



City of London Corporation - Employee Profile

March 2019

1 Introduction

This document illustrates and describes the profile of the workforce which informs the City Corporation's Public Sector Equality Duty; our equality and inclusion action plan; and HR policy review and development.

2 Scope

The analysis provides information on all employees both full time and part time and directly employed temporary employees. The departments covered are:

- Chamberlain's, City Surveyor's, Community & Children's Services, Comptroller & City Solicitor's, Mansion House & Central Criminal Court, Markets & Consumer Protection, Open Spaces, Remembrancer's, the Built Environment and Town Clerk's.

This report also includes, unless where stated, the following institutions:

- The Barbican Centre, Guildhall School of Music & Drama, the City's three schools - City of London Freemen's School; City of London School; and City of London School for Girls.

Excluded are the City of London Police Officers and support employees whose data is reported separately to the Police Committee. Also excluded are casual and agency workers; contractors and consultants.

The employee profile data reflects the workforce recorded as at the 31 March 2019, unless otherwise stated.

Information is drawn from basic payroll and HR information system data. Additional sensitive information is added on a voluntary basis by employees through the employee self-service facility on the HR information system. Because employees are not required to provide all personal and sensitive information, this means that not all the categories include 100% data capture. This is indicated under each heading. In other cases, the employee has specifically recorded 'not stated' or 'declined to specify' on employee self-service and this is indicated accordingly. In accordance with the General Data Protection Regulations and the Data Protection Act 2018, all employees have been sent a privacy notice describing how the City Corporation as a data controller collects and uses personal information during and after employment with the City Corporation.

We have published our Gender Pay Gap in accordance with the Gender Pay Gap Regulations 2017. This year we are also publishing our Ethnicity and Disability pay gaps. These are included in the report.

Employee Profile - Protected Characteristics: The data analysis looks at 6 protected characteristics identified in the Equality Act 2010. These are: Sex, Age, Ethnicity, Disability, Religion and Belief and Sexual Orientation. Where numbers in relation to protected characteristics are very small these have been

grouped together, where it is appropriate to do so, to maintain the integrity of the data, but also to ensure that no individual/s are easily identifiable.

Categories of analysis: This report covers an analysis of the overall employee profile; salary and grades; top 5% of earners and Gender, Ethnicity and Disability Pay Gaps; turnover and recruitment; starters and leavers.

3 Overview of the Workforce

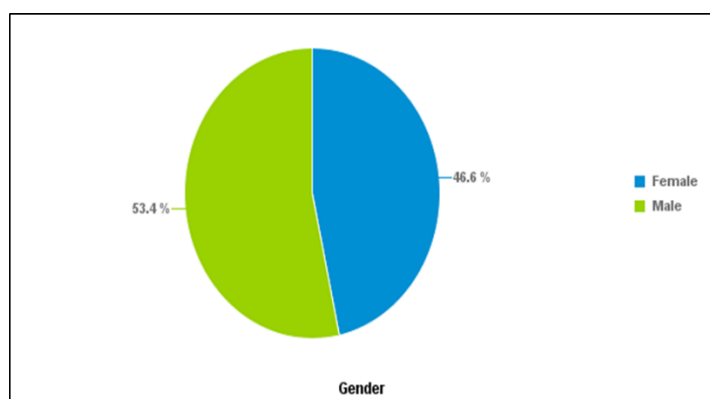
As at 31 March 2019 there were a total of 3648 employees across the departments and functions in scope, covering a wide range of service areas. There have been 575 starters including fixed term workers and 535 leavers including fixed term workers during the reporting period. Fixed term work may be for a number of reasons such as cover for maternity leave, fixed term/grant funding, finite project work, secondments and traineeships etc. 13.75% of staff are part time (defined as employees working less than 85% of a full time equivalent (FTE) post). For ease of reference it should be noted that 1 employee is equivalent to approximately 0.0274% of the workforce and 1% of the total workforce is approximately 36.5 employees.

3.1 Sex

Data is held on 100% of the workforce.

As shown below, 46.60% of the workforce is female and 53.40% are male. This is comparable to the split for 2016/17 (45.66% female and 54.34% male). The average for all London Councils is 61.4% female and 38.6% male respectively (Source: London Councils- Human Capital Metrics Survey Scorecard 2018/19). It should be noted that whilst some comparison can be useful, the City Corporation's local authority function is smaller than London Boroughs and other Local Authorities which makes a direct comparison with them difficult. An alternative comparison can be made with the Business Register and Employment Survey 2018, which identifies the 2017 workday population of the "square mile" as 513,000 jobs, split 63% male to 37% female.

The proportion of part-time employees who are female is 75.15% and 24.85% are male. This figure is broadly the same as the national picture of women as a percentage of all part-time workers according to the Office of National Statistics (ONS).

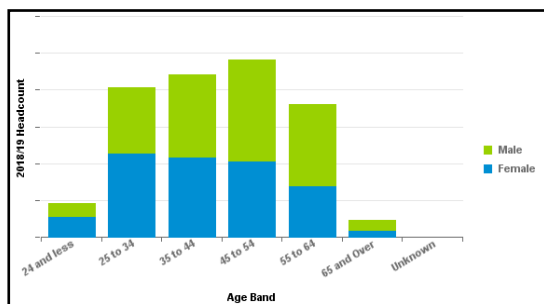


	2017/18		2018/19	
Headcount		%		%
Female	1650	45.66%	1700	46.60%
Male	1964	54.34%	1948	53.40%

3.2 Age

Age data is held on 100% of the workforce.

The age distribution is essentially unchanged from the previous year.



	2017/18			2018/19			
	Female	Male	Total	Female		Male	
>24	6.55%	4.63%	4.99%	105	6.18%	77	3.95%
25-34	26.11%	17.92%	22.29%	452	26.59%	361	18.53%
35-44	24.91%	22.81%	24.15%	428	25.18%	453	23.25%
45-54	25.94%	29.03%	26.40%	408	24.00%	555	28.49%
55-64	14.73%	22.40%	19.71%	275	16.18%	444	22.79%
65+	1.76%	3.21%	2.47%	32	1.88%	58	2.98%
Total	100%	100%	100%	1700	100%	1948	100%

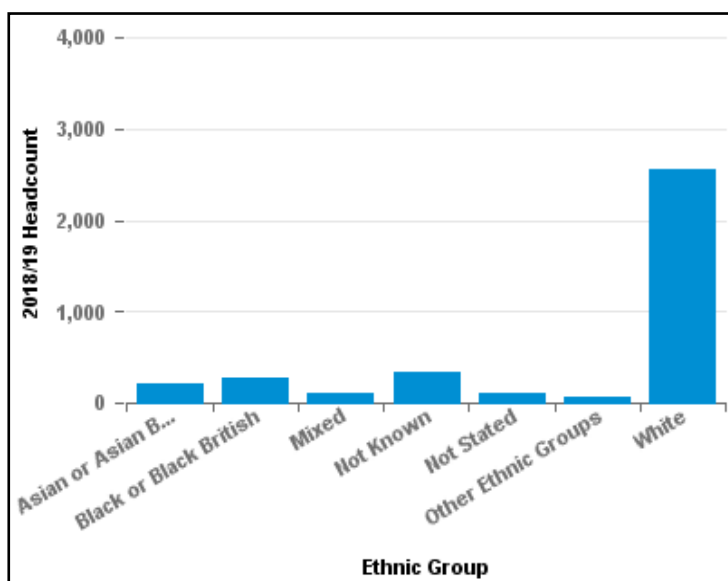
3.3 Ethnicity

Ethnicity data is held on 87.86% of the workforce.

For the purpose of this analysis employees are classified as belonging to the following ethnic groups. These are the standard classifications on the HR Information System and allow for comparison with other London Councils:

- **White:** White - British, White - EU, White - other European, White - Any other White background, Irish
- **Asian or Asian British:** Asian - Bangladeshi, Asian - British, Asian - Indian, Asian - Pakistani, Asian - Any other Asian background
- **Black or Black British:** Black – African, Black – British, Black – Caribbean, Black - Any other Black background
- **Mixed:** Mixed - Asian & White, Mixed - Black & White, Mixed - Any other Mixed background
- **Other Ethnic Groups:** Chinese, Any other background, Any other ethnic group

The ethnicity profile shows a marginal increase over the past 12 months and overall there has been an increase in known ethnicity minority employees compared to white (16.97% in 2017-18 and 17.82% in 2018-19). The most recent comparative data for London Councils shows that across all London Boroughs, the workforce is 58.84% White and 41.16% Black Asian and Minority Ethnic (BAME). This compares to 70.04% White; 17.82% (BAME) and 12.14% Not Known/Stated at the City Corporation.

