Equality, Diversity & Inclusion Sub-Committee

Date: **MONDAY, 4 SEPTEMBER 2023**

Time: **10.30 am**

Venue: **COMMITTEE ROOMS, 2ND FLOOR, WEST WING, GUILDHALL**

Ian Thomas CBE
Town Clerk and Chief Executive

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CITY OF LONDON CORPORATION – EMPLOYEE PROFILE MARCH 2023

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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 the31 March 2023unless 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. In addition, we voluntarily publish our Ethnicity and Disability pay gaps. These are included in this report.

Employee Profile - Protected Characteristics: The data analysis looks at 6 protected characteristics 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 2023, there were a total of   4019 employees across the departments and functions in scope, covering a wide range of service areas. There have been 782 starters including fixed term workers and 633 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. 483 (11.93%) of staff are part time (defined as employees working less than 85% of a full time equivalent (FTE) post).

3.1   Sex

Data is held on 100% of the workforce.

As shown below, 50.31% of the workforce is female and 49.69% are male. This is comparable to the split for 2021/2022 (50.3% female) and 49.97% male). The average for all London Councils is 62.1% female and 37.9% male respectively. 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.

The proportion of part-time employees who are female is 74.12% and 25.88% are male.

Figure 1 - Gender breakdown of all staff as at 31 March 2023

Headcount	2021/22		2022/23	
Female	1939	50.03%	2022	50.31%
Male	1937	49.97%	1997	49.69%
Total	**3876**	**100.00%**	**4019**	**100.00%**

Table 1 - Gender breakdown of staff 2021 and 2022

3.2   Age

Age data is held on 100% of the workforce.

The age distribution is essentially unchanged from the previous year.
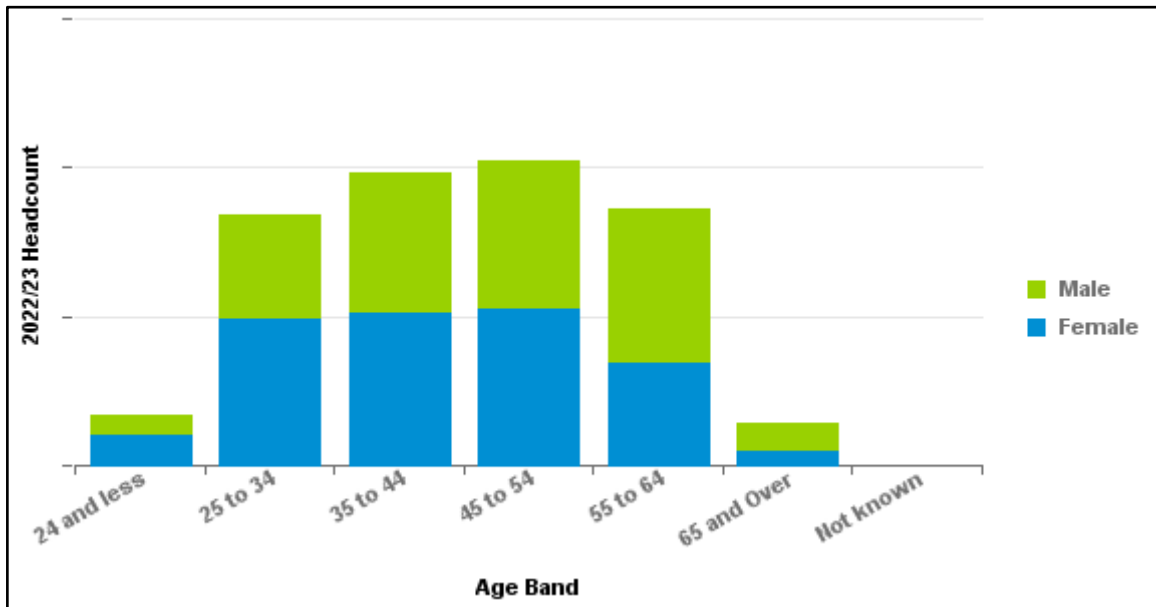
Figure 2 - Age distribution of staff

