

City of London Corporation

Equality Information Report 2023

1 April 2022 to 31 March 2023



Contents

Introduction	3
Scope	3
Who we are	4
Data relating to those affected by services and policies	4
A. Equality Information Overview	6
1. Age	6
2. Disability	8
3. Gender Reassignment	9
4. Marriage and Civil Partnership	10
5. Pregnancy and Maternity	12
6. Race	13
7. Religion or Belief	15
8. Sex	17
9. Sexual Orientation	18
B. Salary / Grade Profile Data	20
1. City of London Corporation Salary Scales	20
2. Age and Grade Profile	20
3. Disability Indicator and Grade Profile	21
4. Race and Grade Profile	21
5. Religion/Belief and Grade Profile	22
6. Sex and Grade Profile	23
7. Sexual Orientation & Grade Profile	24
8. Top 5% Earner data	24
C. Service User Data	26
1. Adult Social Care	26
2. Childrens Social Care	28
3. Rough sleeping	29
4. Housing and homelessness	32
5. Education	35
6. Adult Skills and Education	37

Introduction

The Equality Act 2010 (Public Sector Equality Duty) requires the Corporation to publish annually an equality information report relating to persons who share a relevant protected characteristic who are employees and other persons affected by our policies and practices.

Scope

The analysis provides information on all employees, both full-time and part-time, and directly employed temporary employees. Casual and agency workers, contractors and consultants are not included.

As well as City of London Corporation employees, this report also includes employees from our institutions: the Barbican Centre, the City Bridge Foundation, the Guildhall School of Music & Drama, and the independent schools that the City Corporation supports - City of London Freeman's School, City of London School, City of London School for Girls, and the City Junior School. City of London Police Officers and support employees have not been included as this data is reported separately to the Police Committee.

The employee profile data reflects the workforce recorded as at 31 March 2023, 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.

Employee Profile and Protected Characteristics

This data covers the nine protected characteristics identified in the Equality Act 2010:

1. **Age:** This refers to a person belonging to a particular age or range of ages
2. **Disability:** A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
3. **Gender Reassignment:** This is where a person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning their sex.
4. **Marriage and Civil Partnership:** This encompasses both marriage (between a man and a woman or same-sex couples) and civil partnerships. Civil partners must not be treated less favourably than married couples
5. **Pregnancy and Maternity:** Protection extends to pregnancy and the period after childbirth. Discrimination against breastfeeding women is also covered
6. **Race:** A race is a group of people defined by their colour, nationality (including citizenship), ethnicity, or national origins. For instance, Black British is a distinct racial group.
7. **Religion or Belief:** Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief.
8. **Sex:** Refers to being a man or a woman.
9. **Sexual Orientation:** This pertains to an individual's sexual attraction toward their own sex, the opposite sex, or both sexes

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 and ensure that no individual/s are easily identifiable.

Who we are

The City of London Corporation is the governing body for the geographic area of the City of London, also known as the City or Square Mile on behalf of all who live, study, work and visit. City Corporation provides local government services for our 8,600 residents¹, and 614,500 City workers² based in the Square Mile. Most of our workers and visitors are residents of other London boroughs, elsewhere in the UK or are overseas visitors.

City Corporation promotes the interests of people and organisations across London and the UK, and plays a valued role on the world stage. We aim to support London's communities through responsible business, charitable giving, improving the capital's air quality, providing education and skills for young people, and delivering affordable housing across London.

City Corporation operates more than 2,700 housing properties across six London boroughs, the Heathrow Animal Reception Centre, three food markets and are the largest port health authority in the UK. We protect public health by preventing infectious disease, ensuring water quality, making vessel inspections, and enforcing environmental controls.

City Bridge Foundation, the charity for which the City Corporation is the sole trustee, maintains five of London's key bridges and provides financial, philanthropic, and non-financial support to London's communities. We protect and conserve 19 major green spaces in London and southeast England, including Hampstead Heath and Epping Forest, and over 200 smaller ones in the Square Mile.

The City of London Corporation is involved in education across London; it has one maintained primary school, and ten sponsored academies as part of the City of London Academies Trust, and supports three independent schools, collectively known as the City of London Family of Schools.

City Corporation has a role within the UK financial and professional services (FPS) sector. The Square Mile is at the heart of the UK FPS and we seek to strengthen the UK as the world's leading global hub for the financial and professional services (FPS) sector and to drive economic growth. We also have a global reach in this sector - Our Lord Mayor acts as an international ambassador for the FPS sector, driving the position of the Square Mile as a global business hub for FPS.

As at 31 March 2023 there were a total of 4017 employees across the departments and functions in scope, covering a wide range of service areas.

Data relating to those affected by services and policies

Due to the unusual reach of City Corporation, publicly available data is used to provide an understanding of the demographics and protected characteristics of the communities which constitute the different groups of persons affected by our services and policies. Much of the data we use to understand our context and impact is collected from the 2021 Census by protected characteristics for the geographic areas outlined above. We believe the 2021 data to be adequate for comparison, as shifts in population data occur at a relatively slow pace.

The 2021 Census indicated that the City of London has a population of 8,600 residents (to the nearest 100), an increase of 16.4% from 7,400 in the 2011 Census. This population growth, whilst small in numeric size, is significantly higher as a percentage increase than the 7.7% increase across London and 6.6% increase across England.

¹ Census 2021

² Office for National Statistics 2022

There are 615,000 workers³ in the City of London, over half of which are based in financial and professional services sector. Although not a protected characteristic, the City of London has one of the most international workforces across the globe, with 42% of City workers coming from the European Economic Area (EEA) or the rest of the world.

Data related to those affected by our statutory services and policies is also included below, wherever possible, though noting that in some areas numbers are extremely low so have not been published to ensure data is not identifiable.

Please note that, as the City of London has a small population, relatively small numerical changes may cause large percentage changes, making any analysis less robust than looking at a larger population. 2021 Census data, and comparative data for 2011, has been taken from the ONS website: [Census - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk).

We also reference research on jobs within the City of London, based on research regularly published by City Corporation⁴. This data is based on research to February 2023, but is still relevant in giving a comparative understanding of the persons affected by our policies and practices.

As part of our draft equality objectives, we are preparing more extensive work on equalities data capture to allow us to better understand our stakeholders and those affected by our policies and practices, in order to improve our overall service offering and delivery.

³ [City of London Factsheets February 2023](#)

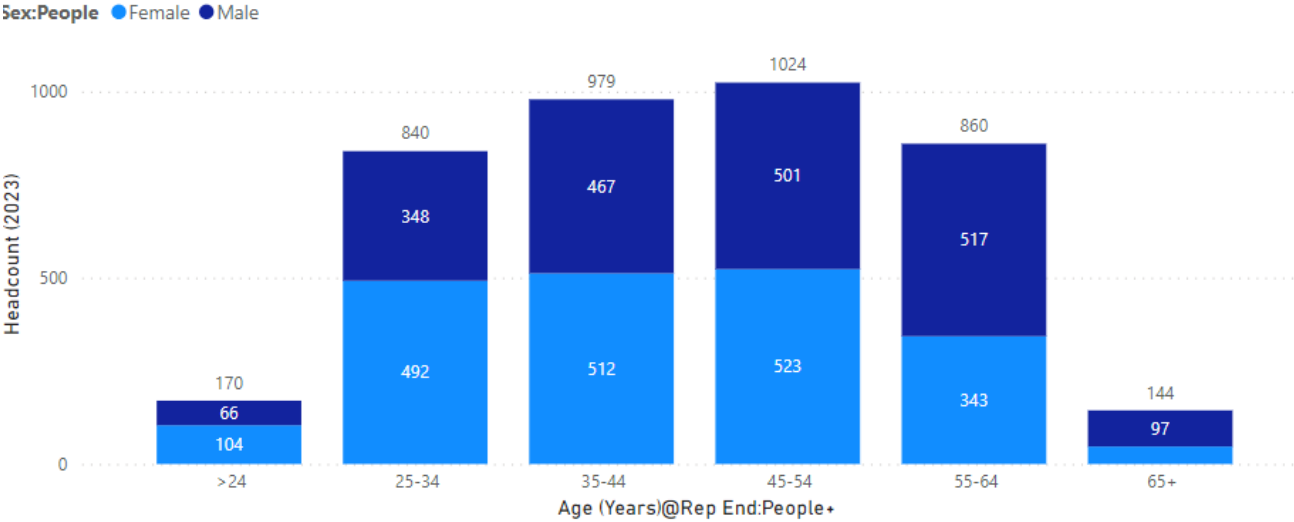
⁴ [City of London Factsheets February 2023](#)

A. Equality Information Overview

1. Age

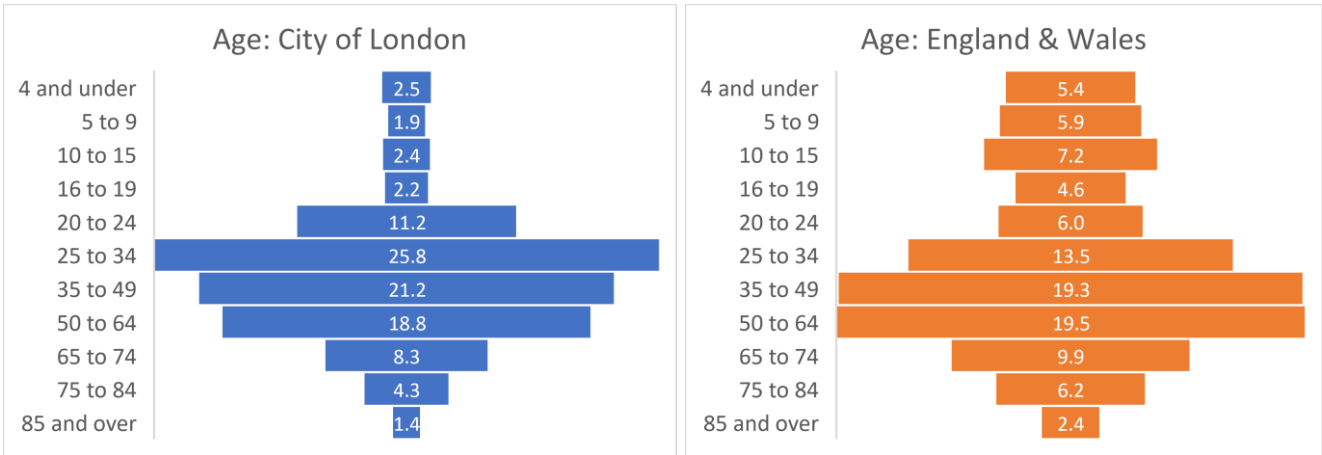
Age data is held on 100% of the workforce, with distribution essentially unchanged since last year.

92.2% of those directly employed by the City Corporation are aged between 25 and 64 years, with the majority (71.3%) aged 35 to 54 years.



Age Band (years)	2021/22 % Female	2021/22 % Male	2022/23 % Female	2022/23 % Male	2022/23 % Total Workforce
Aged 16 to 19	<1%	<1%	<1%	<1%	<1%
Aged 20 to 24	4.2%	2.74%	4.7%	3.0%	3.9%
Aged 25 to 34	23.9%	16.2%	25.3%	17.4%	20.9%
Aged 35 to 49	38.0%	36.0%	37.6%	35.0%	36.4%
Aged 50 to 64	30.9%	40.5%	30.5%	39.3%	34.9%
Aged 65 to 74	2.4%	4.3%	2.3%	4.7%	3.5%
Aged 75 to 84	0%	0%	0%	<1%	<1%

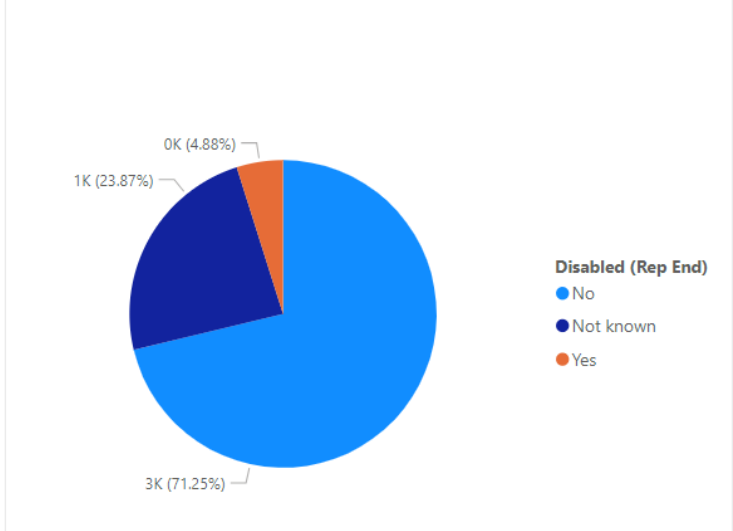
The makeup of our resident population is different to that of London overall or of England and Wales, with notably fewer very young and old residents, but a proportionately higher population between 20-64. This resembles the overall workforce in the City of London where approximately 61% of workers are aged between 22 and 39, compared to than England and Wales with 40%.



Age Band (years)	City of London Corporation Employees (March 2023)	City of London (Census 2021)	London (Census 2021)	England (Census 2021)	England and Wales (Census 2021)
Aged 4 & under	n/a	2.5%	6.0%	5.4%	5.4%
Aged 5 to 9	n/a	1.9%	6.0%	5.9%	5.9%
Aged 10 to 15	n/a	2.4%	7.2%	7.2%	7.2%
Aged 16 to 19	<1%	2.2%	4.4%	4.6%	4.6%
Aged 20 to 24	3.9%	11.2%	6.7%	6.0%	6.0%
Aged 25 to 34	20.9%	25.8%	18.1%	13.6%	13.5%
Aged 35 to 49	36.4%	21.2%	22.7%	19.4%	19.3%
Aged 50 to 64	34.9%	18.8%	16.9%	19.4%	19.5%
Aged 65 to 74	3.5%	8.3%	6.5%	9.8%	9.9%
Aged 75 to 84	<1%	4.3%	3.8%	6.1%	6.2%
Aged 85 & over	0.0%	1.4%	1.6%	2.4%	2.4%

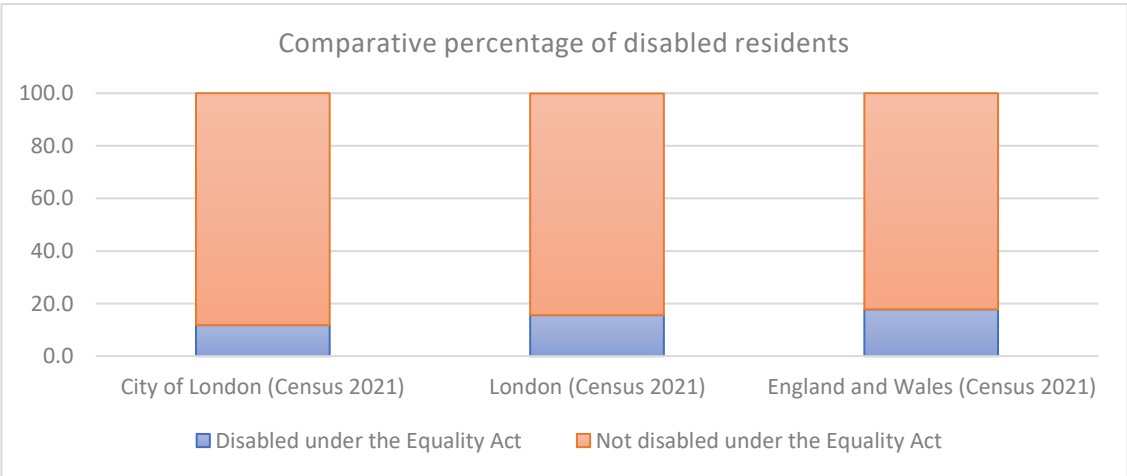
2. Disability

Disability data is held on 78% of the workforce. Employees are asked to indicate whether they have a disability on the HR information system; similarly, job applicants are asked to indicate Yes or No to the statement of “I consider myself to have a disability” (no third option not to disclose is available). Therefore, this indicator does not accurately measure whether an employee meets the definition of “disability” under the Equality Act 2010. Data indicates that 4.9% of the total workforce have declared themselves as having a disability.