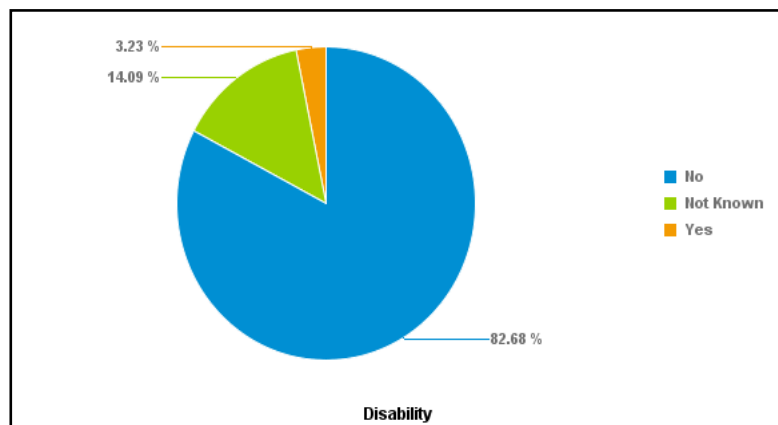


	2017/18		2018/19	
Asian or Asian British	198	5.48%	207	5.67%
Black or Black British	267	7.39%	279	7.65%
Mixed	91	2.52%	100	2.74%
Not Known	329	9.10%	343	9.40%
Not Stated	103	2.85%	100	2.74%
Other Ethnic Group	57	1.58%	64	1.75%
White	2569	71.08%	2555	70.04%
Total	3614	100%	3648	100%

3.4 Disability

Disability data is held on 85.91% of the workforce.

3.23% of the total workforce have declared themselves as having a disability. Employees are asked to state whether they “self-certify” as having a disability on the HR information system and similarly job applicants are asked to indicate Yes or No to the statement of “I consider myself to have a disability”. Therefore, it should be noted this indicator does not necessarily accurately measure whether an employee meets the definition of “disability” under the Equality Act 2010.

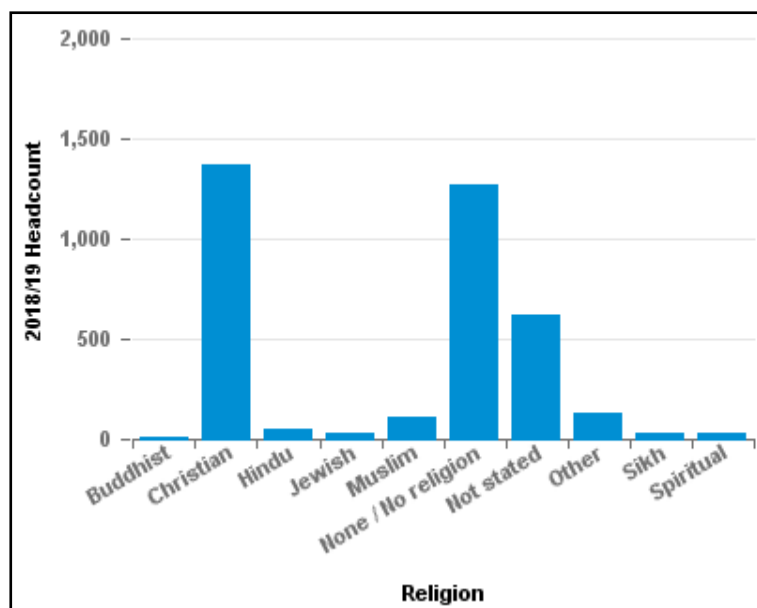


	2017/18		2018/19	
No	3017	83.48%	3016	82.68%
Not Known	490	13.56%	514	14.09%
Yes	107	2.96%	118	3.23%
total	3614	100%	3648	100.%

3.5 Religion and Belief

Religion and belief information is held on 82.95% of the workforce.

Of the overall workforce 37.53% are Christian. 34.79% stated that they have None/No religion or belief which has increased slightly since last year. Total other religions and beliefs is 10.63% and not known 17.05%.

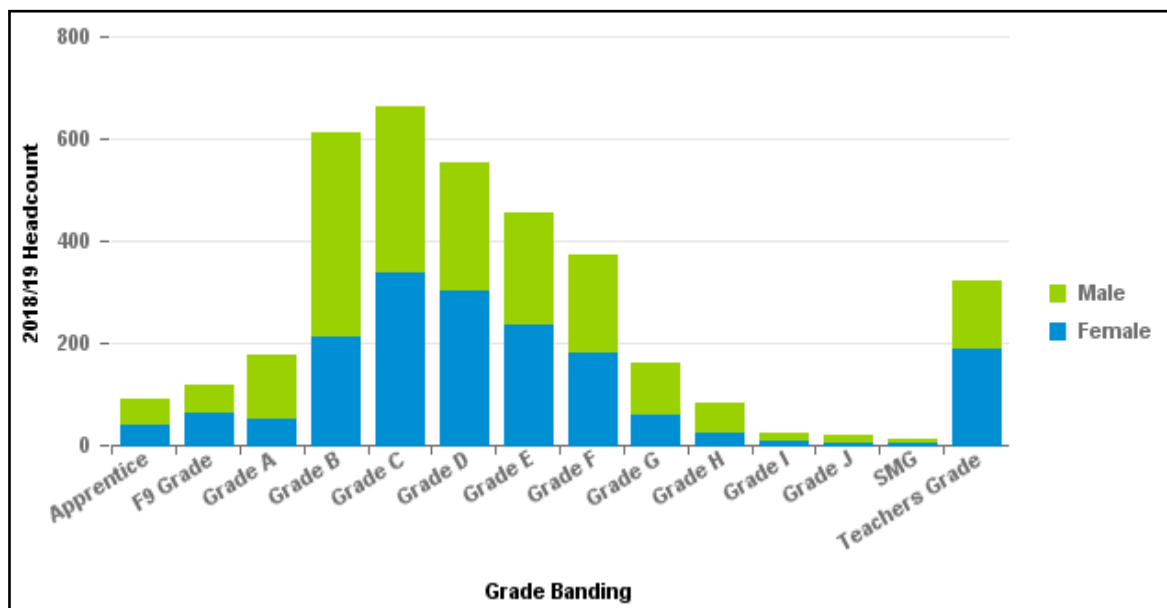


	2017/18		2018/19	
Buddhist	16	0.44%	15	0.41%
Christian	1430	39.57%	1369	37.53%
Hindu	43	1.19%	46	1.26%
Jewish	24	0.66%	26	0.71%
Muslim	104	2.88%	111	3.04%
None/No Religion	1191	32.96%	1269	34.79%
Not known	672	18.59%	622	17.05%
Other	73	2.02%	132	3.62%
Sikh	27	0.75%	31	0.85%
Spiritual	34	0.94%	27	0.74%
Total	3614	100%	3648	100%

Grade	Min Salary ()	Max Salary ()	2018/19% Workforce		2018/19 % Female		2018/19% Male	
Apprentice	19260	19650	92	2.51%	40	43.48%	52	56.52%
Grade A	15,200	16,150	178	4.86%	51	28.65%	127	71.35%
Grade B	17,090	19,840	612	16.71%	212	34.64%	400	65.36%
Grade C	22,310	25,890	662	18.07%	337	50.91%	325	49.09%
Grade D	28,140	32,640	552	15.07%	303	54.89%	249	45.11%
Grade E	32,640	37,810	456	12.45%	236	51.75%	220	48.25%
Grade F	41,320	47,920	373	10.18%	181	48.53%	192	51.47%
Grade G	49,340	57,240	159	4.34%	57	35.85%	102	64.15%
Grade H	57,240	66,320	84	2.29%	25	29.76%	59	70.24%
Grade I	66,320	76,870	24	0.66%	9	37.50%	15	62.50%
Grade J	79,190	91,810	18	0.49%	5	27.78%	13	72.22%
Chief Officers*	91780	243430	13	0.35%	3	23.08%	10	76.92%
F9 Grade	No fixed values		119	3.25%	64	53.78%	55	46.22%
Teachers	29200	59,650	321	8.76%	188	58.57%	133	41.43%