Age Band	2021/22 % Female	2021/22 % Male	2022/23 Headcount Female	2022/23 % Female	2022/23 Headcount Male	2022/23 % Male	2022/23 % Total Workforce
>24	4.74%	2.9%	104	5.1%	66	3.3%	4.2%
25-34	23.9%	16.2%	492	24.3%	349	17.5%	20.9%
35-44	26.7%	24.6%	513	25.4%	468	23.4%	24.4%
45-54	24.9%	26%	523	25.9%	500	25%	25.5%
55-64	17.3%	26%	343	17%	517	25.9%	21.4%
65+	2.5%	4.3%	47	2.3%	97	4.9%	5.6%
Total	100	100	2022	100%	1972	100%	100%

Table 2 - Age distribution of staff

3.3 Ethnicity

Ethnicity data is held on 82.2% 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

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The ethnicity profile has broadly remained the same since last year compared to white.

ETHNICITY 2022/23
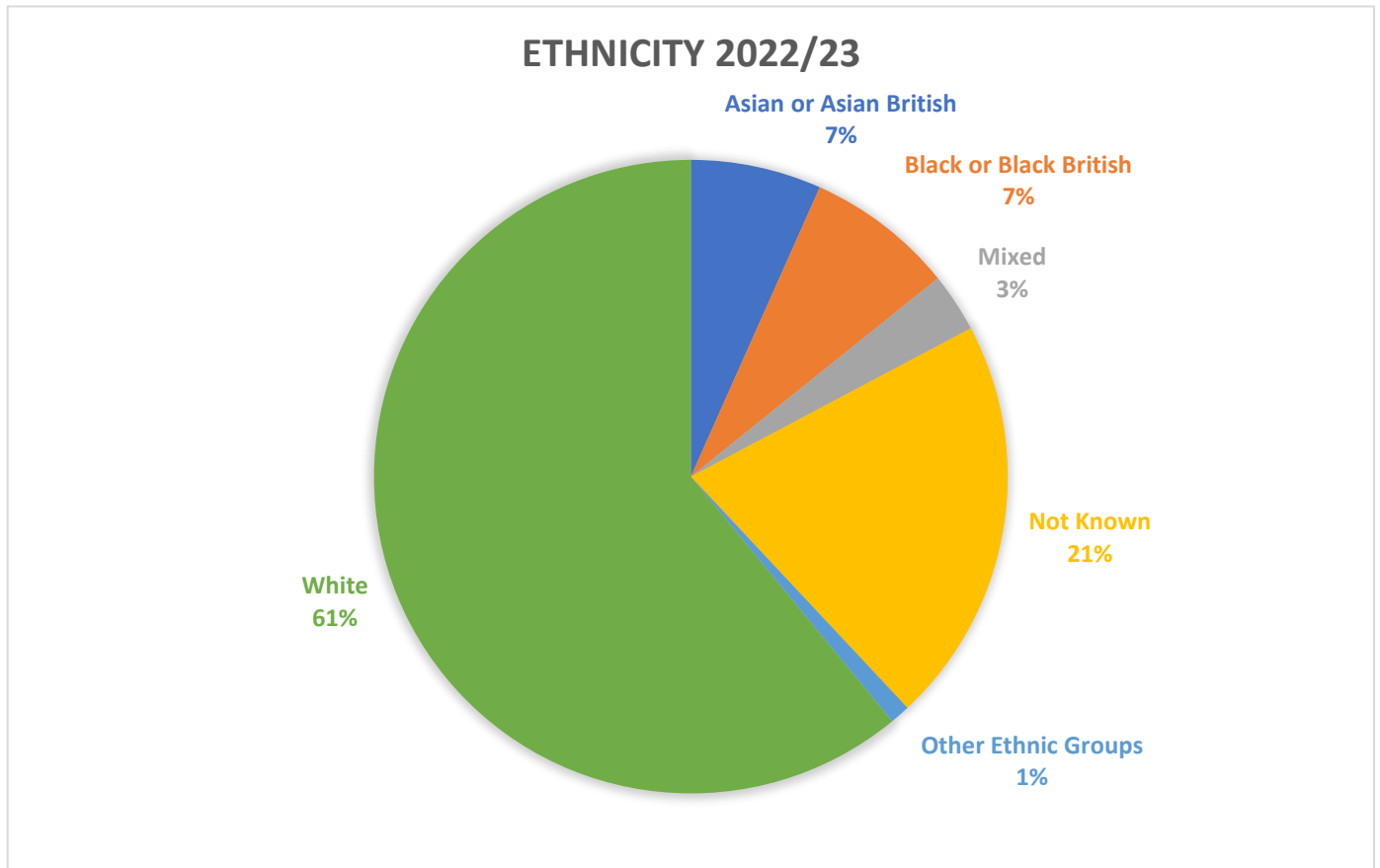
	2021/22 Headcount	2021/22	2022/23 Headcount	2022/23
Asian or Asian British	246	6.35%	268	6.67%
Black or Black British	285	7.35%	304	7.56%
Mixed	109	2.81%	121	3.01%
Not Known	678	17.49%	835	20.78%
Other Ethnic Groups	33	0.85%	41	1.02%
White	2525	65.14%	2450	60.96%
Grand Total	3876	100.00%	4019	100.00%