Disability	2021/22 Headcount	2021/22 %	2022/23 Headcount	2022/23%
No	2880	74.3%	2862	71.3%
Not Known	814	21%	959	23.9%
Yes	182	4.7%	196	4.9%
Total	3876	100	4017	100

The percentage of non-disabled residents in the City of London is higher than London and national levels. The below table shows the full percentage breakdown. No disability data is available for workers in the City of London. However, by comparison 23% of people of working age in the UK reported having a disability between January and March 2023.



Group	City of London (Census 2021)	London (Census 2021)	England & Wales (Census 2021)
Disabled under the Equality Act	11.8%	15.6%	17.8%
Not disabled under the Equality Act	88.2%	84.3%	82.2%

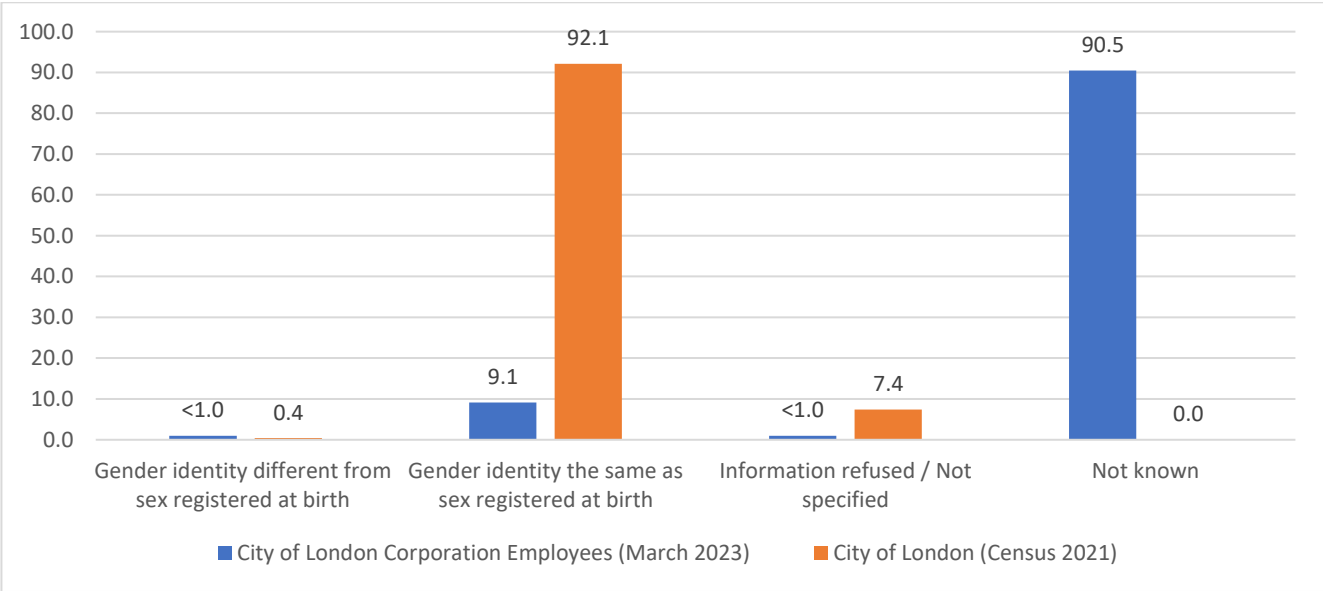
3. Gender Reassignment

Not Known is the largest response group (over 90%) when it comes to data relating to Gender Reassignment. This makes it very difficult to draw any concrete conclusions using this data.

Gender Reassignment

The 2021 Census featured for the first time a question on Gender Identity which asked was ‘is the gender you identify with the same as your sex registered at birth?’. The question was voluntary and was only asked of people aged 16 years and over. The City of London broadly follows the national trend. The percentage breakdown for 2021 is displayed below.

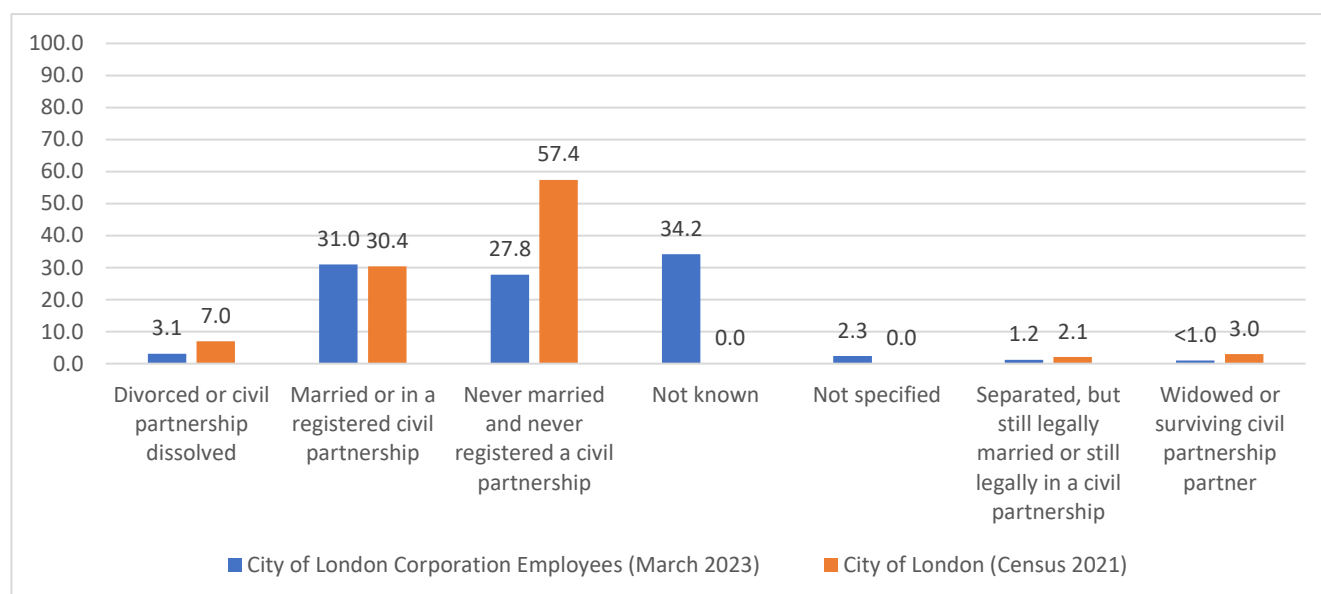
Group	City of London Corporation Employees (March 2023)	City of London (Census 2021)	London (Census 2021)	England (Census 2021)	England and Wales (Census 2021)
Gender identity different from sex registered at birth	<1%	0.4%	1.0%	0.5%	0.5%
Gender identity the same as sex registered at birth	9.1%	92.1%	91.2%	93.5%	93.5%
Information not disclosed / Not specified	<1%	7.4%	7.9%	6.0%	6.0%
Not known	90.5%	0.0%	0.0%	0.0%	0.0%



4. Marriage and Civil Partnership

Not Known/Not Specified makes up the highest proportion of responses relating to Marriage and Civil Partnership for those employed by the City Corporation, at 36.5%. Where there is a response, the largest groups are married or in a civil partnership (31.0%) and never married and never registered a civil partnership [recorded as being single or having a partner] (27.8%).

Group	City of London Corporation Employees (March 2023)	City of London (Census 2021)	London (Census 2021)	England (Census 2021)	England and Wales (Census 2021)
Divorced or civil partnership dissolved	3.1%	7.0%	7.3%	9.1%	9.1%
Married or in a registered civil partnership	31.0%	30.4%	40.0%	44.7%	44.6%
Never married and never registered a civil partnership	27.8%	57.4%	46.2%	37.9%	37.9%
Not known	34.2%	0.0%	0.0%	0.0%	0.0%
Not specified	2.3%	0.0%	0.0%	0.0%	0.0%
Separated, but still legally married or still legally in a civil partnership	1.2%	2.1%	2.3%	2.2%	2.2%
Widowed or surviving civil partnership partner	<1%	3.0%	4.2%	6.1%	6.1%



5. Pregnancy and Maternity

101 employees of the City of London Corporation have been on maternity leave in the 12 months between April 2022 and March 2023.

The 2021 Census did not collect any data with respect to pregnancy and/or maternity leave, nor do the ONS produce regular data on these subjects. Therefore, this report uses NHS England data on maternity, published as part of the Maternity Services Dashboard, to provide relevant comparative information⁵. The table below displays aggregated monthly data for the twelve months from April 2022 to March 2023, on the number of antenatal appointments booked and the number of deliveries, across three geographic dimensions: those with the City of London as their local authority of residence, bookings/deliveries within the London Commissioning Region, and bookings/deliveries across all the areas reporting to NHS England.

Group	Local Authority of Residence: City of London (Apr22-Mar23)	London Commissioning Region (Apr22-Mar23)	NHS England (Apr22-Mar23)
Antenatal Appointment Bookings	70	129,235	658,915
Deliveries	60	101,550	528,570

⁵ [Maternity Services Monthly Statistics - NHS Digital](#)

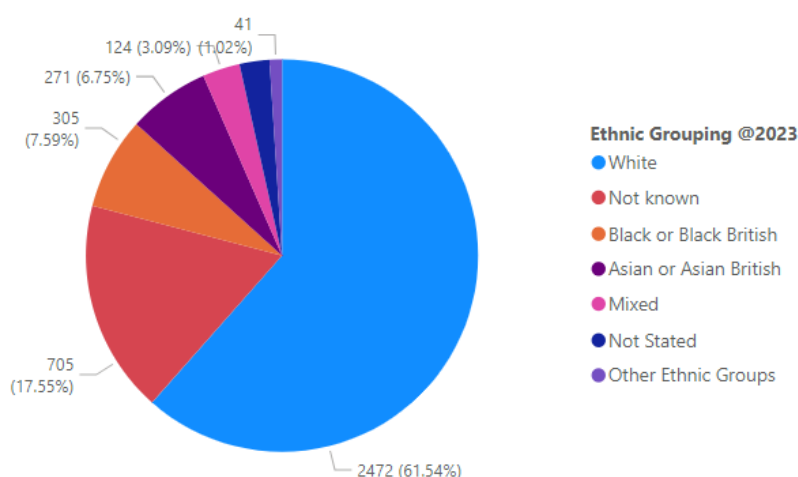
6. Race

For the purpose of this analysis employees are classified as belonging to the ethnic groups described below. 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

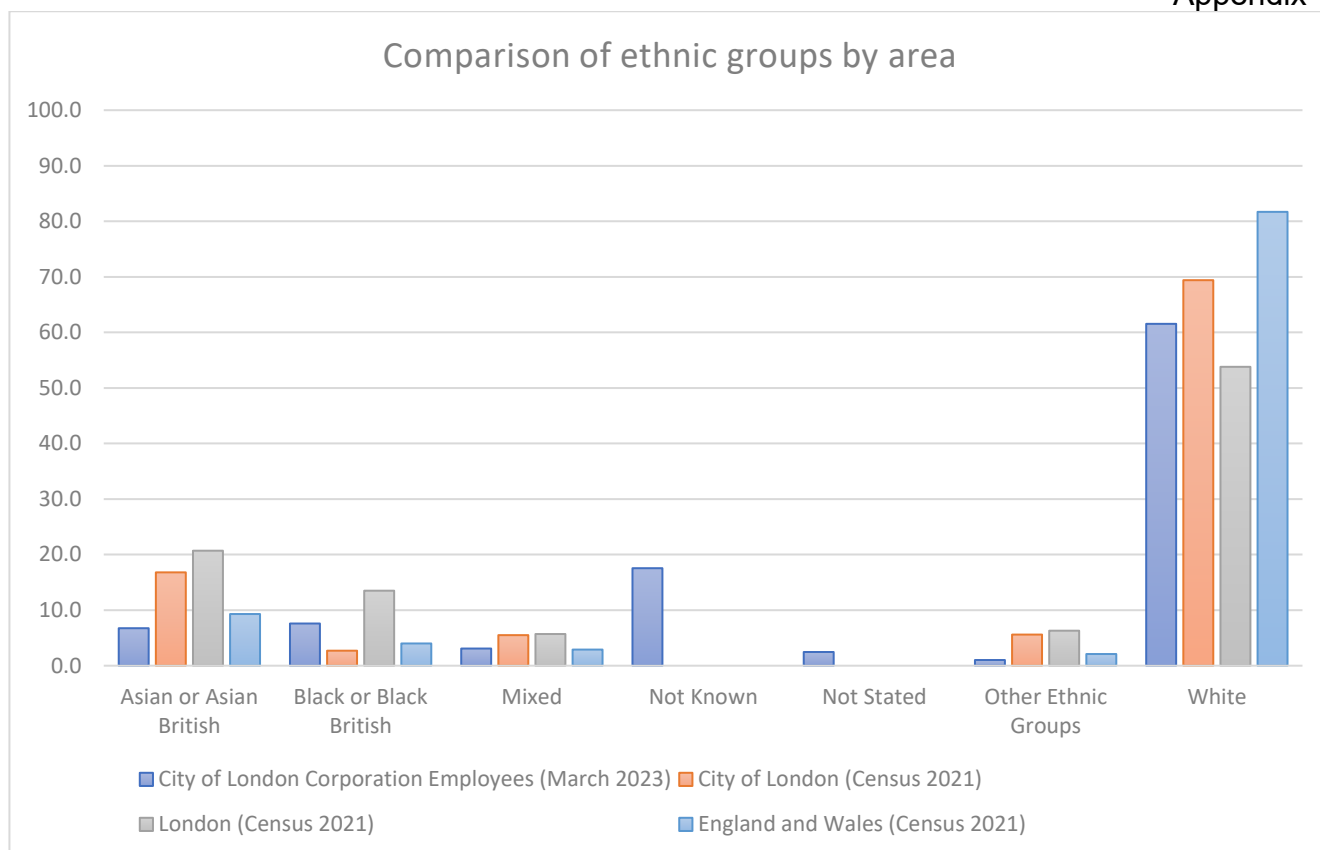
Ethnicity data is held on 82.2% of the workforce. The ethnicity profile has broadly remained the same since last year.

Headcount 2023 by Ethnic Grouping @2023



Ethnic Group	2021/21 Headcount	2021/21 %	2022/23 Headcount	2022/23 %
Asian or Asian British	246	6.6%	271	6.6%
Black or Black British	285	7.6%	305	7.6%
Mixed or Multiple Ethnic Groups	112	2.9%	124	3.1%
Not Known	571	14.7%	705	17.6%
Not Stated	94	2.4%	99	2.5%
Other Ethnic Group	33	<1%	41	1.0%
White	2535	65.4%	2472	61.5%
Total	3876	100%	4017	100%

The City of London shows higher levels of Minority Ethnic groups than the national breakdown and lower levels than those seen for London overall.