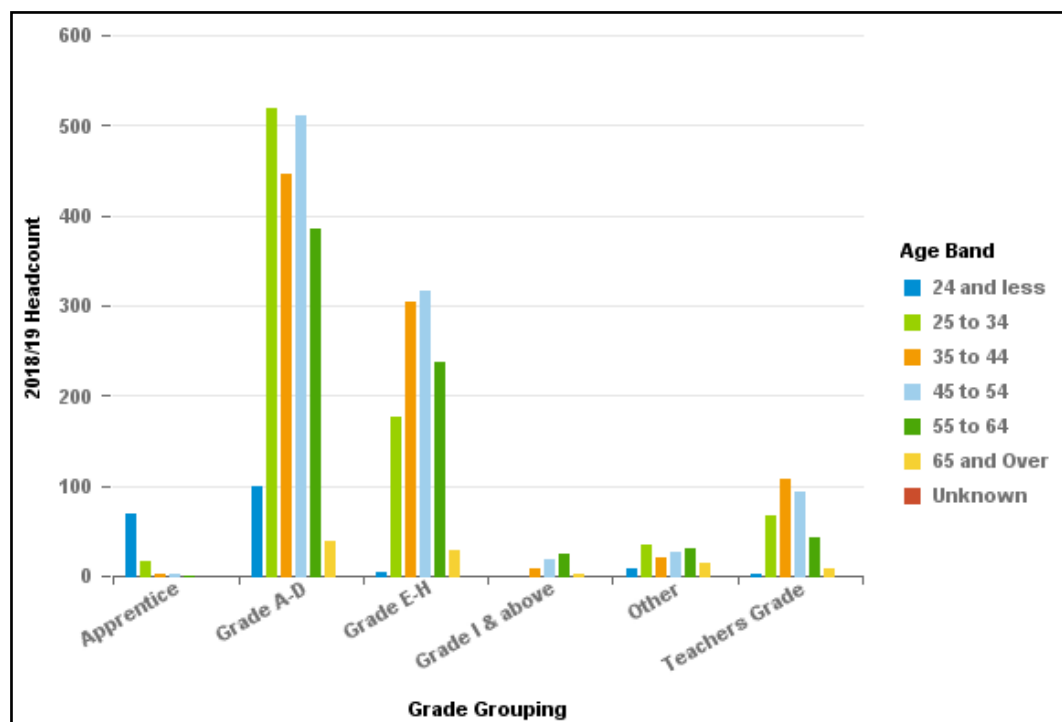
Figures exclude London Weighting and other allowances
*Chief Officers have individual salary scales within this range and includes Head Teachers

4.1 Sex and Grade Profile



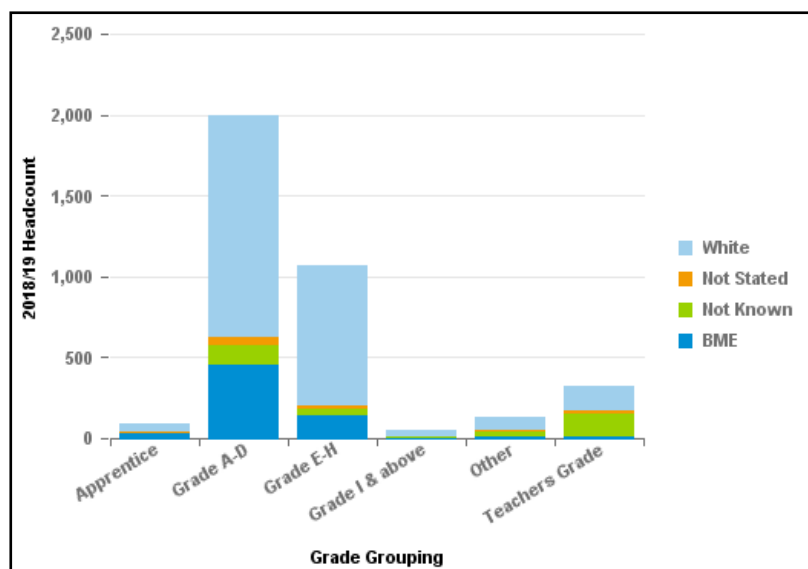
	2018/19				2017/18			
	% Female		% Male		% Female		% Male	
Apprentice	40	43.48%	52	56.52%	47	51.09%	45	48.91%
A-D	895	44.84%	1101	55.16%	895	44.11%	1134	55.89%
E-H	497	46.54%	571	53.46%	462	45.03%	566	54.97%
I and above	17	30.91%	38	69.09%	16	28.07%	41	71.93%
Other	64	53.78%	55	46.22%	44	48.35%	42	51.65%
Teachers	188	58.57%	133	41.43%	187	58.26%	134	41.74%

4.2 Age and grade profile



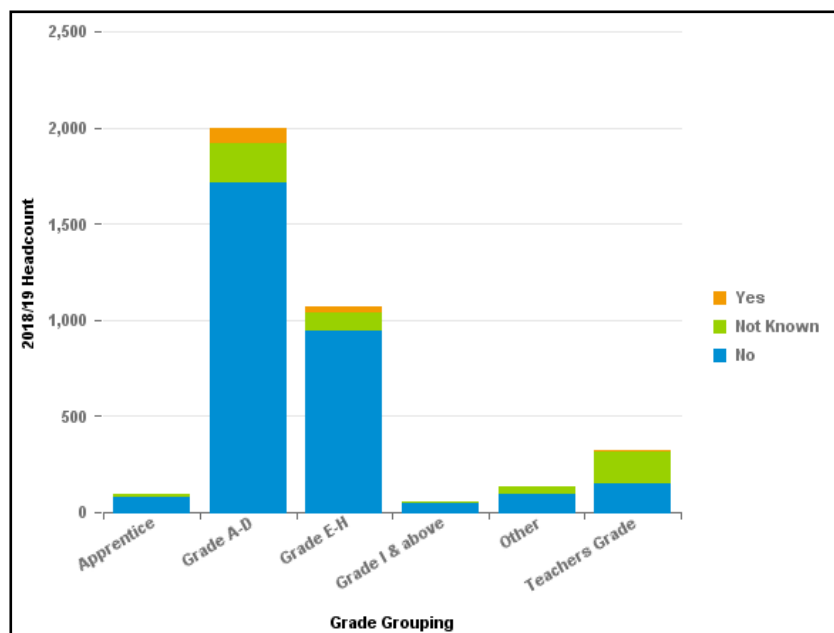
2018/19	24 and less	25 to 34	35 to 44	45 to 54	55 to 64	65 and Over
Apprentice	1.85%	0.46%	0.08%	0.08%	0.03%	
Grade A-D	2.73%	14.13%	12.14%	13.91%	10.50%	1.04%
Grade E-H	0.11%	4.83%	8.32%	8.65%	6.46%	0.76%
Grade I & above			0.22%	0.52%	0.68%	0.08%
Other	0.22%	0.93%	0.55%	0.74%	0.85%	0.38%
Teachers Grade	0.05%	1.83%	2.92%	2.54%	1.17%	0.25%
All Staff Total 2018/19	4.96%	22.18%	24.22%	26.43%	19.69%	2.51%
Total 2017/18	5.48%	21.57%	23.86%	27.64%	18.86%	2.59%