3.4   Disability

Disability data is held on 75% of the workforce.

 4.68% % 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.

Disability
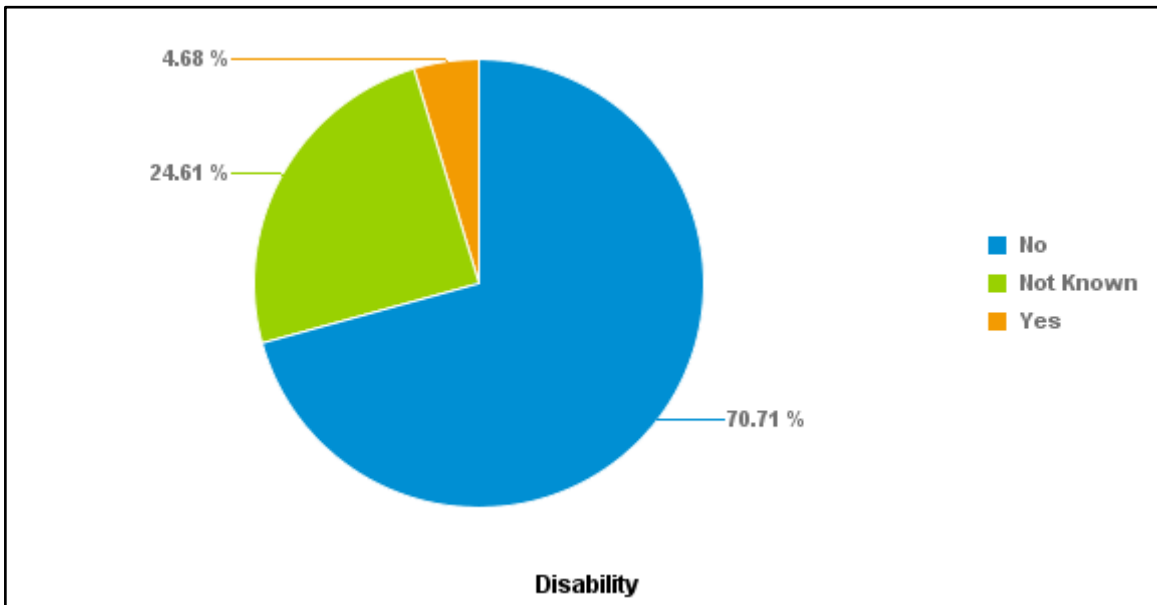
	2021/22 Headcount	2021/22 %	2022/23 Headcount	2022/23 %
No	2868	73.99%	2842	70.71%
Not Known	832	21.47%	989	24.61%
Yes	176	4.54%	188	4.68%
Totals	3876	100.00%	4019	100.00%

3.5   Religion and Belief

Religion and belief information is held on 73.6% of the workforce.