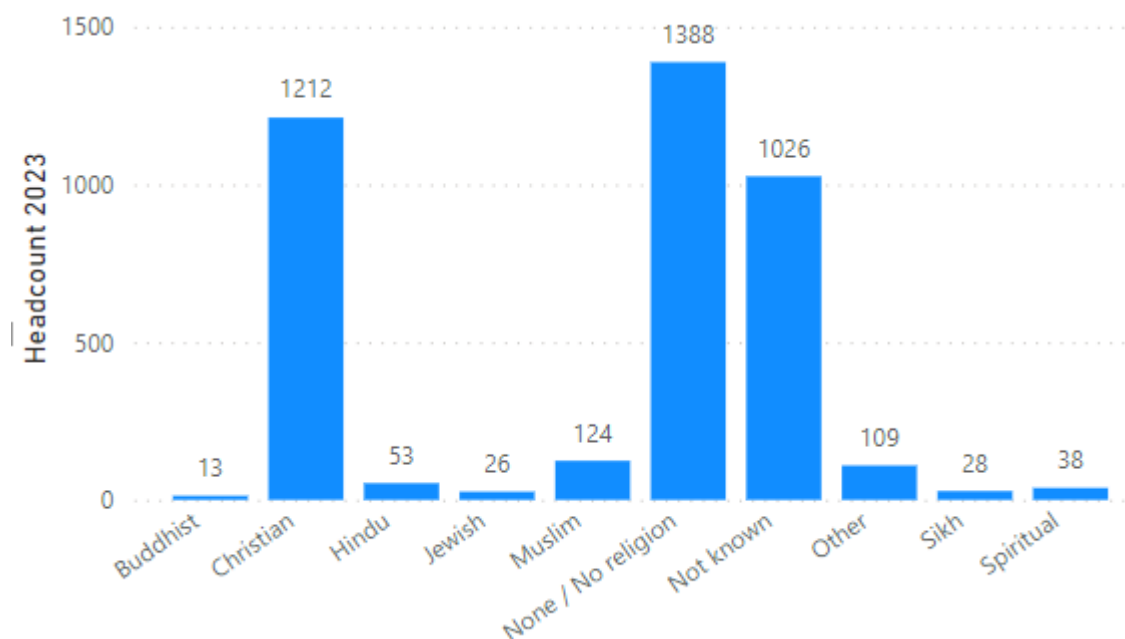


Ethnic Group	CoLC Employees (March 2023)	City of London (Census 2021)	London (Census 2021)	England and Wales (Census 2021)
Asian or Asian British	6.7%	16.8%	20.7%	9.3%
Black or Black British	7.6%	2.7%	13.5%	4.0%
Mixed or Multiple Ethnic Groups	3.1%	5.5%	5.7%	2.9%
Not Known	17.6%	0.0%	0.0%	0.0%
Not Stated	2.5%	0.0%	0.0%	0.0%
Other Ethnic Groups	1.0%	5.6%	6.3%	2.1%
White	61.5%	69.4%	53.8%	81.7%

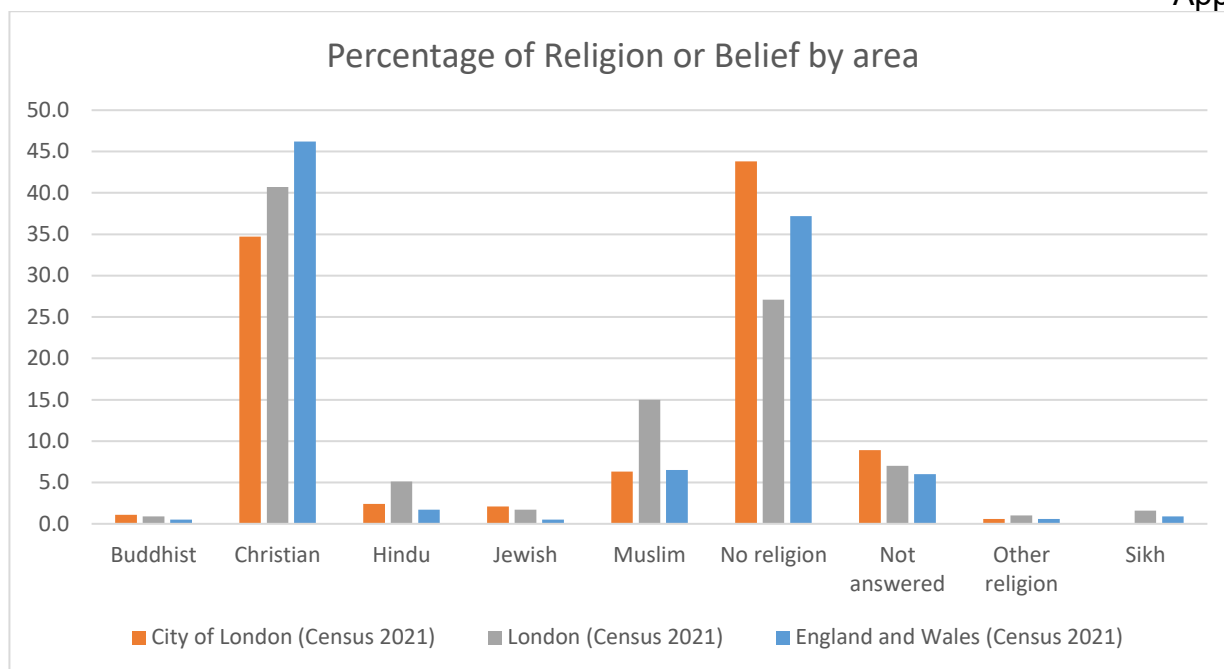
7. Religion or Belief

Religion and belief information is held on 78% of the workforce. Of this group who provided information 30.2% identified as Christian. 34.5% stated that they have none/no religion or belief (a slight decrease on last year).

Comparatively, in the 2021 census, the most common response from City of London residents was also 'no religion (43.8%)'. Unlike for the City of London, Christian remained the largest response group nationally and in London.



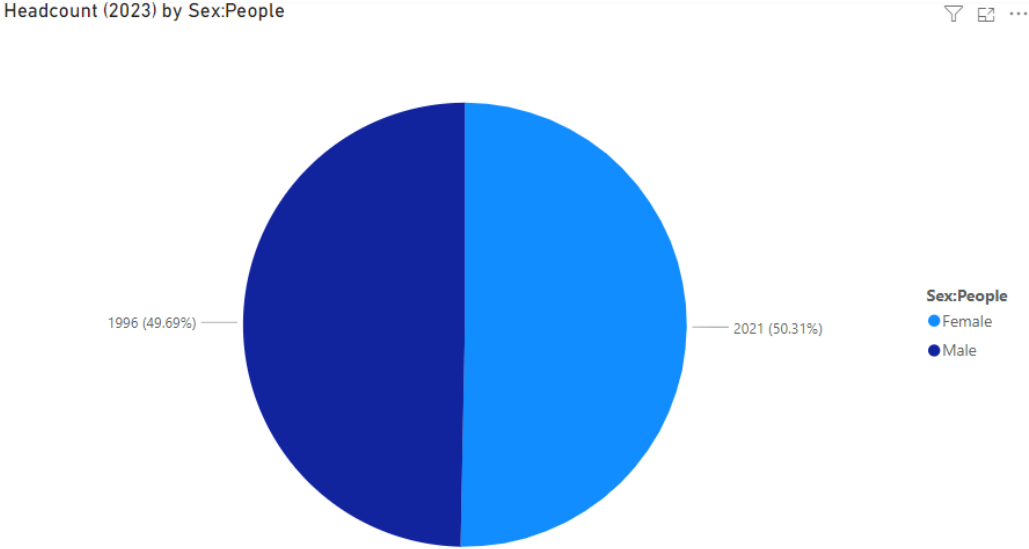
Religion / Belief	2021/22 Headcount	2021/22%	2022/23 Headcount	2022/23%
Buddhist	13	<1%	13	<1%
Christian	1259	32.5%	1212	30.2%
Hindu	46	1.1%	53	1.3%
Jewish	23	<1%	26	<1%
Muslim	112	2.9%	124	3.0%
None/No Religion	1353	34.9%	1388	34.5%
Not known	890	23.0%	1026	25.5%
Other	116	3.0%	109	2.7%
Sikh	25	<1%	28	<1%
Spiritual	38	1.0%	38	1.0%
Total	3875	100%	4017	100%



Religion / Belief	CoLC Employees (March 2023)	City of London (Census 2021)	London (Census 2021)	England and Wales (Census 2021)
Buddhist	<1%	1.1%	0.9%	0.5%
Christian	30.2%	34.7%	40.7%	46.2%
Hindu	1.3%	2.4%	5.1%	1.7%
Jewish	<1%	2.1%	1.7%	0.5%
Muslim	3.1%	6.3%	15.0%	6.5%
No religion	34.6%	43.8%	27.1%	37.2%
Not known	25.5%	8.9%	7.0%	6.0%
Other religion (inc. Spiritual)	3.7%	0.6%	1.0%	0.6%
Sikh	<1%	0.1%	1.6%	0.9%

8. Sex

The virtually even split in the proportion of females and males directly employed by the City Corporation remains similar to the previous year. By comparison the City of London has notably fewer female residents than male, by a factor of ten percentage points. This is contrary to wider London and national trends. The City of London worker numbers⁶ reflects an even larger difference between female and male employees.



Sex	Headcount 2021/2022	% 2021/2022	Headcount 2022/2023	% 2022/2023
Female	1939	50.03%	2021	50.31%
Male	1937	49.97%	1996	49.69%

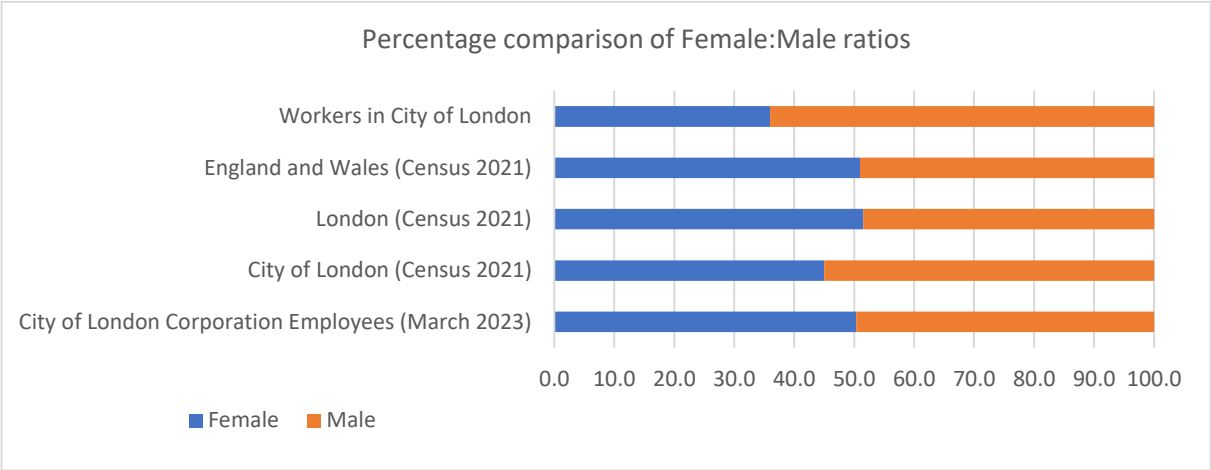


Figure - Gender breakdown comparison

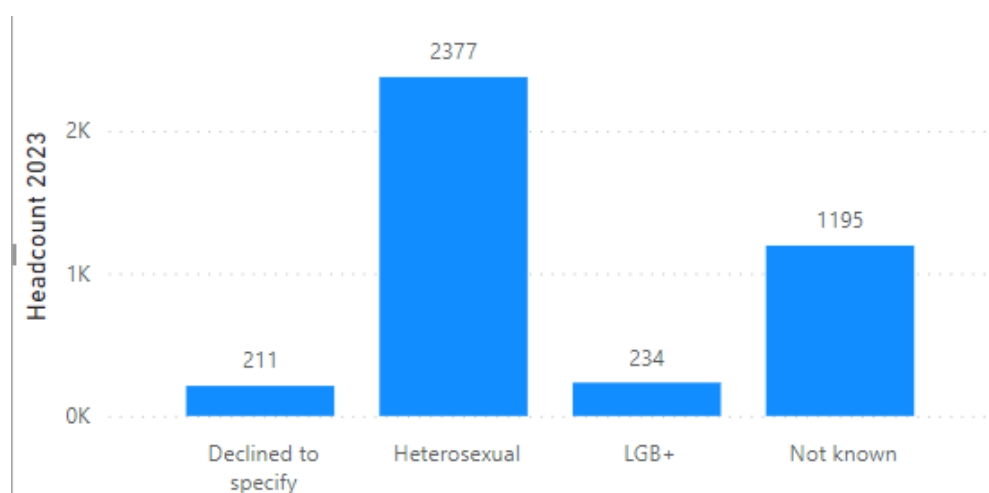
Sex	CoLC Employees (March 2023)	City of London (Census 2021)	London (Census 2021)	England & Wales (Census 2021)	Workers in City of London (2022)
Female	50.3%	45.0%	51.5%	51.0%	36.0%
Male	49.7%	55.0%	48.5%	49.0%	64.0%

⁶ [City of London Factsheets February 2023](#)

9. Sexual Orientation

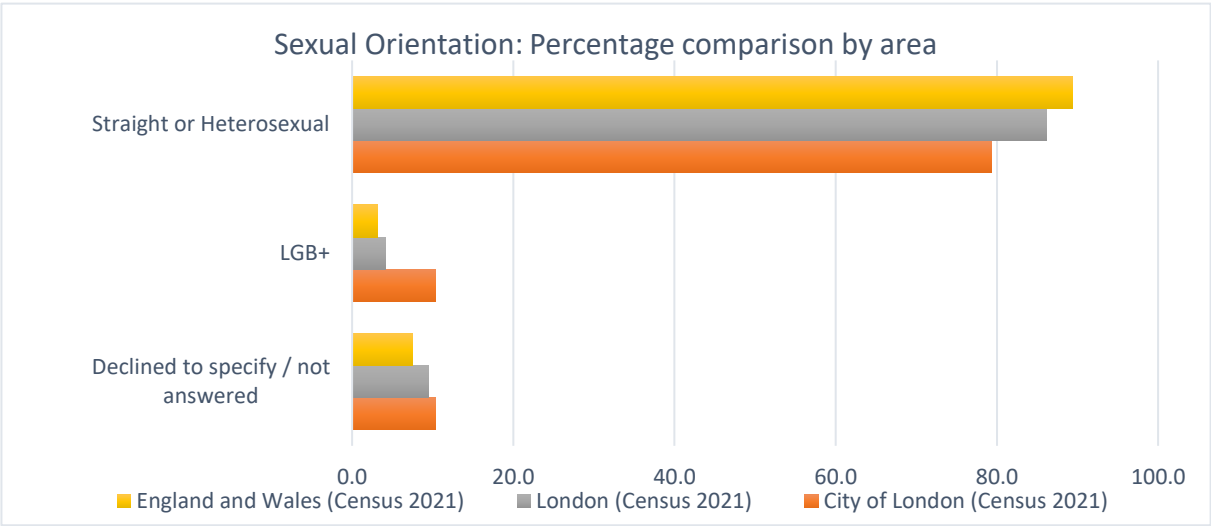
Sexual orientation information is held on 65% of the workforce. There has been a significant increase in data capture since last year; numbers remain broadly similar to the previous year. It should be noted that of the 35% employees whose sexual orientation is unknown, this includes 5.3% who actively declined to specify. This protected characteristic is therefore still lower than other self-reported protected characteristic information. Heterosexual makes up the largest proportion of response (over 50%).

The Government uses a figure of 5 to 7% of the population as Lesbian, Gay, Bisexual, Trans (LGBT)⁷ Overall, the City of London has a slightly higher proportion of LGB+ residents than London and England & Wales.



Sexual Orientation	2021/22 Headcount	2021/22 %	2022/23 Headcount	2022/23 %
Declined to specify	213	5.5%	211	5.3%
Heterosexual	2372	61.2%	2377	59.2%
LGB+	211	5.4%	234	5.8%
Not known	1080	27.9%	1195	29.8%
Total	3876	100%	4017	100%

⁷ Considered a reasonable estimate by LGBT charity Stonewall



Group	CoLC Employees (March 2023)	City of London (Census 2021)	London (Census 2021)	England & Wales (Census 2021)
Declined to specify / not answered	6.1%	10.4%	9.5%	7.5%
LGB+	5.8%	10.4%	4.2%	3.1%
Not known	30.8%	0.0%	0.0%	0.0%
Straight or Heterosexual	57.3%	79.3%	86.2%	89.4%

B. Salary / Grade Profile Data

This section provides details of salary and gradings in relation to protected characteristics. Areas that are not currently included (pregnancy & maternity /salary and gender reassignment / salary) do not have enough robust data for GDPR compliant disclosure.

1.City of London Corporation Salary Scales

The pay of City Corporation employees is determined locally. This differs from most other Local Authorities whose pay is governed by the National Joint Council for Local Government (NJC). Figures exclude London Weighting and other allowances.

