National and local aggregation and reporting of performance data was paused by the Welsh Government in response to the pandemic. The Welsh Government has recently announced that reporting of key stage 4 outcomes will restart for an interim



Strategic Equality Plan Action Plan		
Objective 2: Reduce gaps in educational attainment between protected groups and implement strategies to improve well being		
Action	Who	Progress
		period, broken down by gender and eligibility for free school meals. 
Raise profile of STEM subjects to pupils from a Black and minority ethnic background	Senior Manager School Improvement	Work to further promote STEM subjects is included where relevant in the support plans for schools. The reporting of performance data at local authority and national level was paused due to COVID-19. 
Provide revised Trans policy guidance and resources to schools	Learning Advisor, Health, Well-being and Safeguarding	Currently on hold pending Welsh Government Guidance expected in 2023. Schools are piloting resources Jigsaw Personal, Social and Health Education (PSHE). 15 schools participated in the pilot of Jigsaw PSHE during 2022/23 - 14 primary and 1 secondary specialist school. 1 of the primary schools piloted the Welsh medium resources. 





Strategic Equality Plan Action Plan		
Objective 3 Ensure equal pay within the workplace by having in place fair, open and transparent grading and salary strategies in place		
Action	Who	Progress
Undertake an annual equal pay audit and develop an action to reduce the pay difference between men and women and other protected groups.	HR Policy and Reward Officer	Report will be published in March 2024, in line with statutory reporting timeframes. 
Support people with learning disabilities to gain paid employment through Project Search.	Planning and Development Team	Seven new interns are now undertaking placements. 
Achieve Level 3 Disability Confident Leader – DWP Disability Confident Employer	HR Policy and Reward Officer	We have maintained level 2 status. 
Continue to work with the “Clean Slate Cymru” project, an initiative funded by the Construction Industry Training Board (CITB) to support Refugees and Travellers secure employment.	Gypsy and Traveller Liaison Officer	10 people from Ukraine completed the course during 2022/23. 
Continue to collate diversity data from employees to increase response rate	HR Business Information Officer	Diversity data continues to be collated. Non-school data is captured at recruitment stage. However, there are still gaps in school data. IT are progressing two factor authentication to enable roll out of Employee Self Service to Schools employees. 


Strategic Equality Plan Action Plan		
Objective 3 Ensure equal pay within the workplace by having in place fair, open and transparent grading and salary strategies in place		
Action	Who	Progress
Undertake annual workforce equality monitoring and develop an action plan to address and reduce any inequalities.	HR Business Information Officer	Report has not yet been published. 
Identify opportunities to use positive action to reduce inequalities.	HR Business Information Officer	Analysis to take place following publication of report. 
Develop a strategic and consistent approach to embedding social value in the procurement process to increase apprenticeship opportunities to disabled people, people from a Black and minority ethnic background and women.	Social Value Development Officer	Social value has been embedded in procurement for all contracts over £25k and mandatory for contracts over £1m. 
Increase the number of employees who complete the equality e-learning modules.	Strategic Policy Advisor	The e-learning modules for equality are mandatory and process is now in place advising managers of who has not completed the modules. This means that there is now an increase in completion rates. Over 65% employees have completed this training module. 

Strategic Equality Plan Action Plan		
Objective 4: Improve personal safety for all protected groups		
Action	Who	Progress
Continue training employees in key teams to recognise and report a hate motivated incident and hate crime	Regional Community Cohesion Officer	Regular Hate crime training is provided through the Victim Support 
Raise awareness of hate incidents and hate crime in schools through the Welsh Government, Community Cohesion Grant	Strategic Policy Advisor /Regional Community Cohesion Officer	Training was delivered across schools in Flintshire 
Develop initiatives to promote community cohesion through the Regional Community Cohesion Grant	Strategic Policy Advisor /Regional Community Cohesion Officer	A range of activities were undertaken by the Regional Community Cohesion Team including the Diverse Together project, bringing people from different backgrounds together virtually 
Participate in LGBT History month	Strategic Policy Advisor	A virtual celebration was held through raising the Rainbow flag and promoting through social media and a press release 
Participate in the annual hate crime awareness week to increase reports across all protected characteristics.	Strategic Policy Advisor	We worked with the North Wales Public Sector Equality Officer Network promoting information through social media 