Of the overall workforce   29.8% % is Christian.   34.6% stated that they have None/No religion or belief which has increased slightly since last year. Total other religions and beliefs is 9.64% and not known 26.4%
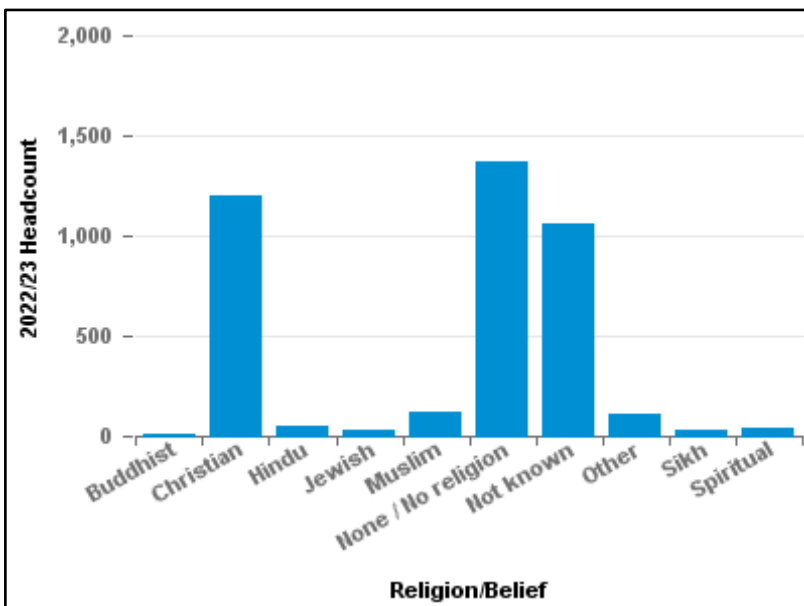
Religion/Belief

Religion / Belief	2021/22 Headcount	2021/22%	2022/23 Headcount	2022/23%

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Buddhist	15	0.39%	14	0.35%
Christian	1253	32.33%	1198	29.81%
Hindu	44	1.14%	51	1.27%
Jewish	23	0.59%	26	0.65%
Muslim	112	2.89%	121	3.01%
None / No religion	1342	34.62%	1373	34.16%
Not known	908	23.43%	1061	26.40%
Other	117	3.02%	110	2.74%
Sikh	25	0.64%	28	0.70%
Spiritual	37	0.95%	37	0.92%
Total	3876	100.00%	4019	100.00%

3.6 Sexual Orientation

Sexual orientation information is held on 64.3% of the workforce.

According to the 2021 Census, it is estimated that 3.2% of the UK population identified as LGBT. This is consistent with Office for National Statistics bulletin on sexual orientation in 2020, where the figure was estimated at 3.1%. It should be noted that of the 36.95% employees whose sexual orientation is unknown, this includes 6.12% who have positively declined to specify. This protected characteristic is therefore still slightly lower than other self-reported protected characteristic information.
In the table below, LGBT are grouped together as they are individually small in numbers:
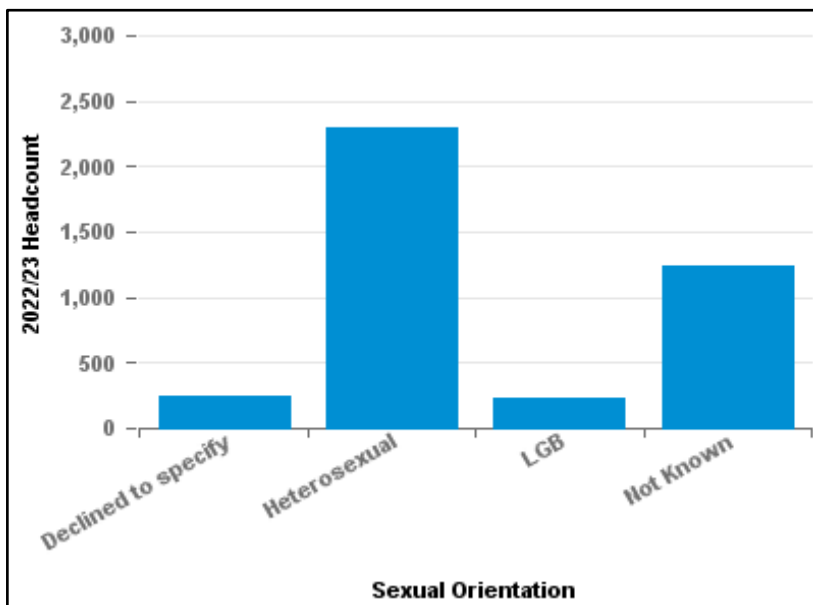
	Headcount 2021/22	2021/22%	Headcount 2022/23	2022/23%
Declined to specify	252	6.50%	246	6.12%

Heterosexual	2307	59.52%	2301	57.25%
LGB	209	5.39%	233	5.80%
Not Known	1108	28.59%	1239	30.83%
Total	**3876**	**100.00%**	**4019**	**100.00%**

4 SALARY AND GRADE PROFILE

This section provides details of salary and gradings in relation to protected characteristics.