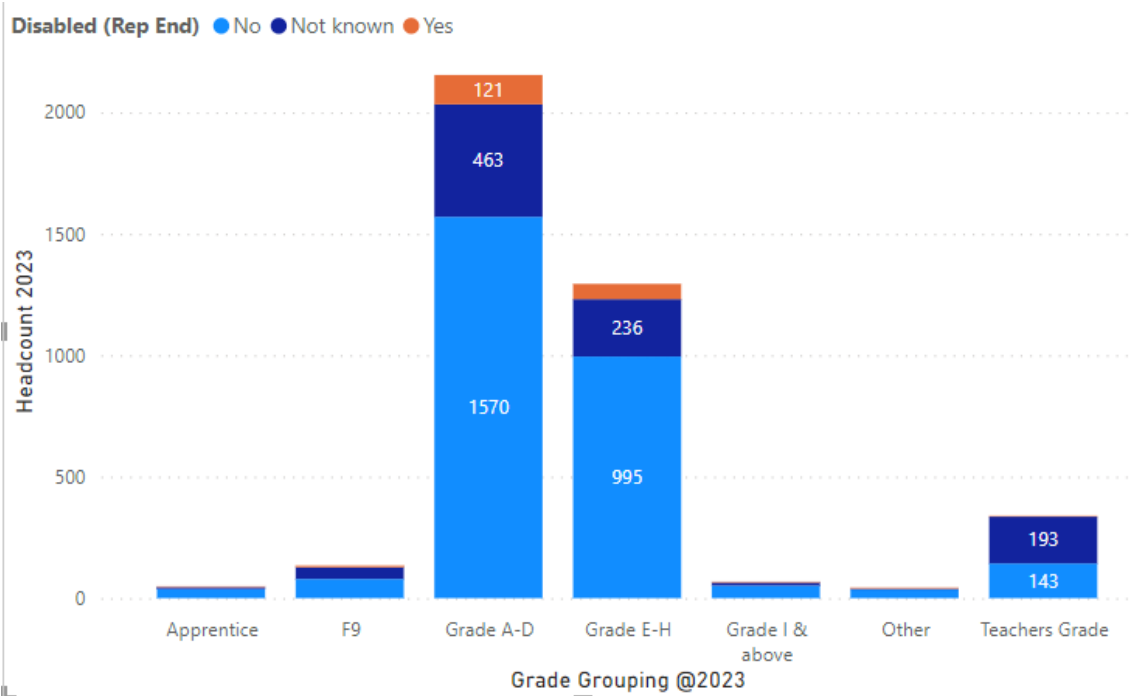
Grade	Min Salary (£)	Max Salary (£)	2022/23 Workforce headcount	2022/23 Workforce %	2022/23 Female Headcount	2022/23 Female %	2022/23 Male Headcount	2022/23 Male %
Apprentice	20,170	20,570	48	1.2%	25	52.1%	23	47.1%
Grade A	14,840	18,720	108	3.3%	29	26.9%	79	73.1%
Grade B	16,170	22,350	550	13.7%	189	34.4%	361	65.6%
Grade C	21,110	29,170	788	19.6%	425	53.9%	363	46.1%
Grade D	26,070	36,070	711	17.7%	406	57.1%	305	42.9%
Grade E	30,210	41,830	572	14.2%	311	54.4%	261	45.6%
Grade F	38,300	53,040	416	10.4%	221	53.1%	195	46.9%
Grade G	45,760	63,290	209	5.2%	105	50.2%	104	49.8%
Grade H	53,040	73,360	102	2.5%	32	31.4%	70	68.4%
Grade I	61,470	85,070	31	<1%	-	48.4%	16	51.6%
Grade J	73,360	101,600	22	<1%	-	22.7%	17	77.3%
Chief Officers*	84,240	258,970	14	0.4%	7	50%	7	50%
F9 Grade	No fixed values	No fixed values	134	3.3%	68	50.7%	66	49.3%
Teachers	29,490	89,780	339	8.4%	201	59.3%	339	40.7%

*Chief Officers have individual salary scales within this range and includes Head Teachers

2. Age and Grade Profile

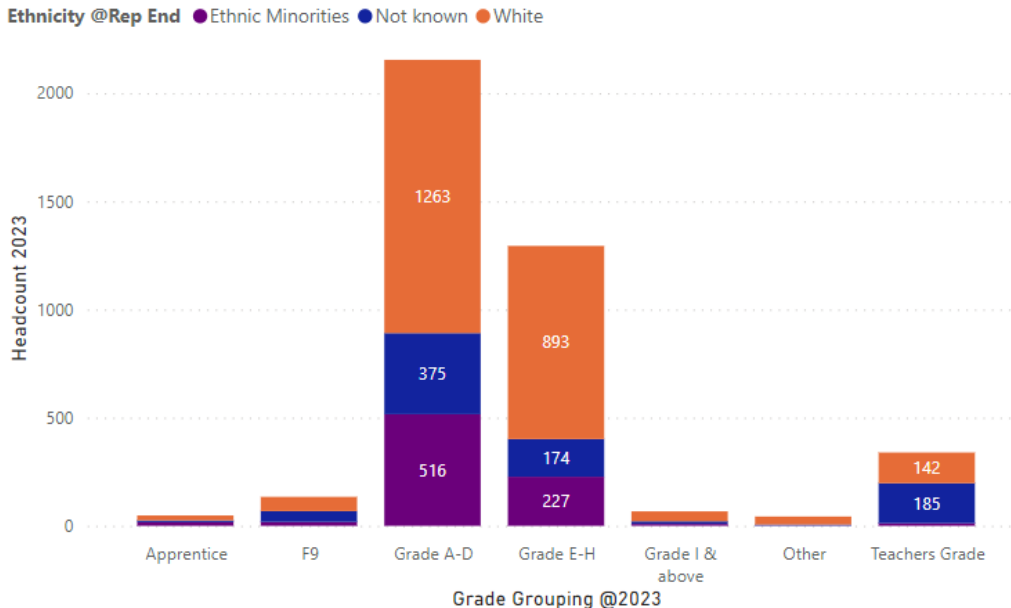
Grade Grouping	16 to 19 Years	20 to 24 Years	25 to 34 Years	35 to 49 Years	50 to 64 Years	65 to 74 Years	75 to 84 Years
Apprentice	<1%	<1%	<1%	<1%	<1%	0%	0%
Grade A-D	<1%	2.79%	12.67%	17.15%	18.65%	2.19%	<1%
Grade E-H	0%	<1%	5.78%	13.87%	11.75%	<1%	<1%
Grade I & above	0%	0%	<1%	<1%	<1%	<1%	0%
Other	0%	0%	0%	<1%	<1%	<1%	0%
F9	0%	<1%	<1%	<1%	1.27%	<1%	<1%
Teachers Grade	0%	<1%	1.64%	4.01%	2.59%	<1%	0%
All Staff Total 22/23	<1%	3.86%	20.91%	36.37%	34.90%	3.51%	<1%
All Staff Total 21/22	<1%	3.46%	20.05%	37.02%	35.68%	3.35%	<1%

3. Disability Indicator and Grade Profile



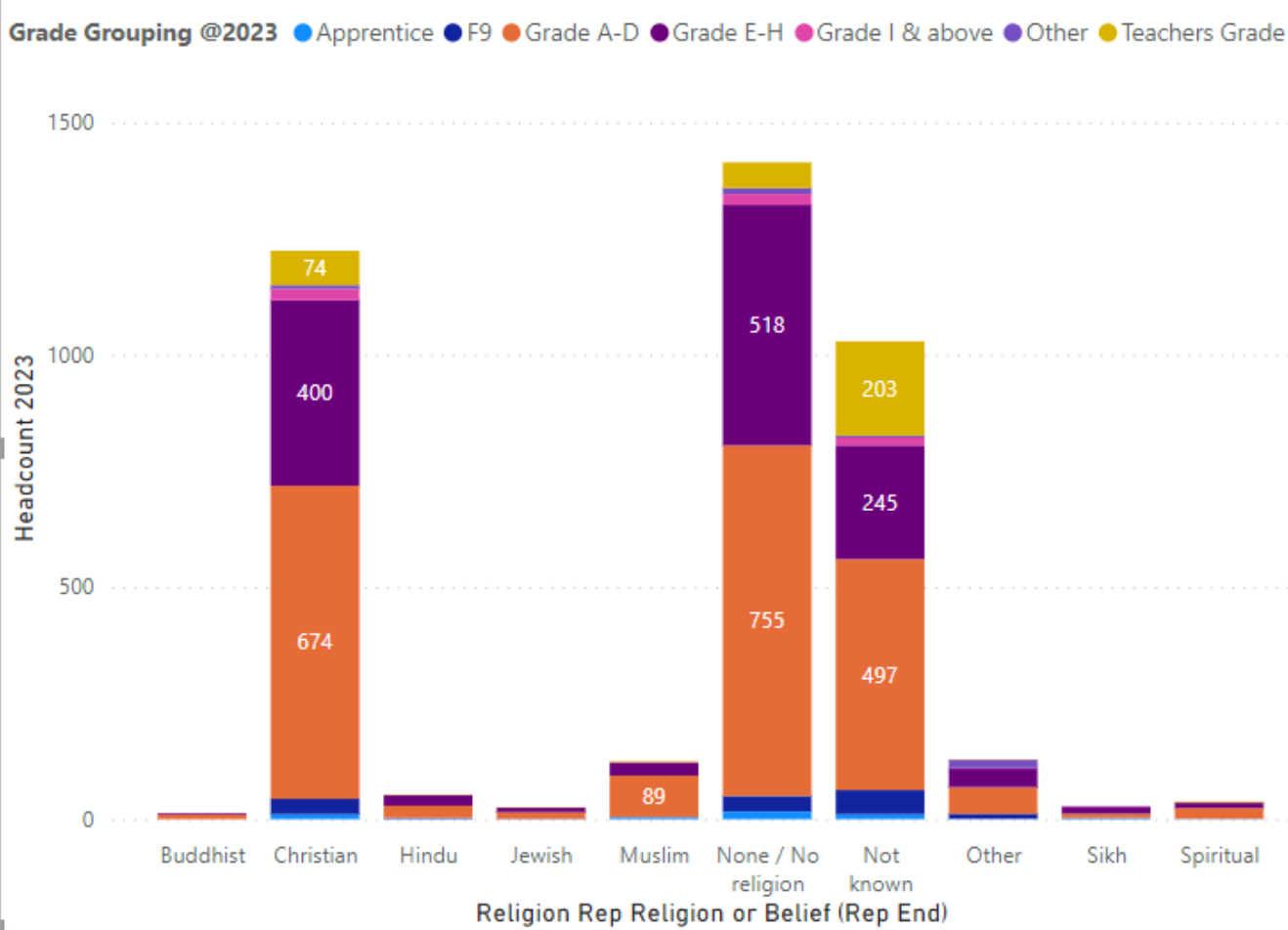
Grade Grouping	No	Not Known	Yes
Apprentice	79.17%	14.58%	6.25%
Grade A-D	72.89%	21.49%	5.62%
Grade E-H	76.89%	18.24%	4.87%
Grade I+	77.61%	17.91%	4.48%
F9	58.96%	35.82%	5.22%
Other	83.72%	6.98%	9.30%
Teachers	42.18%	56.93%	<1%
All Staff Total 22/23	71.25%	23.87%	4.88%
All Staff Total 21/22	74.30%	21.00%	4.70%

4. Race and Grade Profile



Grade Grouping	Ethnic Minorities	Not known	White
Apprentice	35.42%	16.67%	47.92%
Grade A-D	23.96%	17.41%	58.64%
Grade E-H	17.54%	13.45%	69.01%
Grade I+	13.43%	17.91%	68.66%
F9	13.43%	37.31%	49.25%
Other	2.33%	11.63%	86.05%
Teachers	3.54%	54.57%	41.89%
All Staff Total 22/23	19.84%	20.06%	60.09%
All Staff Total 21/22	18.76%	17.16%	64.09%

5. Religion/Belief and Grade Profile



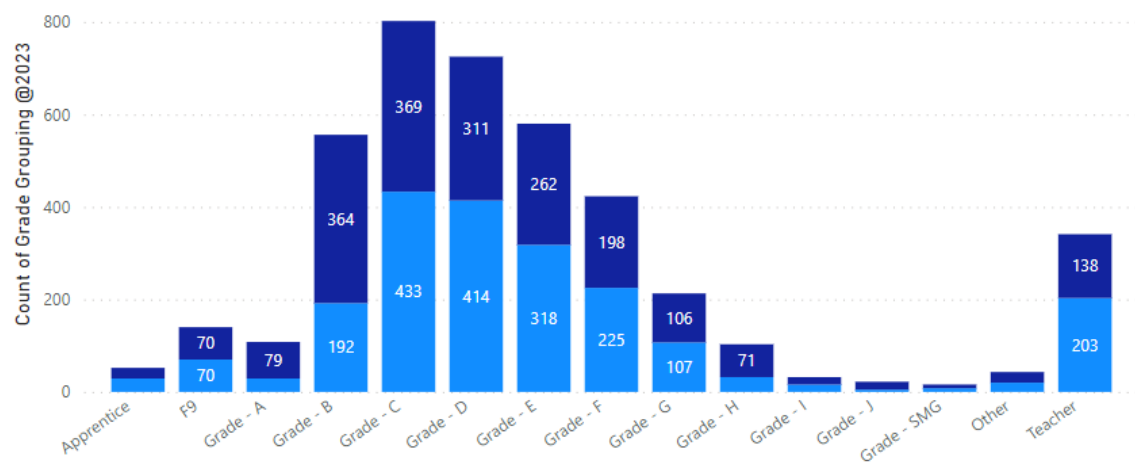
Grade Grouping	Buddhist	Christian	Hindu	Jewish	Muslim	None / No religion	Not known	Other	Sikh	Spiritual
Apprentice	0%	22.9%	2.1%	0%	8.3%	35.4%	22.9%	2.1%	4.2%	2.1%
Grade A-D	<1%	31.3%	1.2%	<1%	4.1%	35%	23%	2.7%	<1%	1.1%
Grade E-H	<1%	30.9%	1.8%	<1%	2.2%	40%	18.9%	3.1%	1.2%	<1%
Grade I & above	0%	35.8%	0%	0%	1.5%	34.3%	25.4%	1.5%	1.5%	0%
F9	0%	22.9%	1.5%	<1%	<1%	24.6%	38.8%	8.2%	<1%	0%
Other	0%	18.6%	0%	0%	0%	30.2%	9.3%	41.9%	0%	0%
Teachers Grade	0%	21.8%	<1%	<1%	<1%	16.2%	59.9%	<1%	0%	<1%
All Staff Total 2022/23	<1%	30.2%	1.3%	<1%	30.1%	34.6%	25.5%	2.7%	<1%	1.0%
All Staff Total 2021/22	<1%	32.5%	1.1%	<1%	2.9%	34.9%	23.0%	3.0%	<1%	1.0%

6. Sex and Grade Profile

Count of Grade Grouping @2023 by Grade @2023 and Sex:People

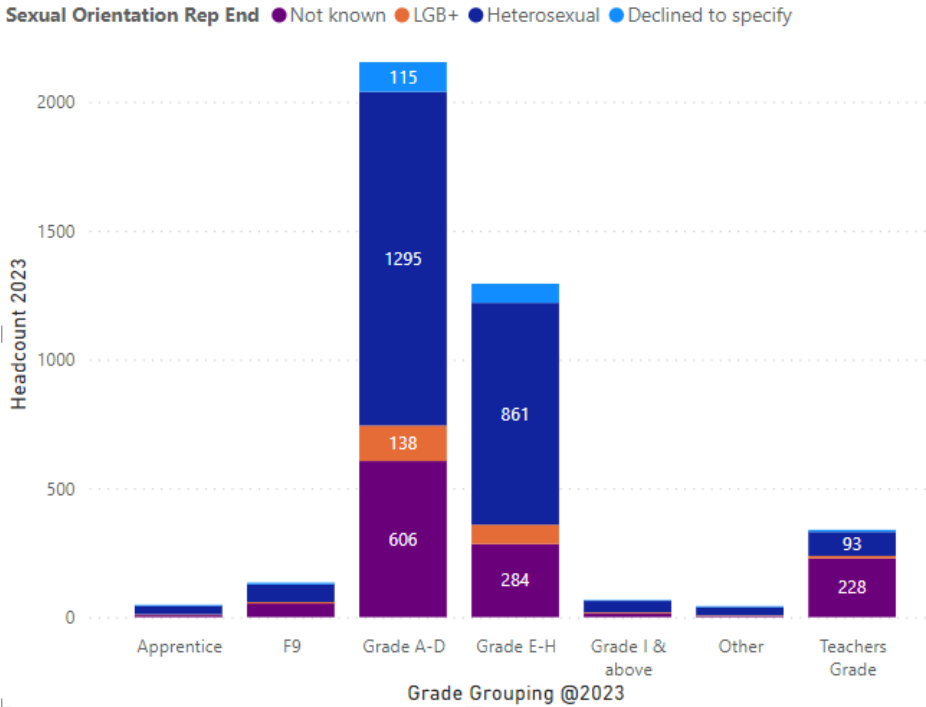


Sex:People ● Female ● Male



Grade Grouping	2021/22 Female Headcount	2021/22 Female %	2021/22 Male Headcount	2021/22 Male %	2022/23 Female Headcount	2022/23 Female %	2022/23 Male Headcount	2022/23 Male %
Apprentice	35	64.8%	19	35.2%	25	52.1%	23	47.9%
A-D	1015	48.2%	1093	51.8%	1046	48.6%	1108	49.4%
E-H	612	50.1%	609	49.9%	665	51.4%	629	48.6%
I and above	22	37.3%	37	51.7%	27	40.3%	40	49.7%
F9	69	56.6%	53	43.4%	68	50.8%	66	49.2%
Other	21	50.0%	21	50.0%	20	46.5%	23	53.5%
Teachers	194	59.5%	132	40.5%	201	59.2%	138	40.7%