4.3 Ethnicity and grade profile



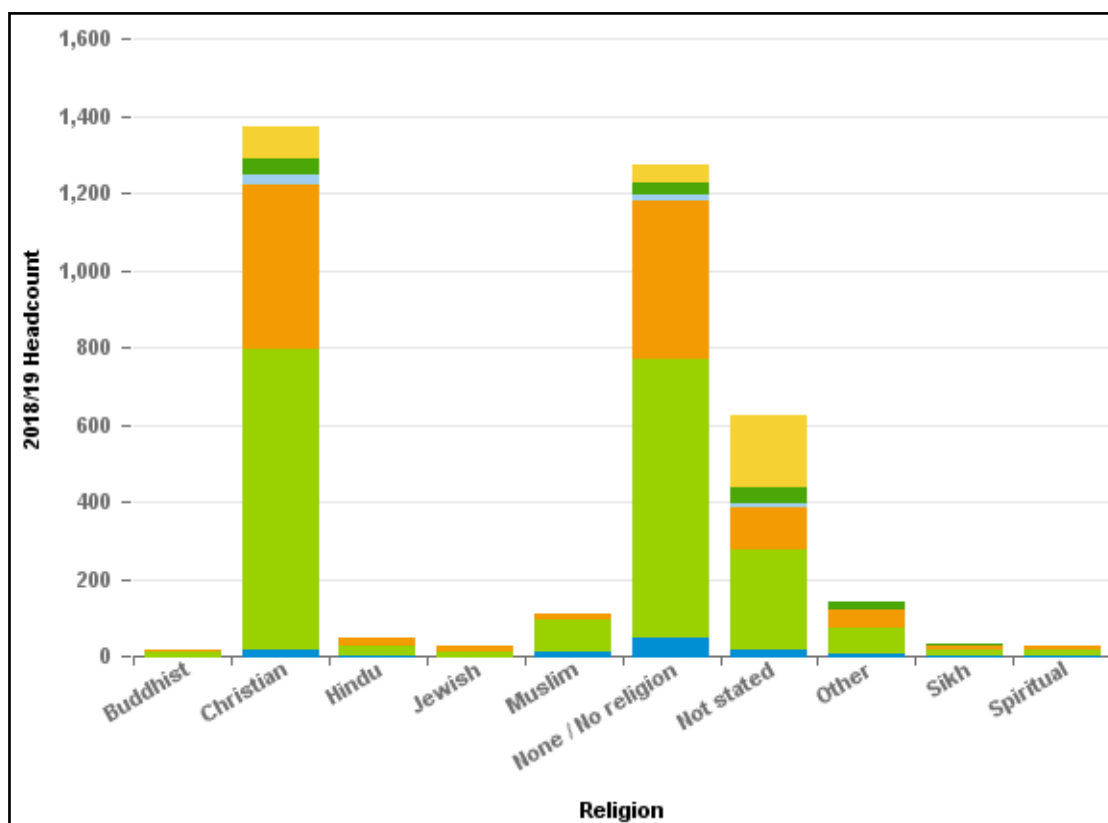
2018/19	BAME	Not known	Not stated	White
Apprentice	28.26%	9.78%	1.09%	60.87%
Grade A-D	22.85%	5.86%	2.86%	68.44%
Grade E-H	13.48%	3.37%	1.97%	81.18%
Grade I+	9.09%	9.09%	3.64%	78.18%
Other	9.70%	23.88%	2.24%	64.18%
Teachers	2.18%	44.86%	5.30%	47.66%
All Staff Total 18/19	17.82%	9.40%	2.74%	70.04%
Total 17/18	16.96%	9.10%	2.85%	71.08%

4.4 Disability indicator and grade profile



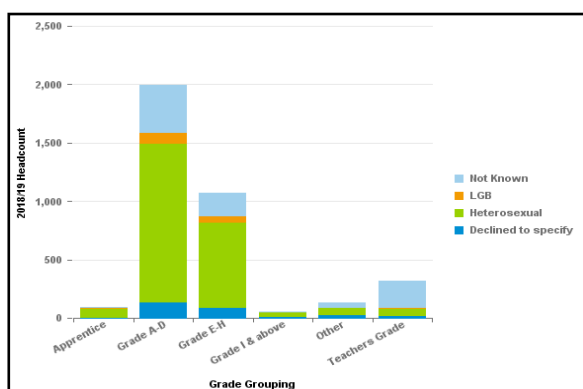
2018/19	No	Not Known	Yes
Apprentice	89.13%	9.78%	1.09%
Grade A-D	85.72%	10.37%	3.91%
Grade E-H	88.20%	8.71%	3.09%
Grade I+	90.91%	9.09%	
Other	70.15%	26.87%	2.99%
Teachers	47.66%	51.40%	0.93%
All Staff			
Total 18/19	82.68%	14.09%	3.23%
Total 17/18	83.48%	13.56%	2.96%

4.5 Religion and belief and grade profile



2018/19	Buddhist	Christian	Hindu	Jewish	Muslim	None / No religion	Not known	Other	Sikh	Spiritual
Apprentice		0.41%	0.03%		0.22%	1.31%	0.38%	0.11%	0.03%	0.03%
Grade A-D	0.27%	21.28%	0.71%	0.30%	2.29%	19.64%	7.15%	1.94%	0.41%	0.46%
Grade E-H	0.14%	11.62%	0.52%	0.35%	0.49%	11.27%	3.03%	1.17%	0.33%	0.22%
Grade I & above		0.74%			0.03%	0.44%	0.27%	0.03%		
Other		1.15%		0.03%		0.85%	1.04%	0.52%	0.08%	
Teachers Grade		2.26%		0.03%		1.23%	5.18%	0.03%		0.03%
All Staff Total 2018/19	0.41%	37.45%	1.25%	0.71%	3.03%	34.72%	17.05%	3.79%	0.85%	0.74%
Total 2017/18	0.45%	39.48%	1.18%	0.67%	2.86%	32.89%	18.78%	2.01%	0.75%	0.94%

4.6 Sexual orientation and grade profile



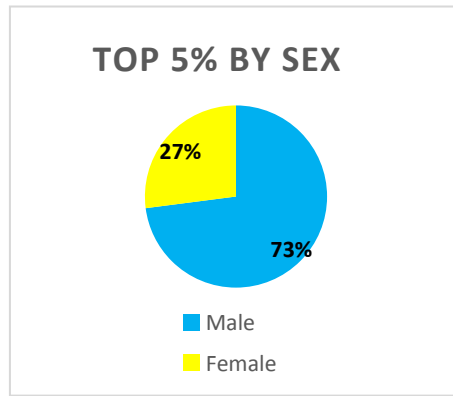
2018/19	Declined to specify	Heterosexual	LGBT	Not Known
Apprentice	0.05%	2.02%	0.16%	0.27%
Grade A-D	3.57%	37.12%	2.48%	11.27%
Grade E-H	2.40%	19.94%	1.34%	5.46%
Grade I & above	0.22%	1.04%	0.11%	0.14%
Other	0.63%	1.64%	0.08%	1.31%
Teachers Grade	0.35%	1.85%	0.22%	6.33%
All Staff Total 2018/19	7.23%	63.61%	4.39%	24.77%
Total 2017/18	5.8%	62.22%	4.21%	27.78%

5. Top 5% of Earners and Gender, Ethnicity and Disability Pay Gaps

The following section examines the profile of the top 5% of earners. This includes basic pay, London Weighting and Market Forces Supplements. There are currently 159 employees in the top 5% of earners in the City of London Corporation as at 31 March 2019. The ranking used to establish the top 5% of earners is based on the top 5% of gross salaries. Section 5.7 sets out the Gender, Ethnicity and Disability Pay Gaps for 2017/18. As with our gender pay gap the difference is in the main attributable to the lower numbers of ethnic minorities staff and staff with disabilities in more senior roles. This is addressed in our Equality and Inclusion Action Plan.

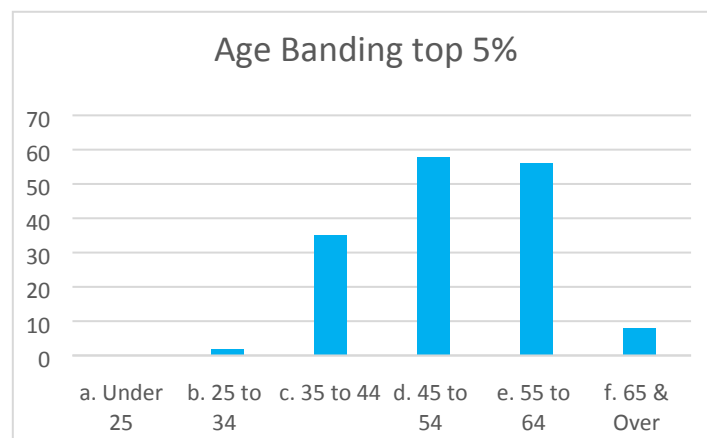
5.1 Top 5% earners by sex

	2018 -2019			2017 - 2018	
Sex	Number	%	All Staff %	Number	%
Male	116	73.0%	53.4%	116	73.4%
Female	43	27.0%	46.6%	42	26.6%
Total	159	100.0%	100.0%	158	100.0%