Strategic Equality Plan Action Plan		
Objective 4: Improve personal safety for all protected groups		
Action	Who	Progress
Increase the number of employees who complete the Welsh Government's Domestic Violence against women e-learning modules.	HR Business Information Officer	Over 83% employees have now completed the training 
Increase the number of employees who attend Modern Slavery training	Strategic Policy Advisor	Over 64% employees completed the Modern Slavery e-learning training 



Strategic Equality Plan Action plan		
Objective 5: Increasing access to participation to services and decision making for all protected groups		
Action	Who	Progress
Put in place equality monitoring processes in key services to identify potential barriers to access	Strategic Policy Advisor	This action is being included as part of the Anti-racist Wales action plan. 
Complete review of website to ensure it meets accessibility standards	Digital Solutions Architect	Weekly checks are being completed to check compliance. A Council wide web group has been established to ensure the website meets the accessibility standards. 
Review opportunities to improve access to public transport for disabled and older people	Transport Manager	Introduction of the Fflecsi responsive transport service in Holywell. There is an on-going review of the county local travel arrangements (LTA) and development of the active travel




Strategic Equality Plan Action plan		
Objective 5: Increasing access to participation to services and decision making for all protected groups		
Action	Who	Progress
		network. The school streets concept is continuing across the county. 
Develop an activity plan for the new model of Archive Services which positively targets the engagement of protected groups	Principal Archivist	Submission made to Heritage Lottery for funding. A new submission being made for reduced funding. 
Secure Welsh Government funding enable WiFi on Traveller sites including the transit site	Gypsy Traveller Liaison Officer	Application has been submitted to Welsh Government. 
Work with Aura (leisure services) and Street Games to provide organised sports activities on our own Traveller sites	Gypsy Traveller Liaison Officer	This is in place and activities are on-going 

Strategic Equality Plan Action Plan		
Objective 6: Improve living standards of people with different protected characteristics		
Action	Who	Progress
Develop plan for a transit site for Travellers	Gypsy and Traveller Liaison Officer	Location of transit site has been agreed, waiting for formal approval to proceed with planning application. 
Become a resettlement area for Asylum Seekers and Refugees		Negotiations are continuing with Home Office and Clearsprings, the

Strategic Equality Plan Action Plan		
Objective 6: Improve living standards of people with different protected characteristics		
Action	Who	Progress
		accommodation provider for the Home Office.

Strategic Equality Plan Action Plan		
Objective 7 Develop our knowledge of the socio economic duty to protect people from poverty		
Action	Who	Progress
<p>Ensuring access to period products, free of charge and accessible in the most practical and dignified way possible to:</p> <ul style="list-style-type: none"> • all learners in all schools • those who menstruate, • prioritising those from low-income households 	Learning Advisor – Health, Well-being & Safeguarding	<p>All female pupils in Flintshire schools (x78) have access to a selection of sanitary products in school. Period products are being distributed through each Food Bank centre in the county. All youth groups / projects provided with a selection of sanitary products. Products are also distributed through 15 adult community learning venues.</p> <p></p>
Maximise the numbers attending the Food and Fun programme (previously known as School Holiday Enrichment Programme) in the school summer holidays.	Learning Advisor – Health, Well-being & Safeguarding	286 children benefitted from Food and Fun at 8 schools during the Summer 2022. Children attending enjoyed a healthy breakfast, snack and a hot lunch. Food and Fun has a keen focus on nutrition education, with children encouraged to try new foods and take part in practical food activities each week. “Recipe boxes’ which included six step-by-step

Strategic Equality Plan Action Plan		
Objective 7 Develop our knowledge of the socio economic duty to protect people from poverty		
Action	Who	Progress
		<p>recipe cards and all of the ingredients to feed a family of four, were provided to the parents of children attending.</p> <p></p>
<p>Continue to raise awareness of Council Tax Reduction Scheme (CTRS) and ensure that all low-income households are aware of what they are entitled to and how they can make a claim.</p>	<p>Team Manager – Benefits Assessment</p>	<p>Take Up actions have included:</p> <ul style="list-style-type: none"> • Updated correspondence issued to all applicants for Disabled Facilities Grants, Free School Meals and School Essential Grants to advise they may also be eligible for CTRS. • Created Cost of Living Hub to allow customers to easily access information in relation to all Benefits and Grants including CTRS. • Contacting customers who are claiming Housing Benefit only to see if they wish claim CTRS. • Promoted to all Council Tax paying households as part of annual billing. <p></p>
<p>Continue to raise awareness of the Welfare Reform Team who can support any customers impacted by Welfare Reform changes or who are simply struggling financially.</p>	<p>Welfare Reform Team Manager</p>	<p>Referrals continue to be received due to the continuation of the impacts of the cost of living. It is envisaged that</p>