7. Sexual Orientation & Grade Profile



Grade Grouping	Declined to specify	Heterosexual	LGB+	Not Known
Apprentice	8.3%	68.8%	6.3%	16.7%
Grade A-D	5.3%	60.1%	6.4%	28.1%
Grade E-H	5.7%	66.5%	5.8%	21.6%
Grade I & above	4.5%	67.2%	7.5%	20.9%
F9	5.2%	50.8%	4.5%	39.6%
Other	9.3%	74.4%	6.9%	9.3%
Teachers Grade	2.4%	27.4%	3.0%	67.3%
All Staff Total 2022/23	5.3%	59.2%	5.8%	29.8%
All Staff Total 2021/22	5.5%	61.2%	5.4%	27.9%

8. Top 5% Earner data

By Age

Age band ⁸	2022/23 %	2022/23 All Staff %
16 to 19 Years	0%	<1%
20 to 24 Years	0%	3.9%
25 to 34 Years	3.3%	20.9%
35 to 49 Years	41.5%	36.4%
50 to 64 Years	51.4%	34.9%
65 to 74 Years	3.3%	3.5%
75 to 84 Years	<1%	<1%

⁸ Age banding has changed since 2021/22; for older data please refer to previous disclosures on the CoLC website

By Disability Indicator

Disability	2021/22 %	2022/23 %	2022/23 All Staff %
No	77.0%	82.0%	71.3%
Not Known	18.5%	15.3%	23.9%
Yes	4.5%	2.7%	4.9%

By Race

Ethnic Group	2020/21 %	2022/23 %	2022/23 All Staff %
Ethnic Minorities	9.6%	10.9%	18.4%
Not Known	10.2%	15.3%	20.0%
White	80.2%	73.8%	61.5%

By Religion and Belief

Religion / Belief	2021/22 %	2022/23 %	2022/23 All Staff %
Buddhist	0.6%	0%	<1%
Christian	46.9%	38.3%	30.2%
Hindu	0.0%	0.6%	1.3%
Jewish	0.6%	1.1%	<1%
Muslim	1.1%	1.6%	3.0%
None/No Religion	32.2%	34.4%	34.5%
Not Known	17.0%	22.4%	25.5%
Other	1.1%	1.1%	2.7%
Sikh	0.6%	0.6%	<1%
Spiritual	0.0%	0%	1.0%

By Sex

Sex	2021/22 %	2022/23 %	2022/23 All Staff %
Female	32.2%	35.5%	50.3%
Male	67.8%	64.5%	49.7%

By Sexual Orientation

Sexual Orientation	2021/22 %	2022/23 %	2022/23 All Staff %
Declined to specify	7.9%	6.0%	5.3%
Heterosexual	71.2%	68.9%	59.2%
LGB+	6.2%	4.9%	5.8%
Not known	14.7%	20.2%	29.8%

C. Service User Data

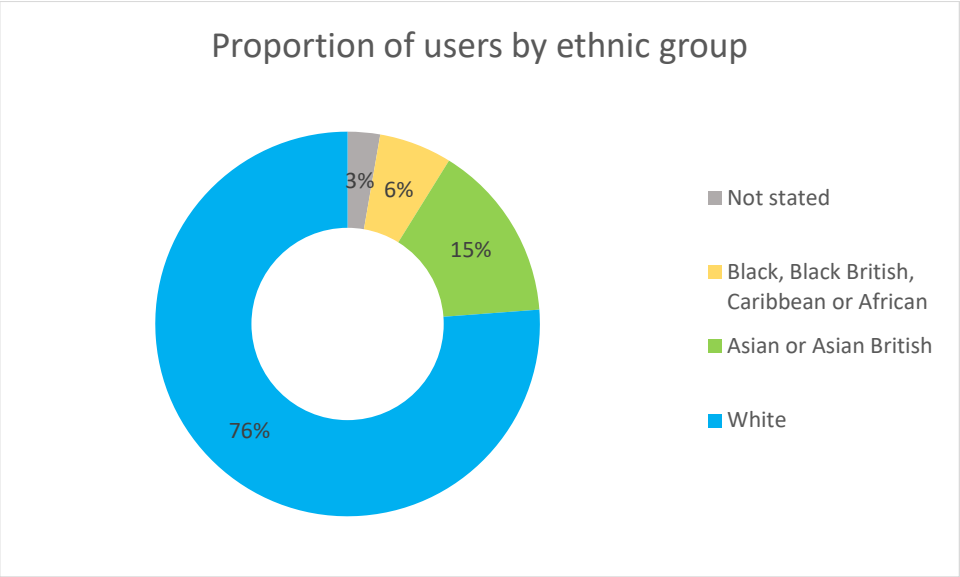
This section captures equalities data on people who are affected by the City of London Corporation policies and services.

1. Adult Social Care

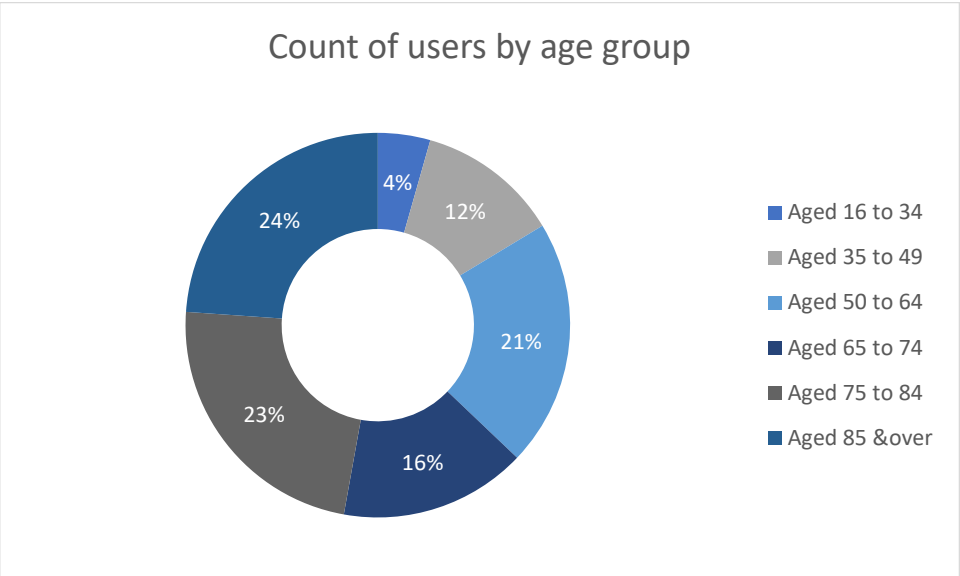
Our user base primarily consists of individuals from White backgrounds. The second-largest category is represented by users from Asian or Asian British backgrounds, followed by users from Black, Black British, Caribbean, or African backgrounds. A small number have chosen not to specify their ethnicity.

As per the previous section, groups consist of:

- **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

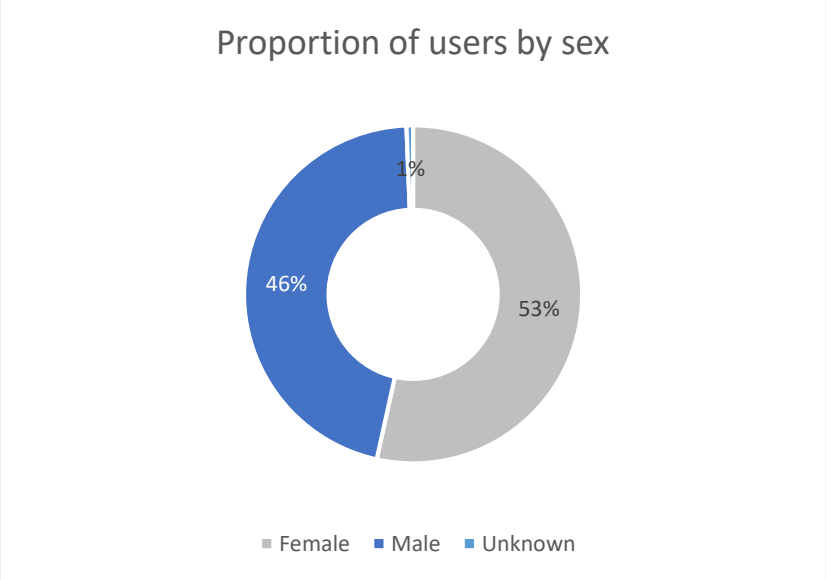


Nearly half of our users (47%) are aged 75 years and above; we also have a substantial portion of users aged between 50 and 74 years old (37%). A minority of our user base (16%) is 49 or under.

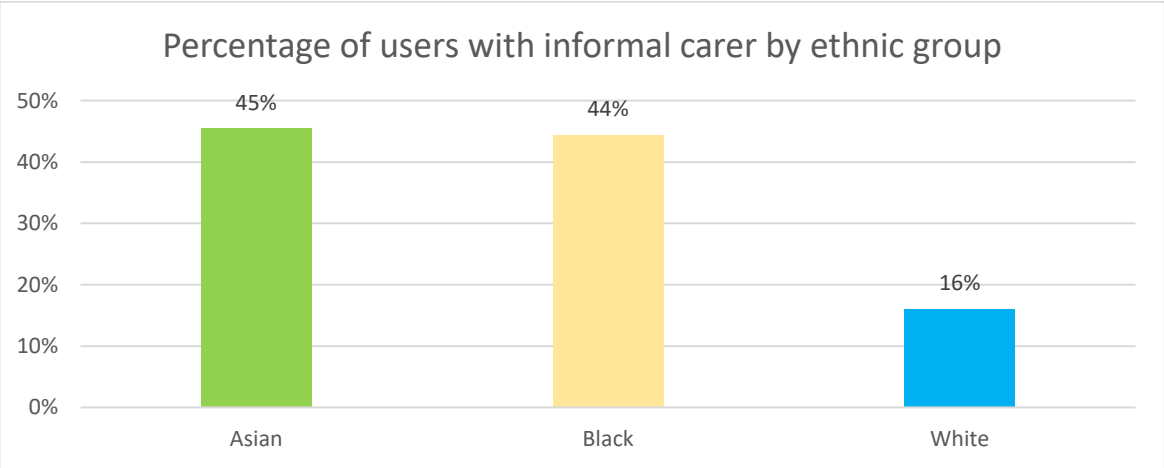


Comparatively, our White users (generally older individuals seeking our services) have the highest average age at 71; Black users have a comparatively lower average age at 65; Asian users have the lowest average age at 60.

The majority of our users are female (53%); males make up 46%; 1% did not specify.



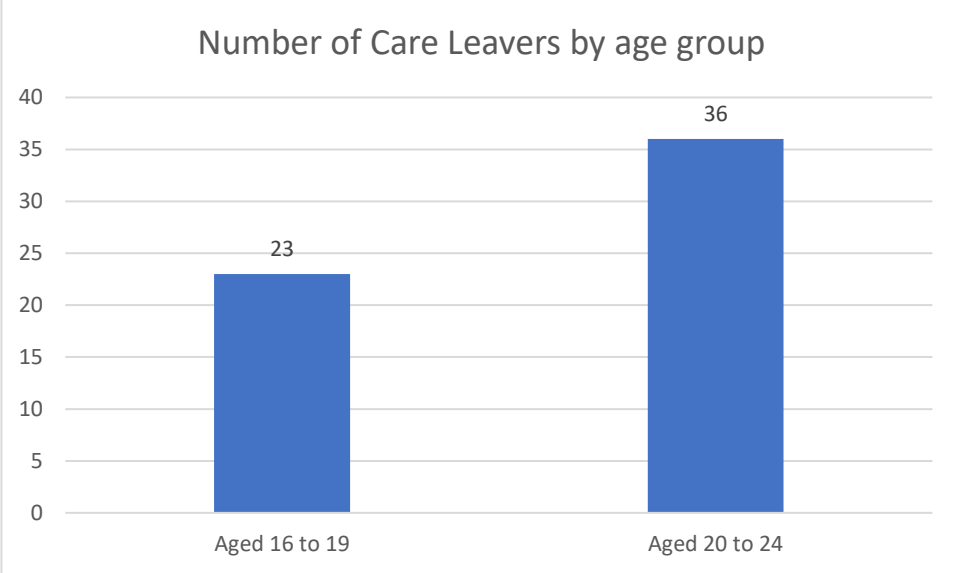
45% of Asian users and 44% of Black users indicate having an informal carer, compared to 16% of white users.



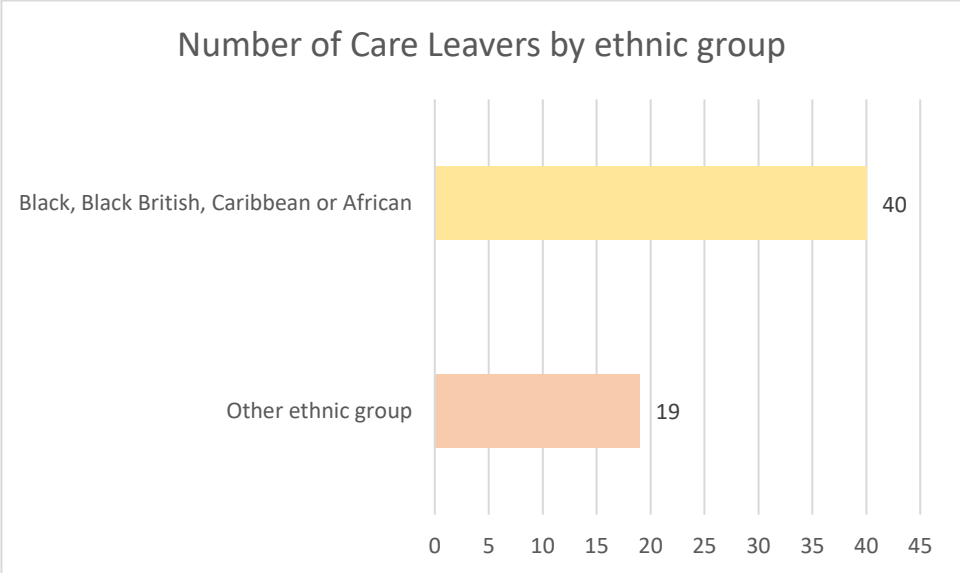
2. Childrens Social Care

Care Leavers

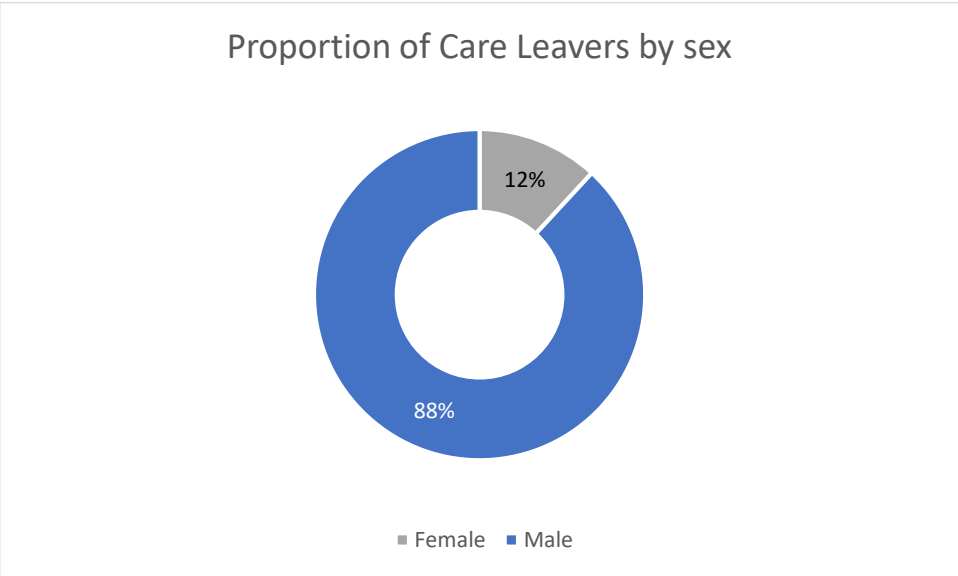
A care leaver is defined as any adult who has experienced time in care. The legal definition, outlined in The Children (Leaving Care) Act 2000, specifically identifies a care leaver as someone who has been in the care of the Local Authority for a duration of 13 weeks or more, spanning their 16th birthday. The information from the Care Leavers section is accurate as of March 2023.