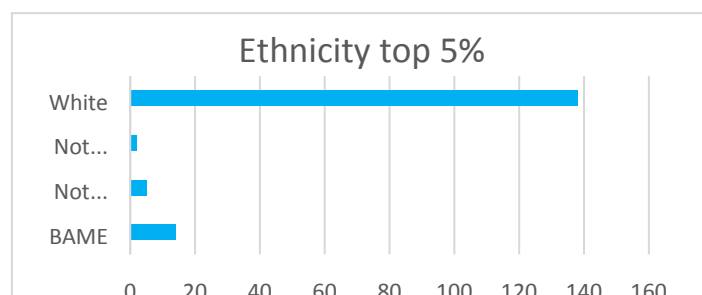
5.2 Top 5% earners by age

	2018 -2019			2017 - 2018	
Age band	Number	%	All Staff %	Number	%
a. Under 25	0	0.0%	5.0%	0	0.0%
b. 25 to 34	2	1.3%	22.0%	2	1.3%
c. 35 to 44	35	22.0%	24.0%	36	22.8%
d. 45 to 54	58	36.5%	26.4%	56	35.4%
e. 55 to 64	56	35.2%	20.0%	55	34.8%
f. 65 & Over	8	5.0%	2.5%	9	5.7%
Total	159	100.0%	100.0%	158	100.0%



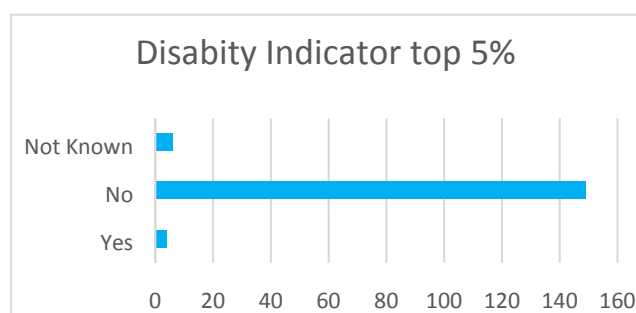
5.3 Top 5% earners by Ethnicity

	2018 -2019			2017 - 2018	
Ethnicity	Number	%	All Staff %	Number	%
BAME	14	8.8%	17.9%	11	7.0%
Not Known	5	3.1%	9.4%	8	5.1%
Not Stated	2	1.3%	2.7%	2	1.3%
White	138	86.8%	70.0%	137	86.7%
Total	159	100.0%	100%	158	100.0%



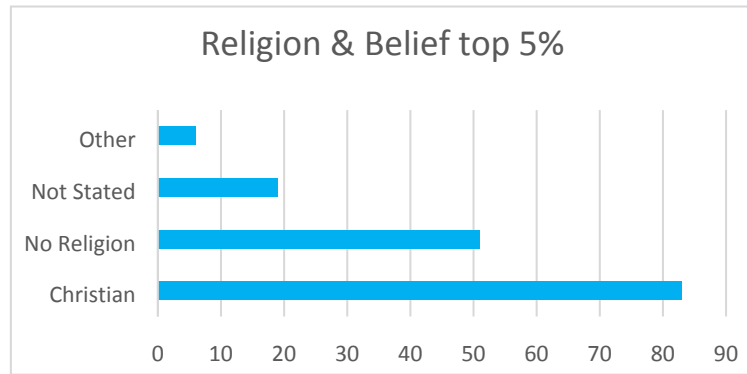
5.4 Top 5% earners by disability indicator

	2018 -2019			2017 - 2018	
Disability	Number	%	All Staff %	Number	%
Yes	4	2.5%	3.2%	3	3.0%
No	149	93.7%	82.7%	144	83.5%
Not Known	6	3.8%	14.1%	11	13.6%
Total	159	100.0%	100.0%	158	100.0%



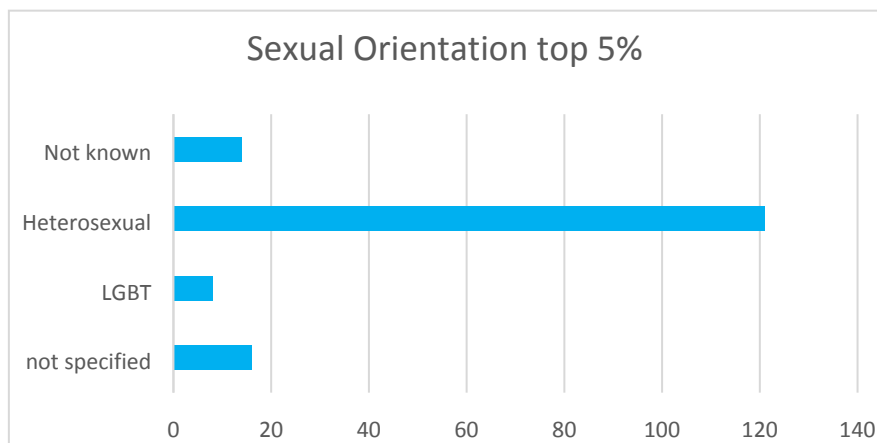
5.5 Top 5% earners by religion and belief

	2018 -2019			2017 - 2018	
Religion Belief	Number	%	All Staff %	Number	%
Christian	83	52.2%	37.5%	81	51.3%
No Religion	51	32.1%	34.8%	47	29.8%
Not Stated	19	11.9%	17.1%	28	17.7%
Other	6	3.8%	3.6%	2	1.3%
Total	159	100.0%	93.0%	158	100.0%



5.6 Top 5% earners by sexual orientation

	2018 -2019			2017 - 2018	
Sexual Orientation	Number	%	All Staff %	Number	%
not specified	16	10.1%	7.1%	17	10.8%
LGBT	8	5.0%	4.4%	8	5.1%
Heterosexual	121	76.1%	63.8%	106	67.1%
Not known	14	8.8%	24.8%	27	17.1%
Total	159	100.0%	100.0%	158	100.0%



5.7 Pay Gaps - Gender, Ethnicity and Disability

The Corporation's pay gap i.e. the pay discrepancy between male and female employees; black asian & minority ethnic and white employees; disabled and employees who declared they are not disabled; irrespective of their job or position. For 2017/18 refer to the following tables:

Table 1: The Corporation's gender pay gap ("snap shot" date of 31 March 2018)

Pay rates	Gender pay gap - the difference between women's pay and men's pay as a percentage of men's pay		
Mean hourly rate	6.4% Lower		
Median hourly rate	1.4% Lower		
Pay quartiles	Women	Men	Total
Proportion of women and men in the upper quartile (paid above the 75th percentile point)	42.2%	57.8%	100%
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)	50.3%	49.7%	100%
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	51%	49%	100%
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	44.7%	55.3%	100%
Bonus pay	Bonus Gender Pay Gap - the difference women's bonus and men's bonus as a % of men's bonus		
Mean bonus	13.2% Lower		
Median bonus	5.9% Lower		
Bonuses paid	Women	Men	
Who received bonus pay	12%	12%	

The Corporation's Ethnicity Pay Gap ("snap shot" date of 31 March 2018)

Pay rates	BAME pay gap - the difference between BAME employees' pay and white employees pay as a percentage of white employees' pay			BAME pay gap - BAME employees' pay as a percentage of white employees' pay	Hourly rate of pay for BAME employees	Hourly rate of pay for white employees	Difference £
Mean hourly rate	20% Lower			80%	£19.10	£23.87	£4.77
Median hourly rate	17.8% Lower			82.2%	£17.01	£20.70	£3.69
Pay Quartile Information				Workforce composition			
Pay quartiles	BAME	White	Total	BAME headcount	White headcount	Non disclosed headcount	Total headcount
Proportion of BAME and white employees in the upper quartile (paid above the 75th percentile point)	7%	77%	84%	88	947	201	1236
Proportion of BAME and white employees in the upper middle quartile (paid above the median and at or below the 75th percentile point)	13%	74%	87%	164	920	152	1236
Proportion of BAME and white employees in the lower middle quartile (paid above the 25th percentile point and at or below the median)	20%	64%	84%	244	794	197	1235
Proportion of BAME and white employees in the lower quartile (paid below the 25th percentile point)	18%	53%	71%	228	653	355	1236
Bonus pay	Bonus BAME Pay Gap - the difference BAME employees' bonus and white employees' bonus as a % of white employees' bonus			Bonus BAME Pay Gap - BAME employees' bonus as a % of white employees' bonus	Bonus pay of BAME employees	Bonus pay of white employees	Difference £
Mean bonus	6.2% Lower			93.8%	£1,523.31	£1,624.59	£101.28
Median bonus	1.4% Lower			98.6%	£1,095.60	£1,110.96	£15.36
Bonuses paid							
BAME paid bonus as % of all BAME	8%						
White paid bonus as % of all White staff	15%						
Black, Asian and Minority Ethnic (BAME) includes employees recorded in the following categories (categories taken from the 2001 Census): Asian/Asian British (inc Chinese), Black/Black British, Mixed/Multiple Heritage and Other Ethnic Group (i.e.: all other categories than that of White British and White Other). For the calculations exclude any employees whose ethnicity is not known.							