Strategic Equality Plan Action Plan		
Objective 7 Develop our knowledge of the socio economic duty to protect people from poverty		
Action	Who	Progress
		figures will continue to rise with the increased costs of energy bills and general cost of living expenditure 
Continue to raise awareness to ensure all low-income households are aware they may be eligible to receive Free School Meals and a uniform Grant.	Team Manager – Grants and Performance	Take Up actions have included: <ul style="list-style-type: none"> • Contacting all eligible Free School Meals (FSM) customers who had not claimed the School Essential Grant to advise of their eligibility and where necessary provide help to complete the application form. • Promoting via website and schools. 
Provide holistic and financial support to those customers who find themselves in financial difficulty before they fall into poverty.	Welfare Reform Team Manager	Ongoing advice and support forms part of the Discretionary Housing Payments (DHP) application process even if a DHP is unsuccessful. 

Appendix 2 Profile of the workforce

1. Profile of employees by Ethnic Origin

Table 1.1 Profile of the workforce (including schools) by Ethnic Origin

	2023	
Ethnic Origin	Total employees	% employees
BME	47	0.75%
White	4106	65.85%
Not Stated	2082	33.39%
Prefer Not To Say	0	0.00%
Totals	6235	100.00

2. Profile of employees who classify themselves as being disabled

Table 2.1 Profile of disabled employees (including schools)

	2023	
Disabled employees	Total employees	% employees
No	3906	62.65%
Not Stated	1777	28.50%
Yes	167	2.68%
Prefer Not To Say	385	6.17%
Total	6235	100.00

3 Profile of employees by Sexual Orientation

Table 3.1 Profile of employees (including schools) by Sexual Orientation

	2023	
Sexual Orientation	Total employees	% employees
Bi-Sexual	27	0.43%
Gay Man	19	0.30%
Gay Woman/Lesbian	26	0.42%
Heterosexual / Straight	3056	49.01%
Not Stated	2934	47.06%
Other	16	0.26%
Prefer Not To Say	157	2.52%
Total	6235	100.00%

4 Profile of employees by Religion or Belief

Table 6.1 Profile of employees (including schools) by Religion or Belief

Religion or Belief	2023	
	Total employees	% employees
Buddhist	>10	>0.15%
Christian	2029	32.54%
Hindu	> 10	>0.15%
Jewish	> 10	>0.15%
Muslim	> 10	>0.15%
None	1386	21.94%
Not Stated	2588	41.51%
Other	83	1.33%
Prefer Not To Say	151	2.42%
Sikh	>10	>0.15%
Total	6235	

5 Profile of employees by Marital Status

Table 5.1 Profile of employees (including schools) by Marital Status

Marital Status	2023	
	Total employees	% employees
Divorced or in a Dissolved Civil Partnership	205	3.29%
Married or in a Civil Partnership	2201	35.30%
Not Married or in a Civil Partnership	1304	20.91%
Not Stated	2393	38.28%
Widowed or Surviving Civil Partner	33	0.53%
Prefer Not To Say	99	1.59%
Total	6235	100%

6 Profile of employees by Sex

Table 6.1 Profile of employees (including schools) by sex

Sex	2023	
	Total employees	% employees
Female	4738	75.99%
Male	1497	24.01%
Not stated	0	0.00%
Total	6235	100%

7 Profile of employees by Age

Table 7.1. Employee profile by age (including schools)

Age Range	2023	
	Total employees	% employees
16 – 24	252	4.04%
25 – 34	1047	16.79%
35 – 44	1462	23.45%
45 – 49	758	12.16%
50 – 54	973	15.61%
55 – 59	881	14.13%
60 – 64	587	9.41%
65 – 69	207	3.32%
70 – 74	47	0.75%
75 and Over	21	0.34%
Totals	6235	100