The substantial majority, comprising 40 out of 59 care leavers, are from Black, Black British, Caribbean, or African backgrounds. The remaining 19 care leavers belong to other diverse backgrounds.

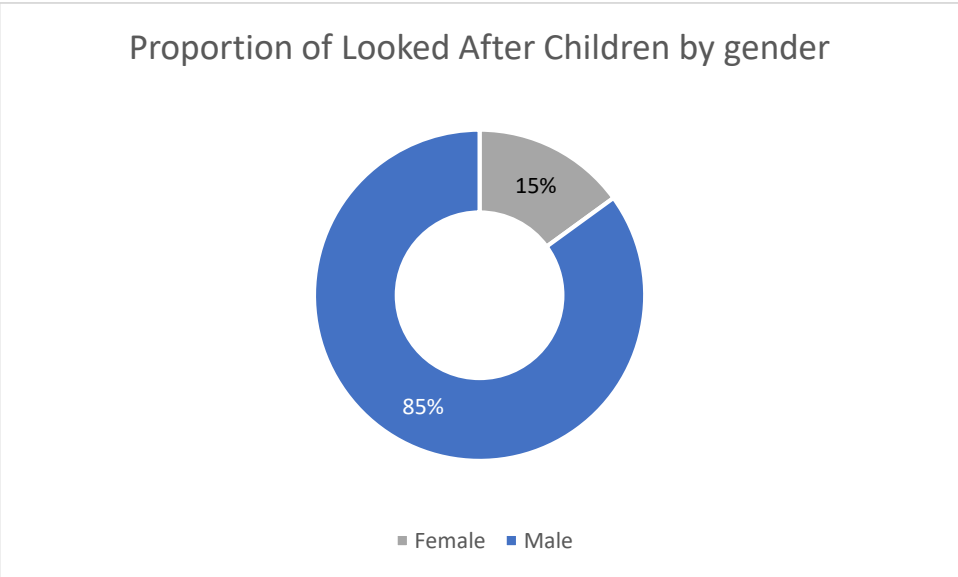


Approximately 90% of Care Leavers are male.



Children Looked After (CLA)

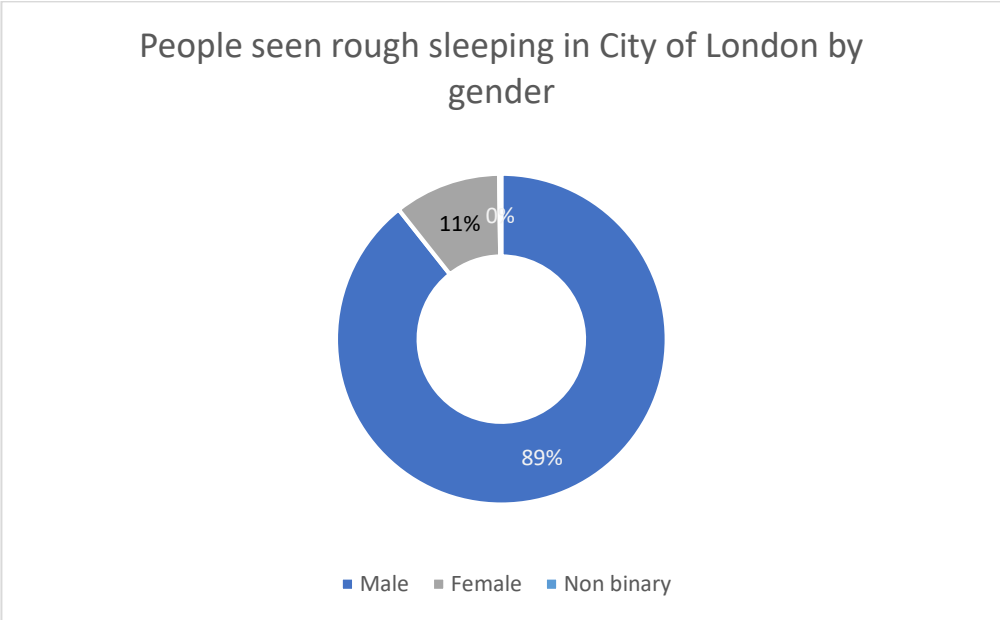
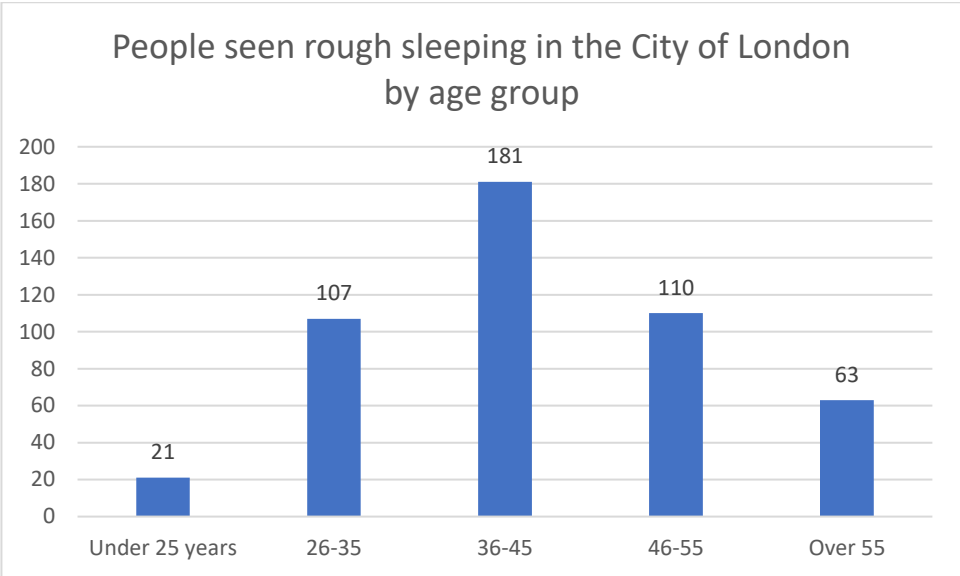
A child who has been in the care of their local authority for more than 24 hours is referred to as a 'looked after' child. Looked after children are also often referred to as children in care, a term which many children and young people prefer. The information from the CLA includes all the cases from April 2022 to March 2023. Due to the extremely low numbers of looked after children we are unable to disclose equality data, other than that most looked after children were male.



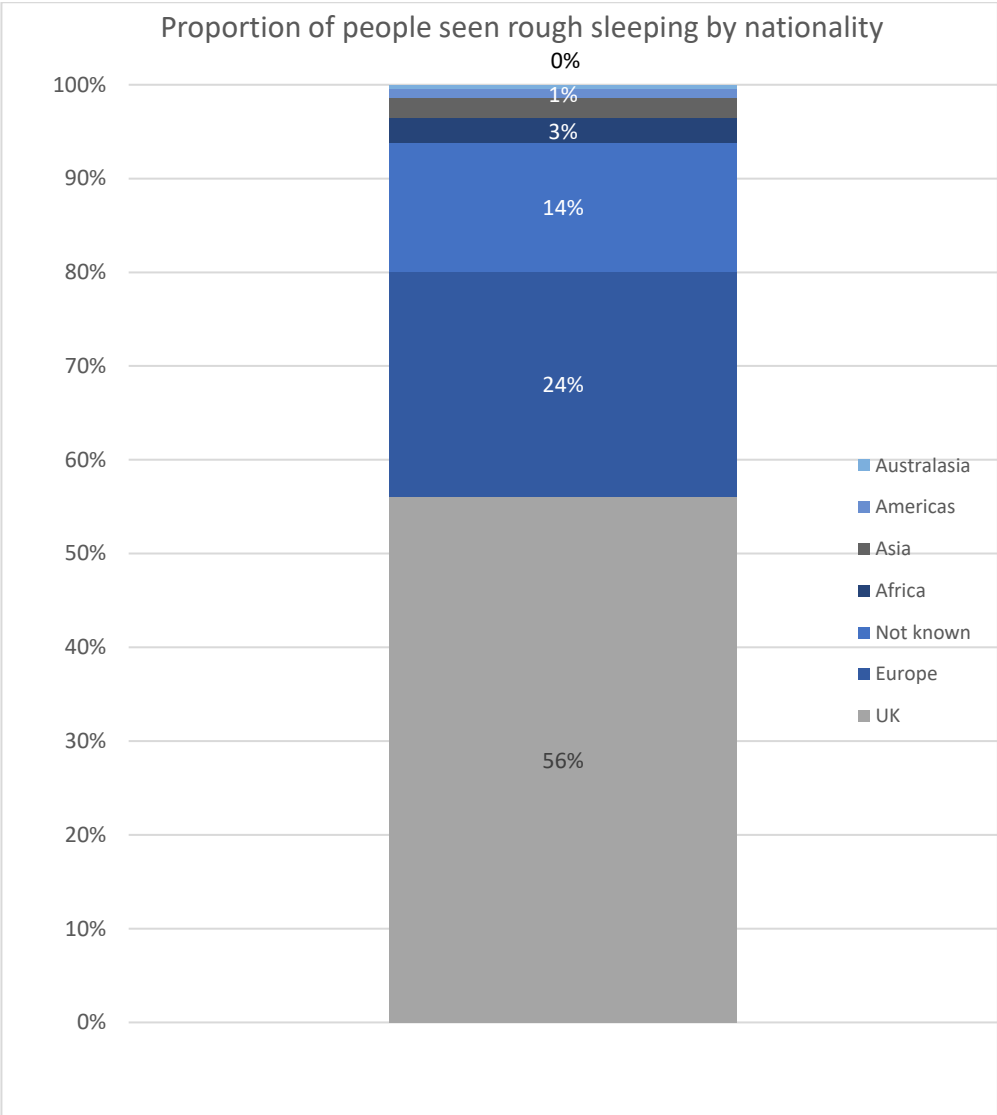
3. Rough sleeping

The Combined Homelessness and Information Network (CHAIN) reports information about people seen rough sleeping by outreach teams in London. Information in the report is derived from a multi-agency database recording information about rough sleepers and the wider street population in London and is the UK's most detailed and comprehensive source of information about rough sleeping.

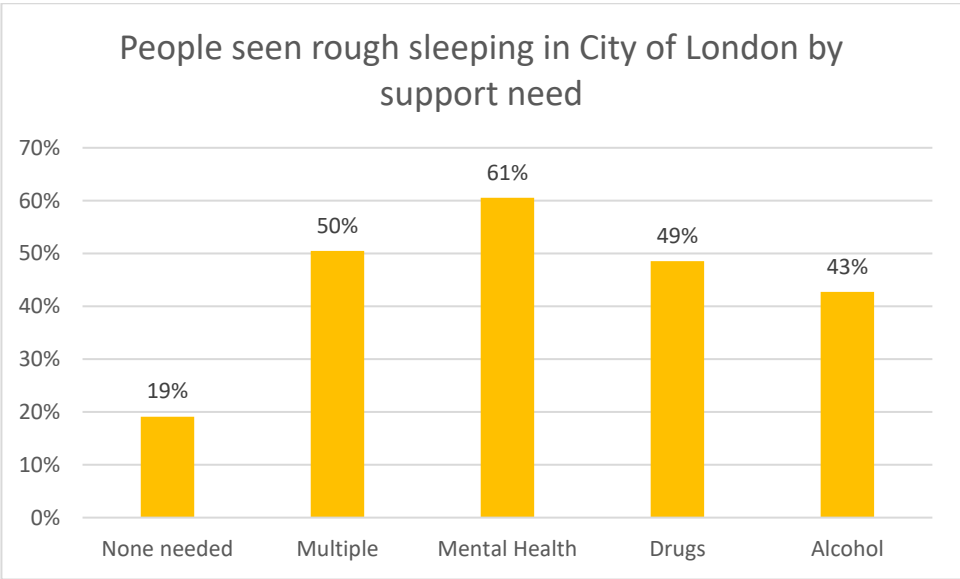
The information from this section includes all the cases from April 2022 to March 2023 (482 cases in total). Almost two in five rough sleepers (38%) in 2022/23 were aged between 36 to 45 years old; more than a third were older than 46 years old (36%); an overwhelming majority were male (89%).



56% of individuals experiencing rough sleeping were of British origin. 24% hailed from European nations, while 14% were categorized as Unknown. The remaining proportion originated from diverse international backgrounds.



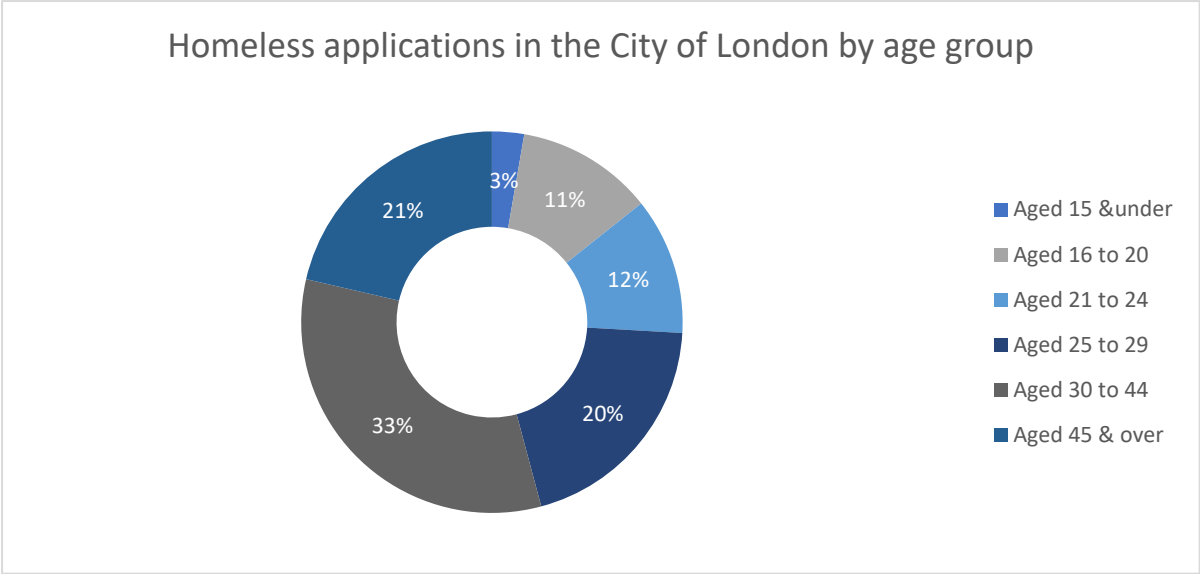
Among the rough sleepers observed in the City of London during the 2022/23 period, 61% exhibit mental health needs, representing the most prevalent support requirement. 50% of these individuals manifest multiple needs, while 49% specifically express a demand for assistance with drug-related issues, and 43% report support needs related to alcohol. 19% of rough sleepers did not articulate any specific support needs.