Note: A significant proportion of employees in the lower quartile are casual employees and are therefore less likely to enter their ethnicity information on City People.

The Corporation's Disability Pay Gap ("snap shot" date of 31 March 2018)

Pay rates	Disability pay gap - the difference between the pay of employees who have declared a disability and the pay of employees who have declared they do not have a disability as a % of the pay of employees who have declared they do not have a disability			Disability pay gap - the pay of employees who have declared a disability as a percentage of the pay of employees who have declared they do not have a disability	Hourly rate of employees who have declared they have a disability	Hourly rate of employees who have declared they do not have a disability	Difference £
Mean hourly rate	8.7% Lower			91.4%	£21.10	£23.10	£2.00
Median hourly rate	8.1% Lower			92%	£18.56	£20.19	£1.63
Pay Quartile Information				Workforce composition			
Pay quartiles	Disabled	Not disabled	Total	Disabled headcount	Not disabled headcount	Non disclosed headcount	Total headcount
Proportion of disabled and not disabled employees in the upper quartile (paid above the 75th percentile point)	2%	80%	82%	25	984	227	1236
Proportion of disabled and not disabled employees in the upper middle quartile (paid above the median and at or below the 75th percentile point)	3%	79%	82%	38	982	216	1236
Proportion of disabled and not disabled employees in the lower middle quartile (paid above the 25th percentile point and at or below the median)	3%	77%	80%	41	955	239	1235
Proportion of disabled and not disabled employees in the lower quartile (paid below the 25th percentile point)	3%	67%	70%	38	824	374	1236
Bonus pay	Bonus Disability Pay Gap - the difference between the bonus paid to employees who have declared a disability and employees who have not declared a disability as a % of employees who have declared a disability.			Bonus Disability Pay Gap - Pay of employees who have declared a disability as a % of pay of employees who have declared they do not have a disability	Bonus pay of employees who have declared they have a disability	Bonus pay of employees who have declared they do not have a disability	Difference £
Mean bonus	26.8% Lower			73.2%	£1,186.67	£1,620.34	£433.67
Median bonus	0%			100%	£1,095.60	£1,095.60	£0
Bonuses paid							
Disabled paid bonus as % of all Disabled	10.6%						
Non-disabled paid bonus as % of all Non-disabled staff	14.1%						
For the calculations exclude any employees for whom disabled/not disabled is not known.							

Note: A significant proportion of employees in the lower quartile are casual employees and are therefore less likely to enter their disability information on City People.

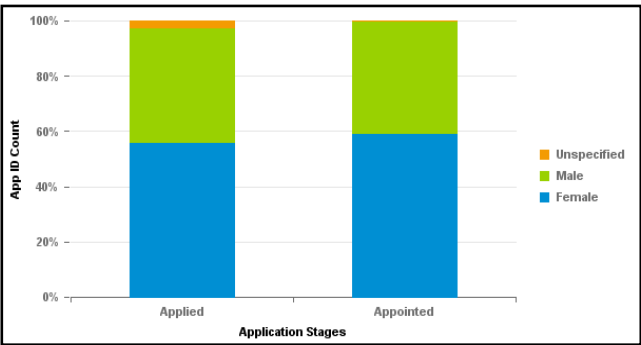
6. Turnover

Recruitment Data April 2018- March 2019

The turnover rate including leavers who were on a fixed term contract is 14.67%. This figure is comparable to the turnover across London Councils and a national level of 14.6% according to the Hay Group.

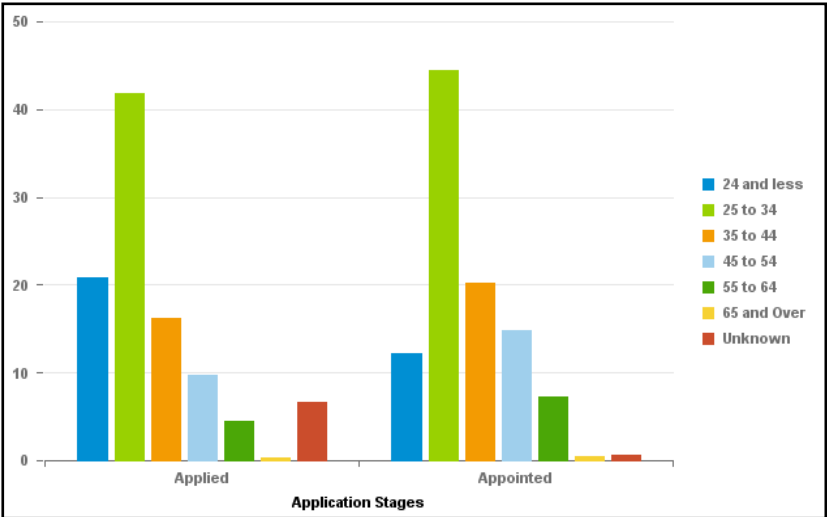
The following charts do not include all recruitment such as recruitment in schools and specialist recruitment where search and section organisations have been commissioned. There was a total of 14082 applicants for posts of which 1113 were internal applicant.

6.1 Recruitment by sex



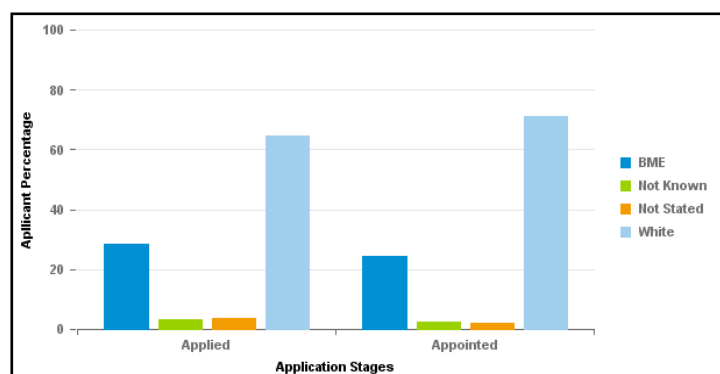
	Female	Male	Unspecified
Applied	55.68%	41.60%	2.72%
Appointed	58.94%	40.85%	0.21%

6.2 Recruitment by age



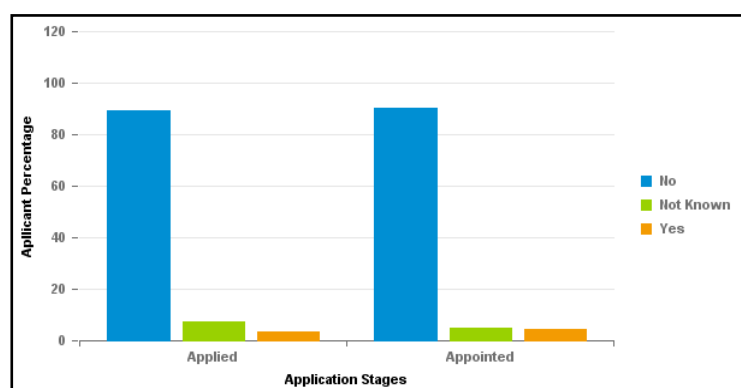
	Applied	Appointed
24 and less	20.80%	12.13%
25 to 34	41.83%	44.47%
35 to 44	16.24%	20.21%
45 to 54	9.71%	14.89%
55 to 64	4.55%	7.23%
65 and Over	0.24%	0.43%
Not known	6.63%	0.64%
Total	100.00%	100.00%

6.3 Recruitment by ethnicity



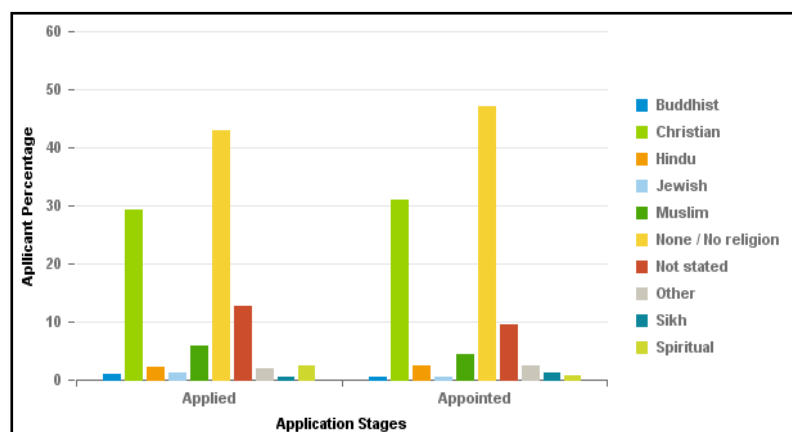
	Applied	Appointed
BAME	28.64%	24.47%
Not Known	3.15%	2.55%
Not Stated	3.53%	1.91%
White	64.68%	71.06%
Total	100.00%	100.00%