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).

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			48	1.2%	25	52.1%	23	47.9%
Grade A	17,950	19,470	109	2.7%	30	27.5%	79	72.5%
Grade B	19,470	22,410	550	13.7%	189	34.4%	361	65.6%
Grade C	25,030	28,830	791	19.7%	428	54.1%	363	45.9%
Grade D	30,650	35,340	712	17.7%	406	57%	306	43%
Grade E	35,340	40,620	572	14.2%	310	54.2%	262	45.8%
Grade F	44,390	51,480	413	10.3%	220	53.3%	193	46.7%
Grade G	53,000	61,480	209	5.2%	103	49.3%	106	50.7%
Grade H	61,480	71,250	100	2.5%	32	32%	68	68%
Grade I	71,250	82,580	31	0.8%	15	48.4%	16	51.6%
Grade J	85,070	98,630	22	0.6%	5	22.7%	17	77.3%
Chief Officers*	86,770	266,740	14	0.4%	7	50%	7	50%
F9 Grade	No fixed values	No fixed values	136	3.4%	69	50.7%	67	49.3%
Teachers	29,490	89,780	313	7.8%	186	59.4%	127	40.6%

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
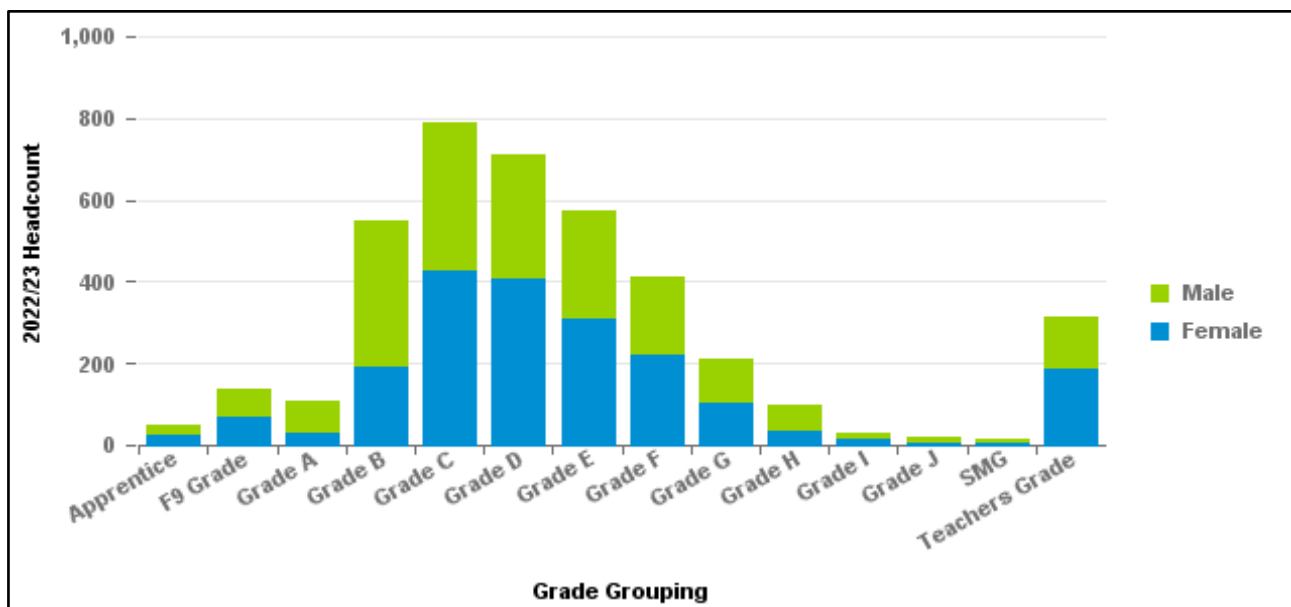
Grade Grouping	2021/22 Female Headcount	2021/22 Female %	2021/22 Male Headcount	2021/22 Male %	2022/23 Female Headcount	2022/23 Female %	2022/23 Male Headcount	2022/23 Male %
Apprentice	35	64.81%	19	35.19%	25	52.08%	23	47.92%
A-D	1015	48.15%	1093	51.85%	1049	48.61%	1109	51.39%
E-H	612	50.16%	608	49.84%	661	51.28%	628	48.72%
I and above	22	37.29%	37	62.71%	27	40.30%	40	59.70%
Other	102	55.43%	82	44.57%	69	50.74%	67	49.26%
Teachers	181	59.93%	121	40.07%	186	59.42%	127	40.58%