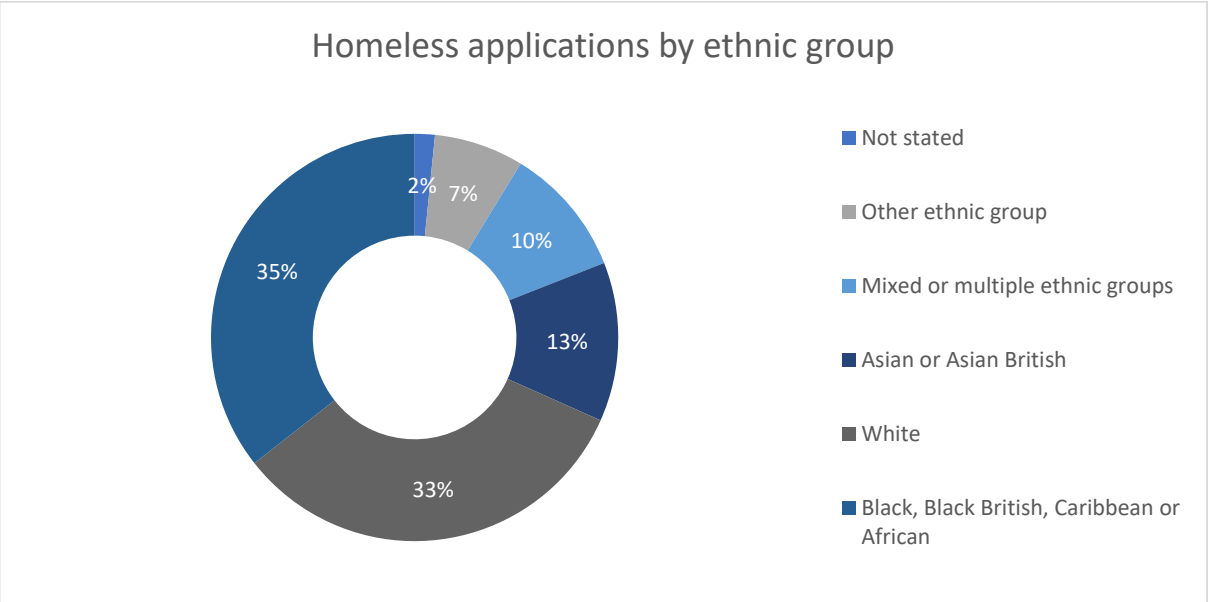
4. Housing and homelessness

This section covers all homeless applications, including requests for assistance pursuant to Part 7 of the Housing Act 1996 from individuals presently homeless or facing homelessness within the next 56 days. These applications extend beyond seeking housing specifically within the City of London, and cover any housing solution in various locations. Data within these reports encompasses all individuals on the application, including children and other relatives, offering a comprehensive overview of the households.

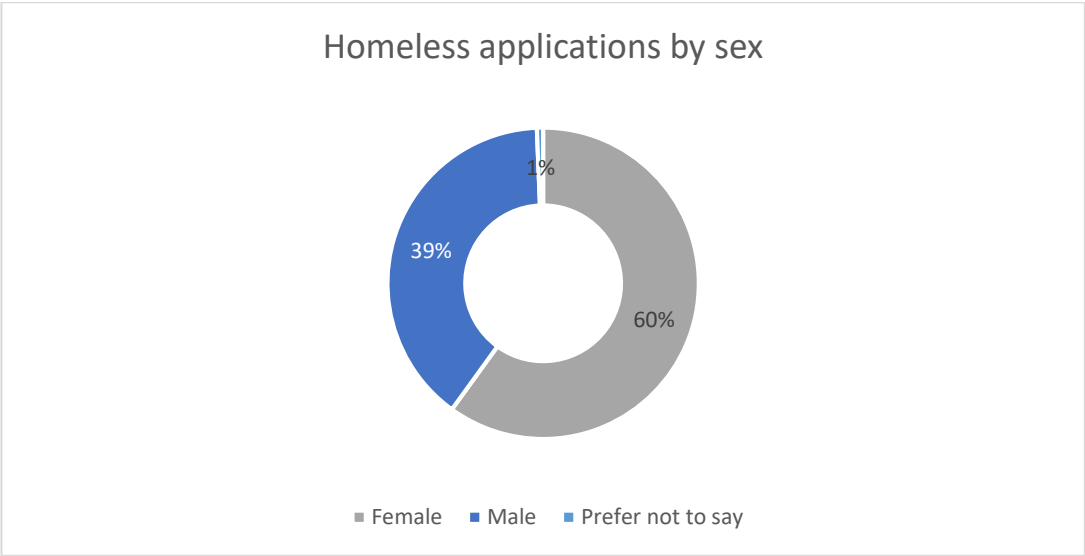
During the 2022/23 fiscal year, the majority of individuals (53%) applying for assistance with housing were between 25 to 44 years old.



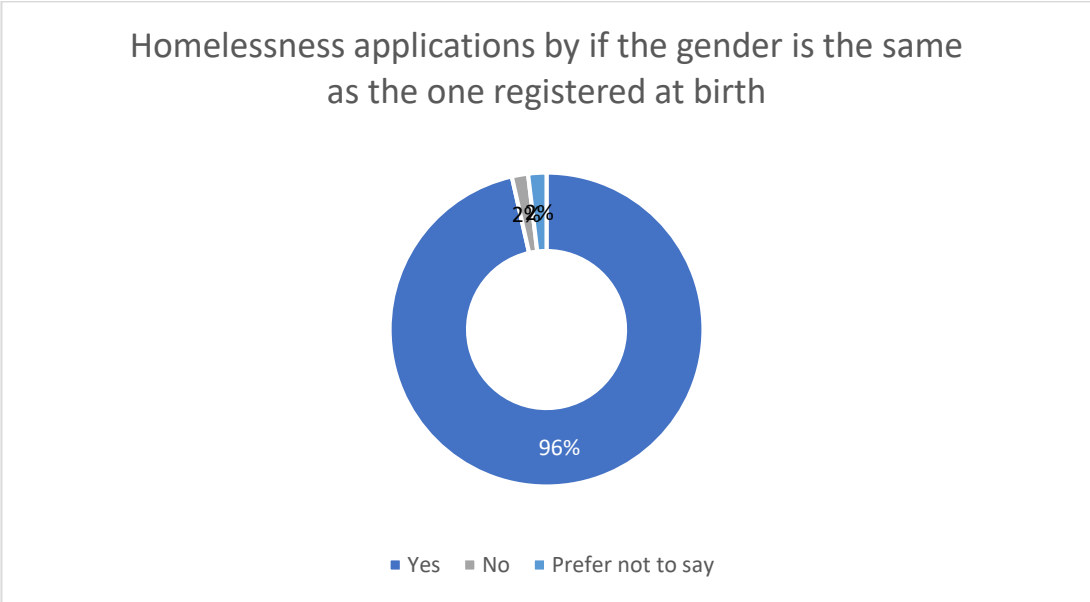
The largest group identified themselves with Black, Black British, Caribbean, or African ethnicity, followed closely by those reporting White ethnicity.



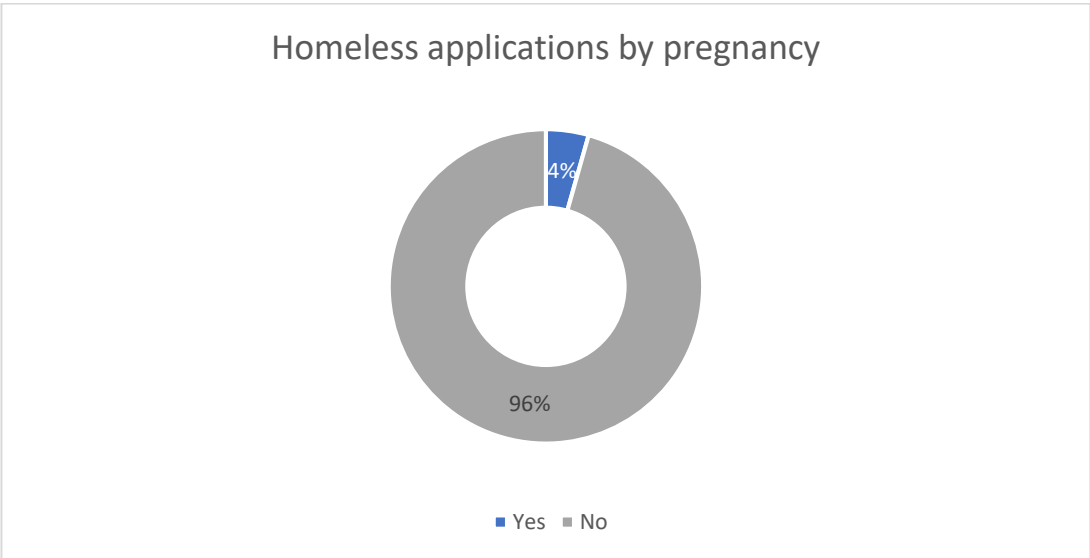
60% of applicants for housing were female, 39% male.



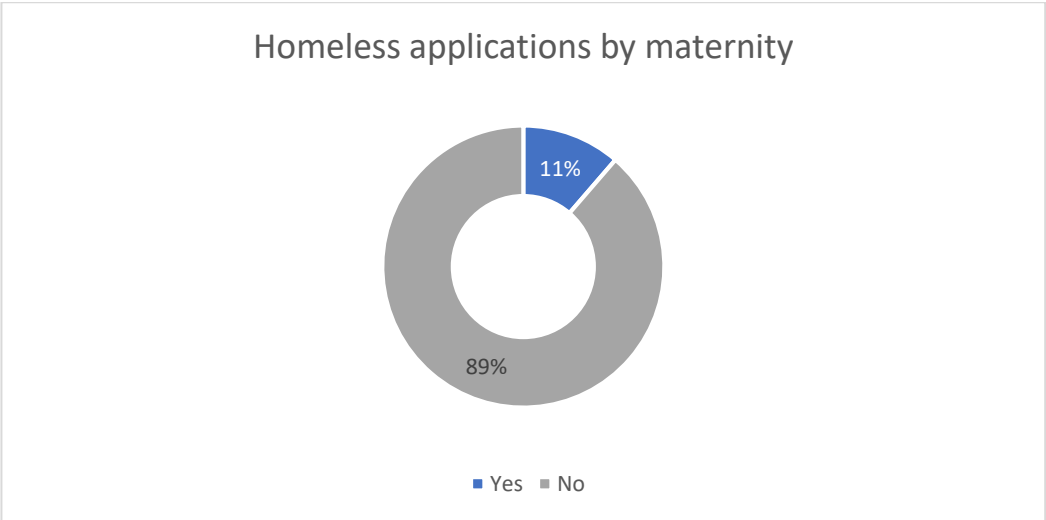
Ninety-six percent of the individuals identified with the same gender as that registered at birth.



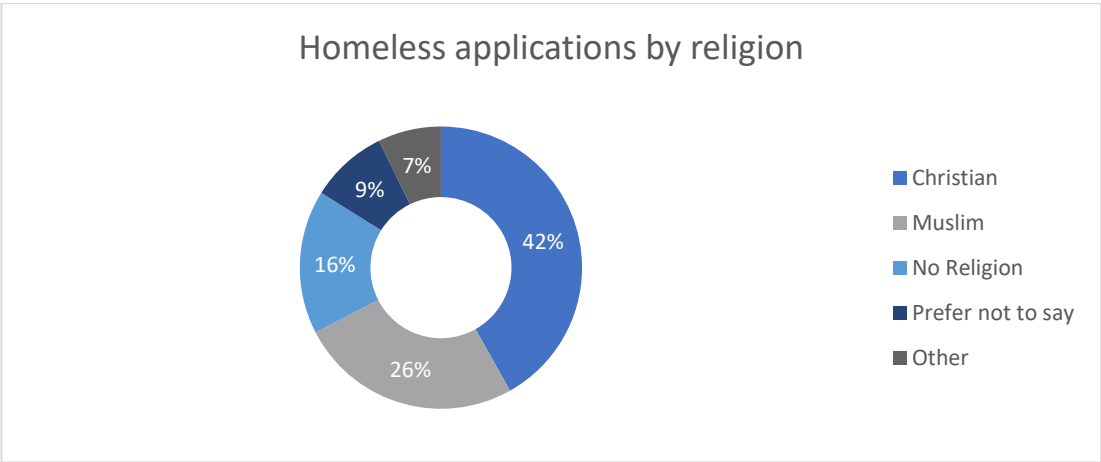
Only four percent of individuals were pregnant at the time of contact.



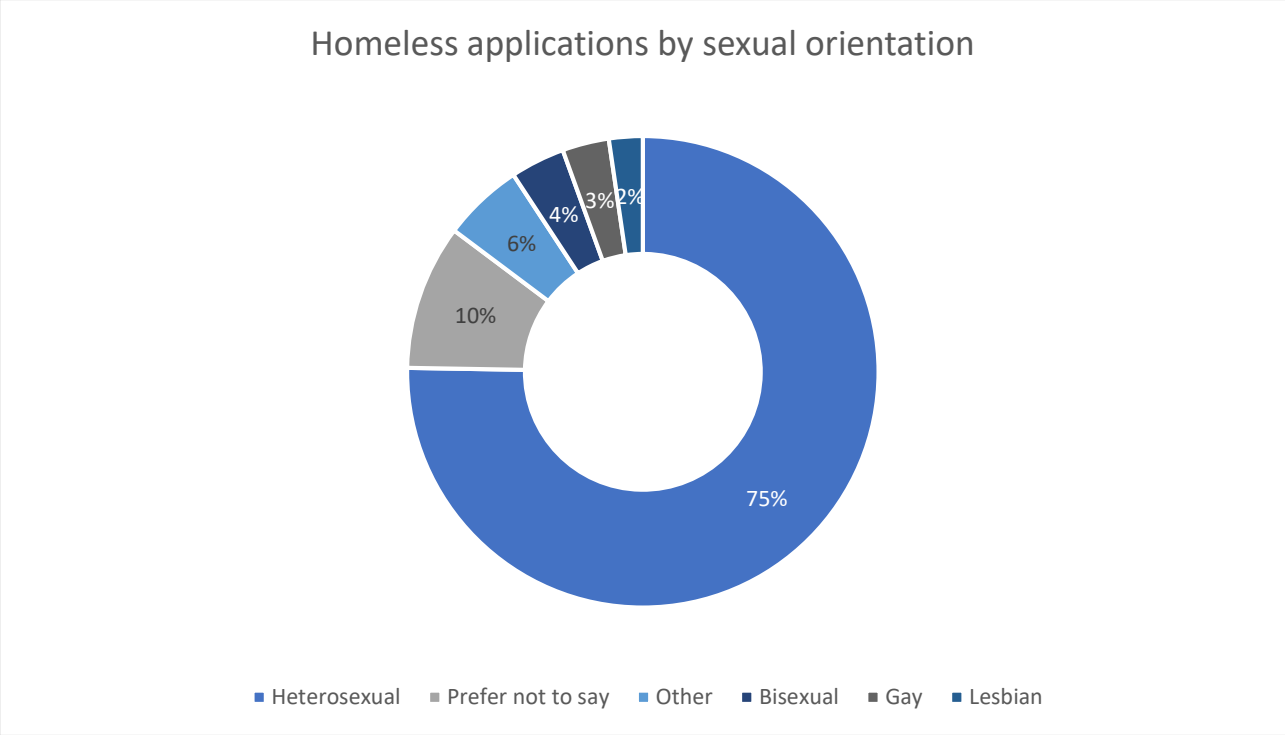
1 in 10 individuals have given birth in the last 12 months.



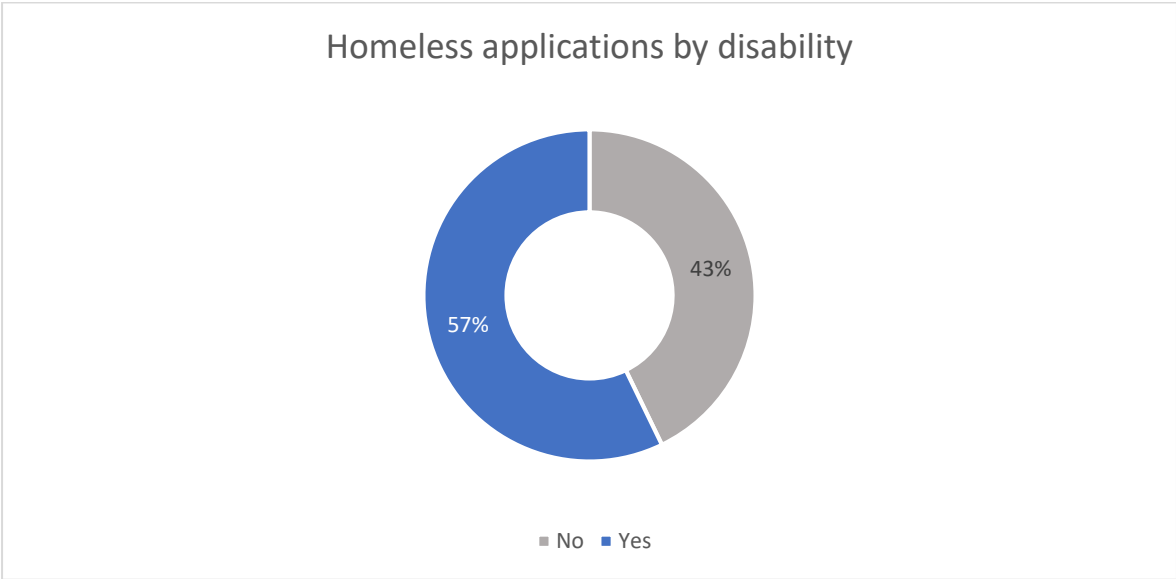
The majority of individuals who applied for assistance under Part 7 Housing Act 1996 identified as Christians (42%). The next largest group were Muslims (26%), followed by those reporting no religion (16%).