6.4 Recruitment by disability indicator



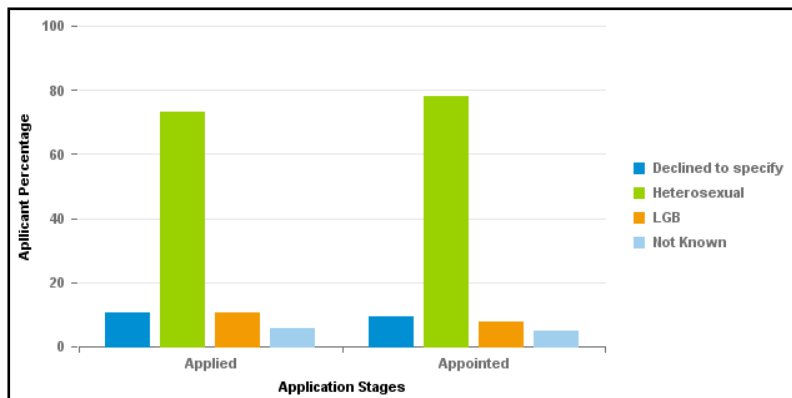
	Applied	Appointed
No	89.21%	90.43%
Not Known	7.28%	5.11%
Yes	3.51%	4.47%
Total	100.00%	100.00%

6.5 Recruitment by religion and belief



	Applied	Appointed
Buddhist	1.00%	0.43%
Christian	29.23%	31.06%
Hindu	2.08%	2.55%
Jewish	1.10%	0.43%
Muslim	5.78%	4.47%
None / No religion	43.03%	47.02%
Not known	12.80%	9.57%
Other	1.88%	2.55%
Sikh	0.58%	1.28%
Spiritual	2.53%	0.64%
Total	100.00%	100.00%

6.6 Recruitment by sexual orientation

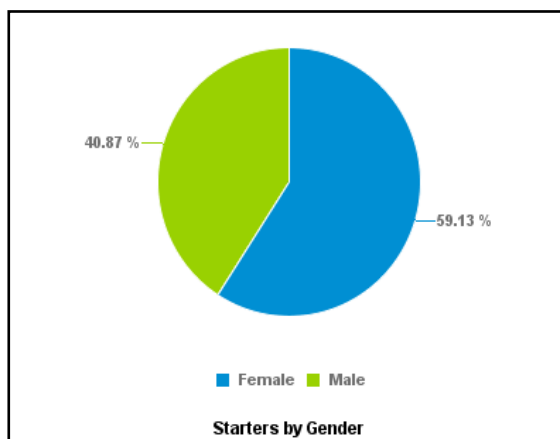


	Applied	Appointed
Declined to specify	10.54%	9.36%
Heterosexual	73.32%	78.09%
LGBT	10.65%	7.87%
Not Known	5.49%	4.68%
Total	100.00%	100.00%

7. Starter information April 2018 – March 2019

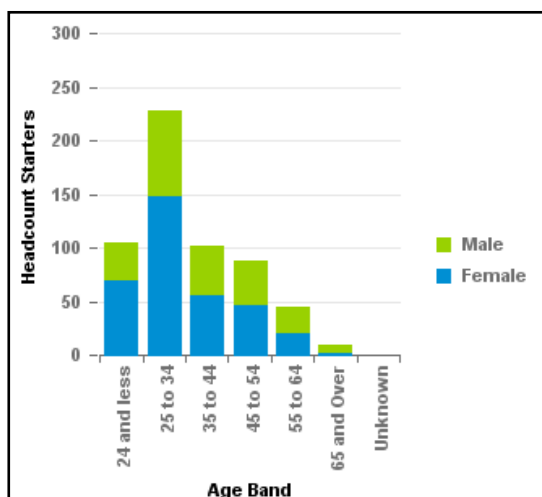
The tables below give a breakdown of the 575 new starters to the organisation including fixed/temporary terms employees. This data does not include those employees who already work for the City Corporation but have changed jobs.

7.1 Starters by sex



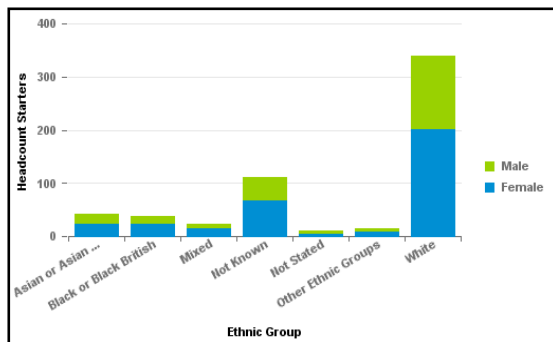
Sex	Headcount	%
Female	340	59.13%
Male	235	40.87%
Total	575	100.00%

7.2 Starters by age



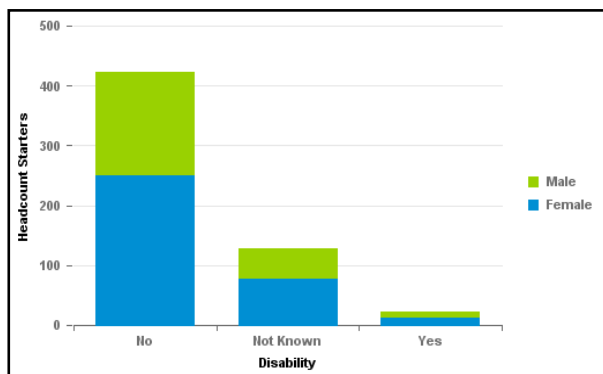
	Headcount Female	% Female	Headcount Male	% Male
24 and less	69	12.00%	35	6.09%
25 to 34	147	25.57%	81	14.09%
35 to 44	56	9.74%	45	7.83%
45 to 54	46	8.00%	41	7.13%
55 to 64	20	3.48%	25	4.35%
65 and Over	2	0.35%	8	1.39%
Total	340	59.13%	235	40.87%

7.3 Starters by ethnicity



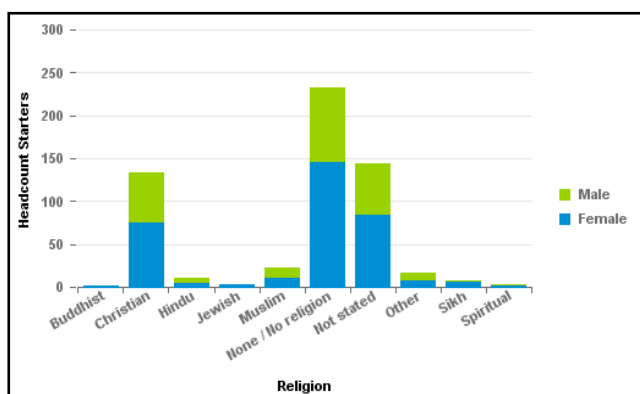
	Headcount Female	% Female	Headcount Male	% Male
Asian or Asian British	23	4.00%	18	3.13%
Black or Black British	22	3.83%	16	2.78%
Mixed	14	2.43%	8	1.39%
Not Known	67	11.65%	44	7.65%
Not Stated	4	0.70%	6	1.04%
Other Ethnic Groups	9	1.57%	5	0.87%
White	201	34.96%	138	24.00%
Total	340	59.13%	235	40.87%

7.4 Starters by disability indicator



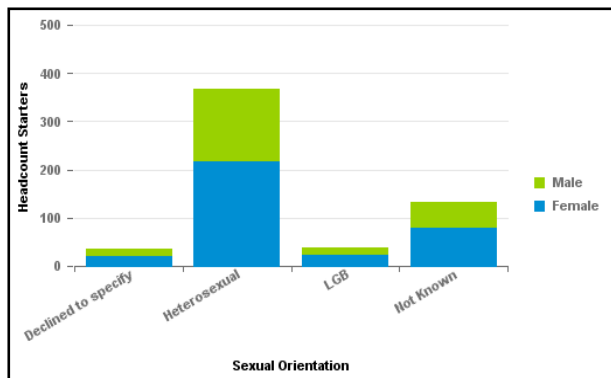
	Headcount Female	% Female	Headcount Male	% Male
No	250	43.48%	173	30.09%
Not Known	78	13.57%	51	8.87%
Yes	12	2.09%	11	1.91%
Total	340	59.13%	235	40.87%