Three-quarters of individuals identified as heterosexual, while 10% preferred not to state their sexual orientation. The remaining 15% reported other sexual orientations, including bisexual, gay, lesbian, or other.



43% of individuals reported no disabilities; almost 60% of them reported at least one disability.

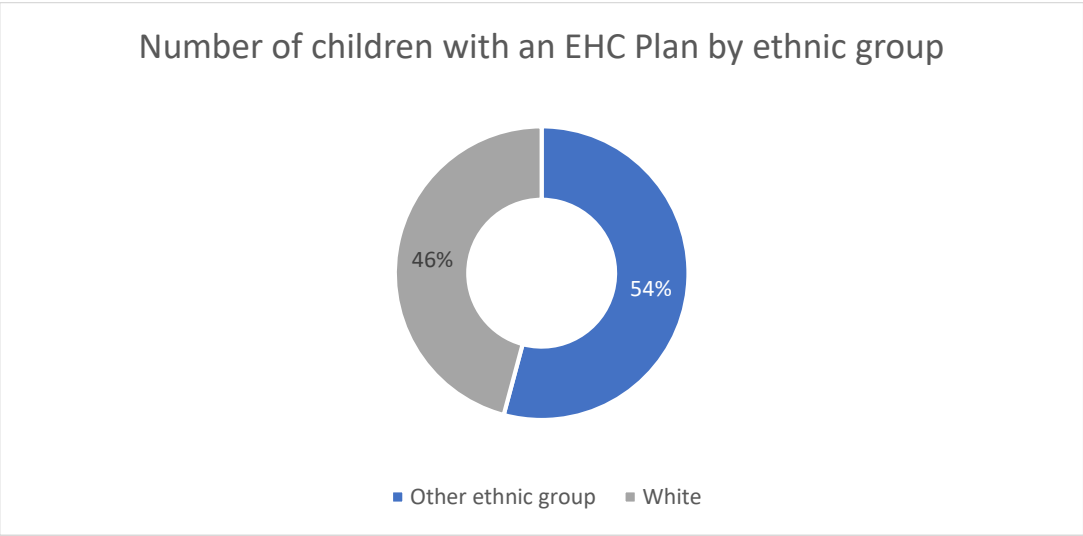


5. Education

Education, Health, and Care (EHC) Plan

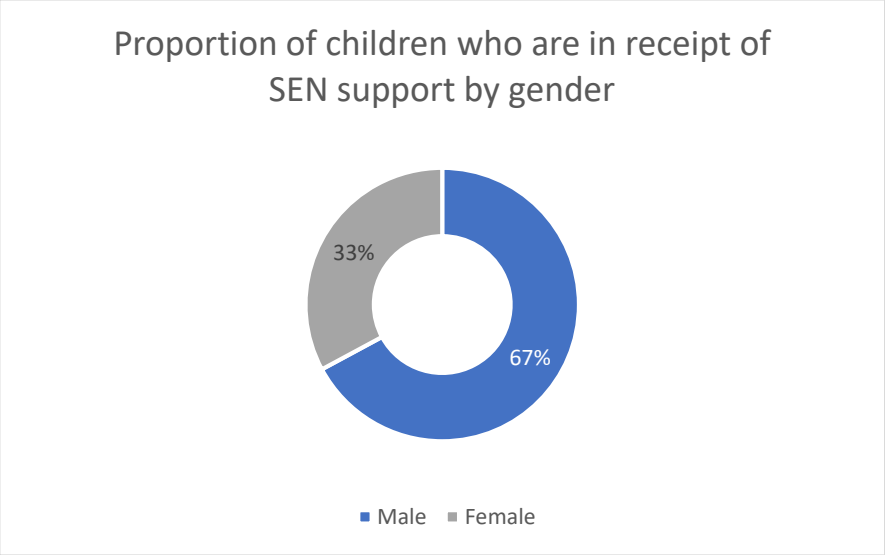
This section encompasses all children and young people with an EHC plan for whom the City of London Corporation holds responsibility. Almost half of the children were White, while the remaining 54% were Black, Asian, Mixed, and Other categories. Most children under an EHC Plan are male; most also have a disability.

Equality data on age is collected, but cannot be published due to low numbers.

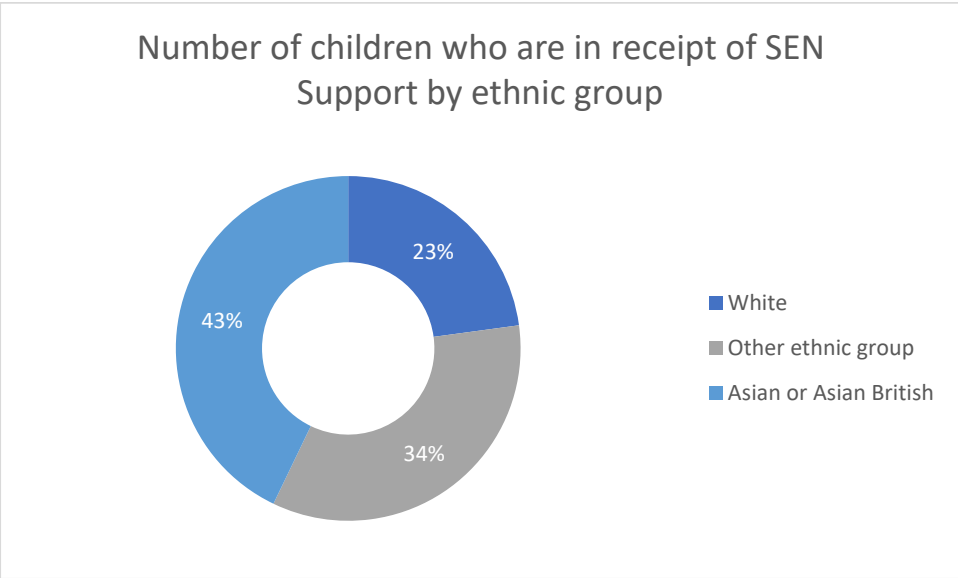


Special Educational Needs (SEN) Support

Over two thirds of children receiving SEN support are male (67%); over 71% are between 5 and 9 years old.



Almost half of children receiving SEN support identify with Asian or Asian British ethnicity.



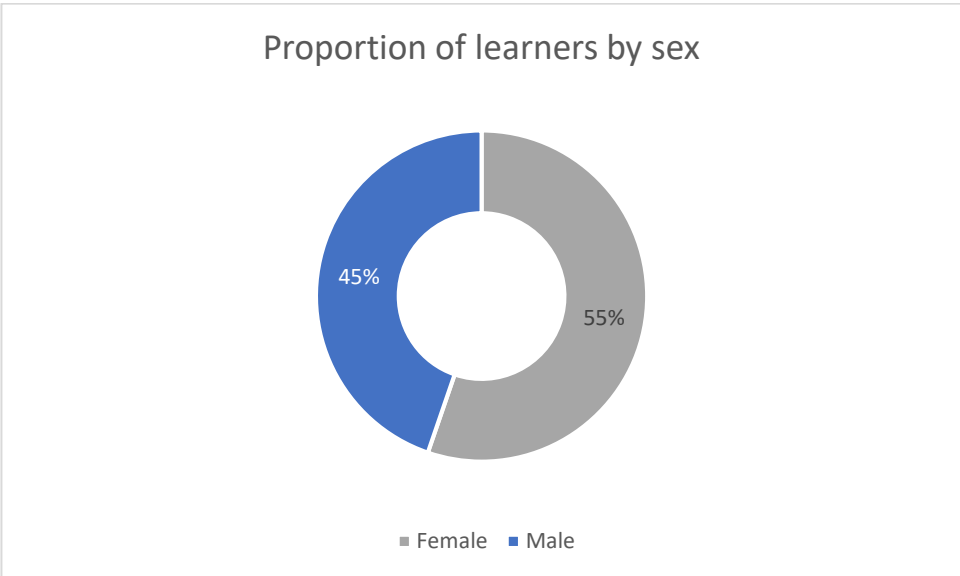
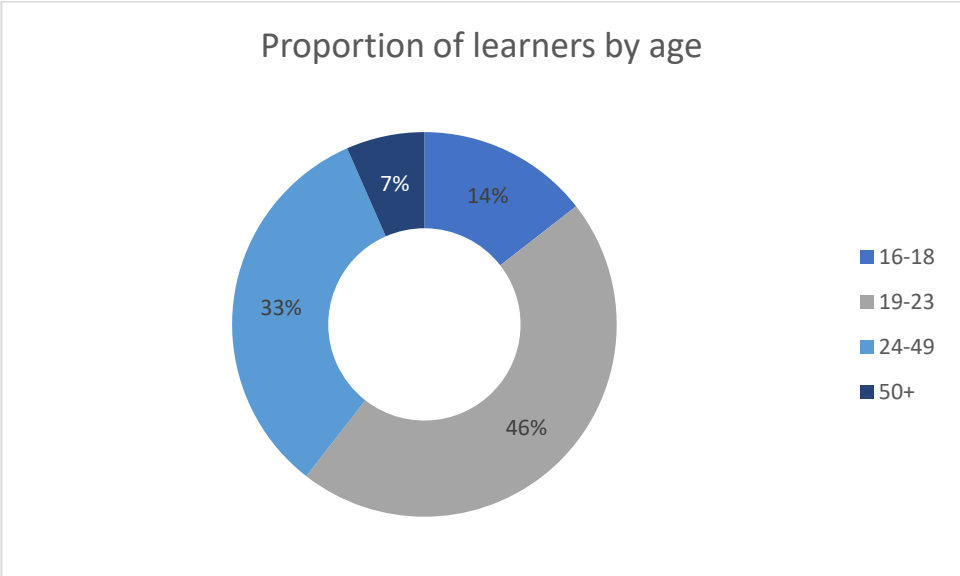
6. Adult Skills and Education

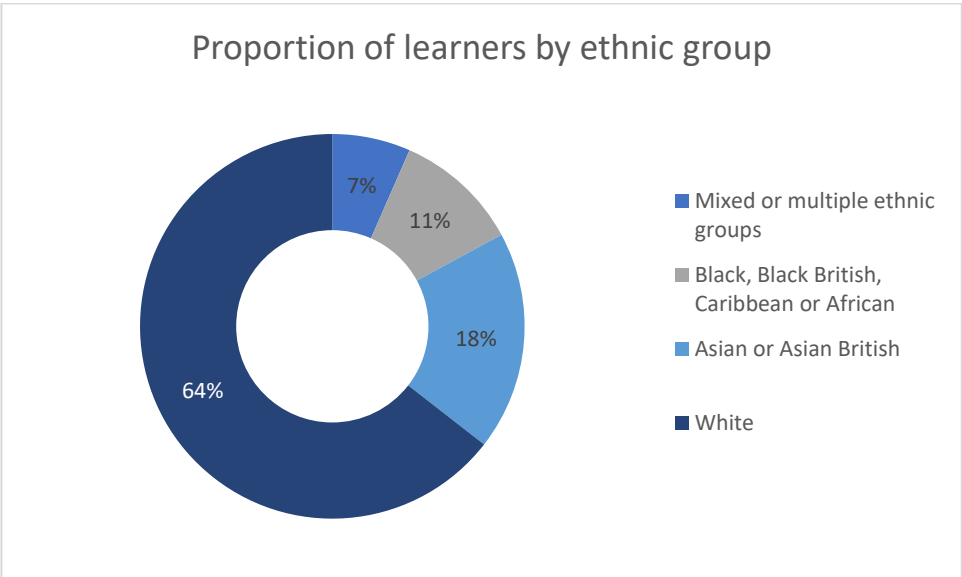
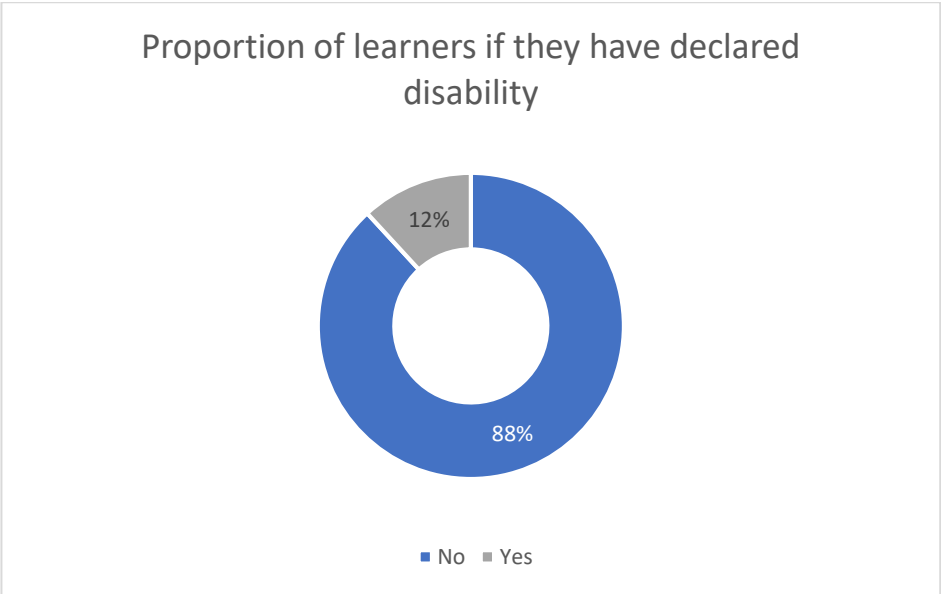
This section contains the Equality and Diversity data for last academic year (2022/23). Please note, the non-apprenticeships data includes the Community Learning and Adult Skills learners.

This section encompasses the Equality and Diversity data for all City of London courses during the last academic year (2022/23). The data is split into two categories: apprenticeships and non-apprenticeships. Non-apprenticeships data incorporates learners from Community Learning and Adult Skills programs.

Apprenticeships

In the context of apprenticeships, 64% of the students identified as White, 55% were female, 46% were aged between 19 and 23 years old, and only 12% of them declared a disability.

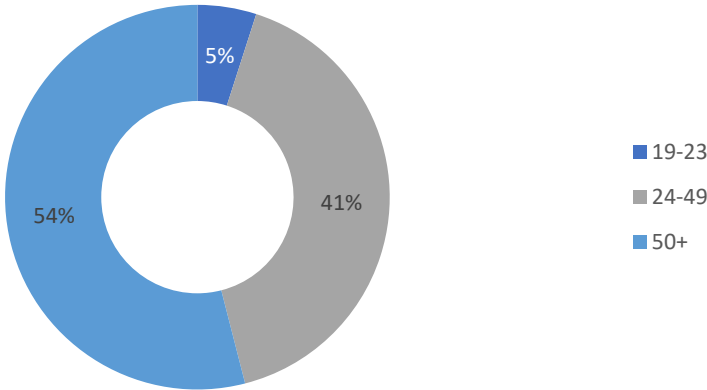




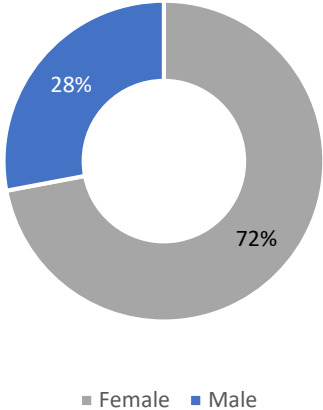
Non-apprenticeships

In the context of apprenticeships, 41% of the students identified as White, 72% were female, 54% were aged below 50 years old, and 13% declared a disability.

Proportion of learners by age



Proportion of learners by sex



Proportion of learners by declared disability