7.5 Starters by religion and belief



	Headcount Female	% Female	Headcount Male	% Male
Buddhist	1	0.17%	1	0.17%
Christian	75	13.04%	59	10.26%
Hindu	5	0.87%	6	1.04%
Jewish	3	0.52%		
Muslim	11	1.91%	11	1.91%
None / No religion	146	25.39%	87	15.13%
Not known	84	14.61%	60	10.43%
Other	8	1.39%	8	1.39%
Sikh	6	1.04%	1	0.17%
Spiritual	1	0.17%	2	0.35%
Total	340	59.13%	235	40.87%

7.6 Starters by sexual orientation

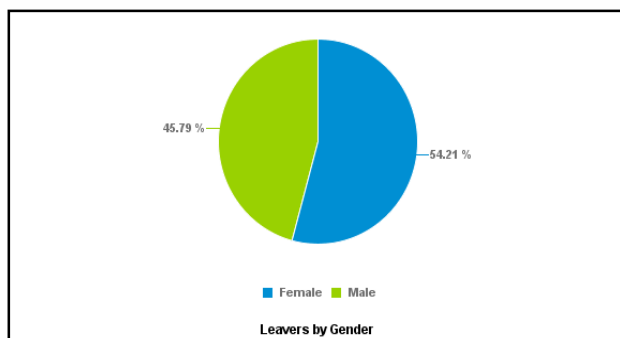


	Headcount Female	% Female	Headcount Male	% Male
Declined to specify	21	3.65%	15	2.61%
Heterosexual	217	37.74%	151	26.26%
LGBT	24	4.17%	14	2.43%
Not Known	78	13.57%	55	9.57%
Total	340	59.13%	235	40.87%

8. Leaver information April 2018 – March 2019

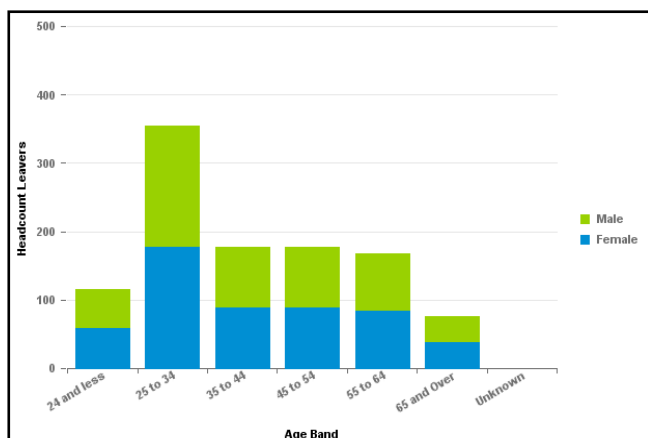
The tables below give a breakdown of the 535 leavers from the organisation.

8.1 Leavers by sex



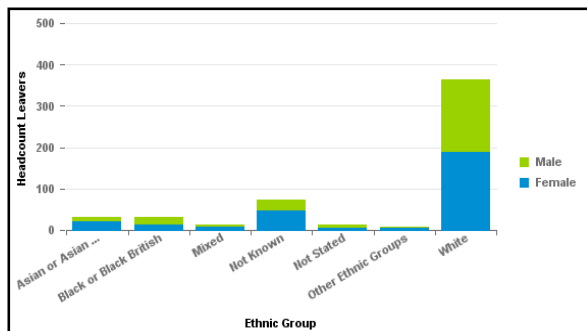
Sex	Percentage:	Headcount
Female	290	54.21%
Male	245	45.79%
Total	535	100.00%

8.2 Leavers by age



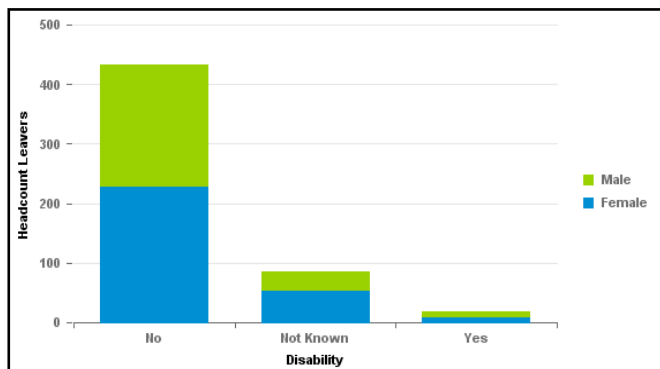
	Headcount Female	% Female	Headcount Male	% Male
24 and less	41	7.66%	17	3.18%
25 to 34	116	21.68%	61	11.40%
35 to 44	49	9.16%	40	7.48%
45 to 54	46	8.60%	43	8.04%
55 to 64	29	5.42%	55	10.28%
65 and Over	9	1.68%	29	5.42%
Unknown	-	-	-	-
Totals	290	54.21%	245	45.79%

8.3 Leavers by ethnicity



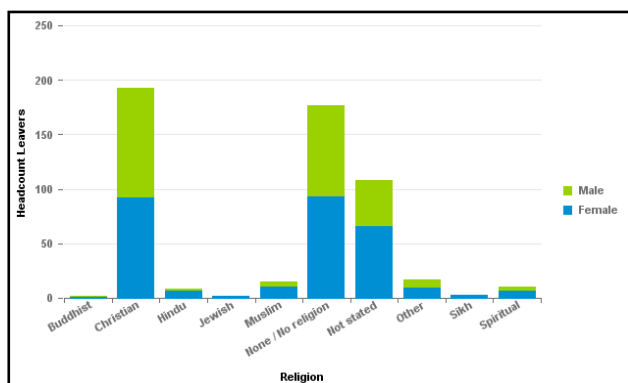
	Headcount Female	% Female	Headcount Male	% Male
Asian or Asian British	22	4.11%	9	1.68%
Black or Black British	14	2.62%	18	3.36%
Mixed	7	1.31%	7	1.31%
Not Known	48	8.97%	26	4.86%
Not Stated	6	1.12%	6	1.12%
Other Ethnic Groups	4	0.75%	4	0.75%
White	189	35.33%	175	32.71%
Total	290	54.21%	245	45.79%

8.4 Leavers by disability indicator



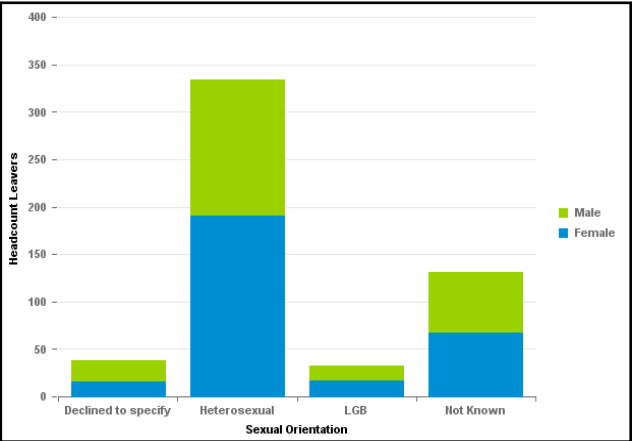
	Headcount Female	% Female	Headcount Male	% Male
No	228	42.62%	204	38.13%
Not Known	53	9.91%	32	5.98%
Yes	9	1.68%	9	1.68%
Total	290	54.21%	245	45.79%

8.5 Leavers by religion and belief



	Headcount Female	% Female	Headcount Male	% Male
Buddhist	1	0.19%	1	0.19%
Christian	92	17.20%	101	18.88%
Hindu	7	1.31%	1	0.19%
Jewish	2	0.37%		
Muslim	10	1.87%	5	0.93%
None / No religion	93	17.38%	84	15.70%
Not known	66	12.34%	42	7.85%
Other	9	1.68%	8	1.50%
Sikh	3	0.56%		
Spiritual	7	1.31%	3	0.56%
Total	290	54.21%	245	45.79%

8.6 Leavers by sexual orientation



	Headcount Female	% Female	Headcount Male	% Male
Declined to specify	16	2.99%	22	4.11%
Heterosexual	190	35.51%	144	26.92%
LGBT	17	3.18%	15	2.80%
Not Known	67	12.52%	64	11.96%
Total	290	54.21%	245	45.79%