4.2 Age and grade profile

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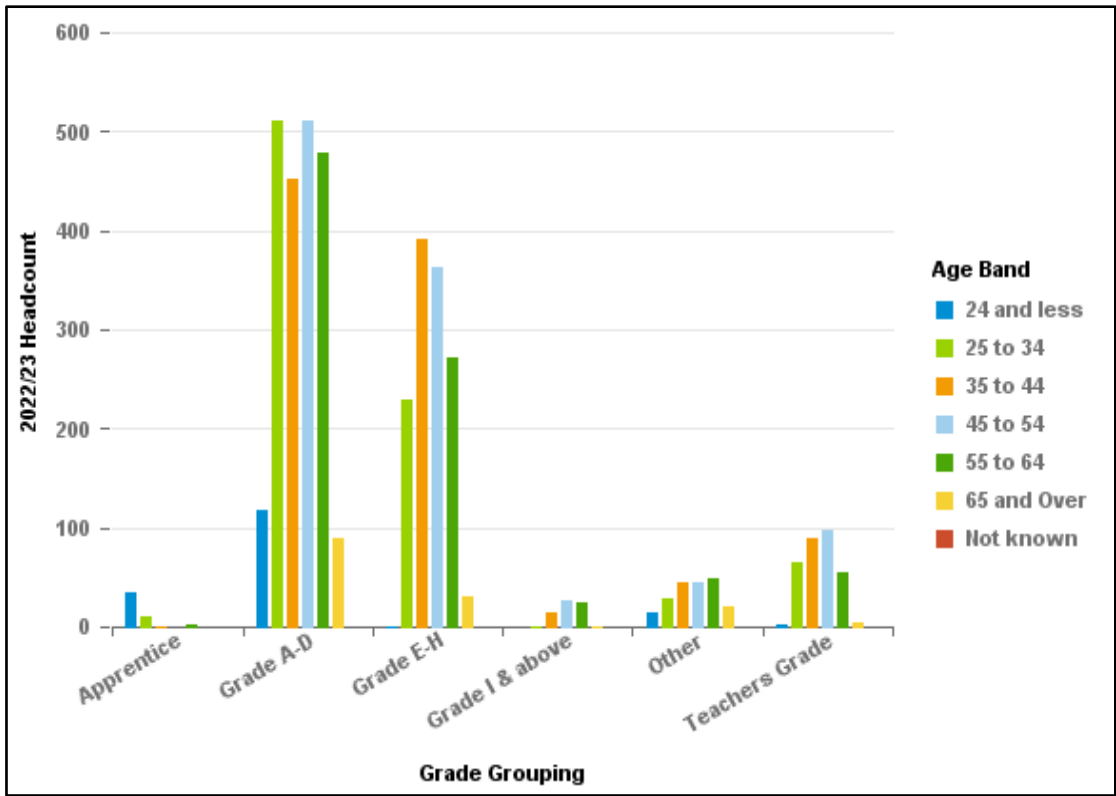
Grade Grouping	24 and less	25 to 34	35 to 44	45 to 54	55 to 64	65 and Over
Apprentice	0.83%	0.27%	0.02%		0.05%	
Grade A-D	2.90%	12.52%	11.09%	12.52%	11.73%	2.21%
Grade E-H	0.02%	5.64%	9.62%	8.91%	6.67%	0.76%
Grade I & above		0.02%	0.37%	0.64%	0.59%	0.02%
Other	0.34%	0.69%	1.08%	1.10%	1.20%	0.49%
Teachers Grade	0.07%	1.57%	2.18%	2.40%	1.33%	0.12%
All Staff Total 2022/23	4.17	20.71	24.37	25.57	32.57	3.61
All Staff Total 2021/22	3.79	19.91	25.62	25.52	21.75	3.41

4.3   Ethnicity and grade profile

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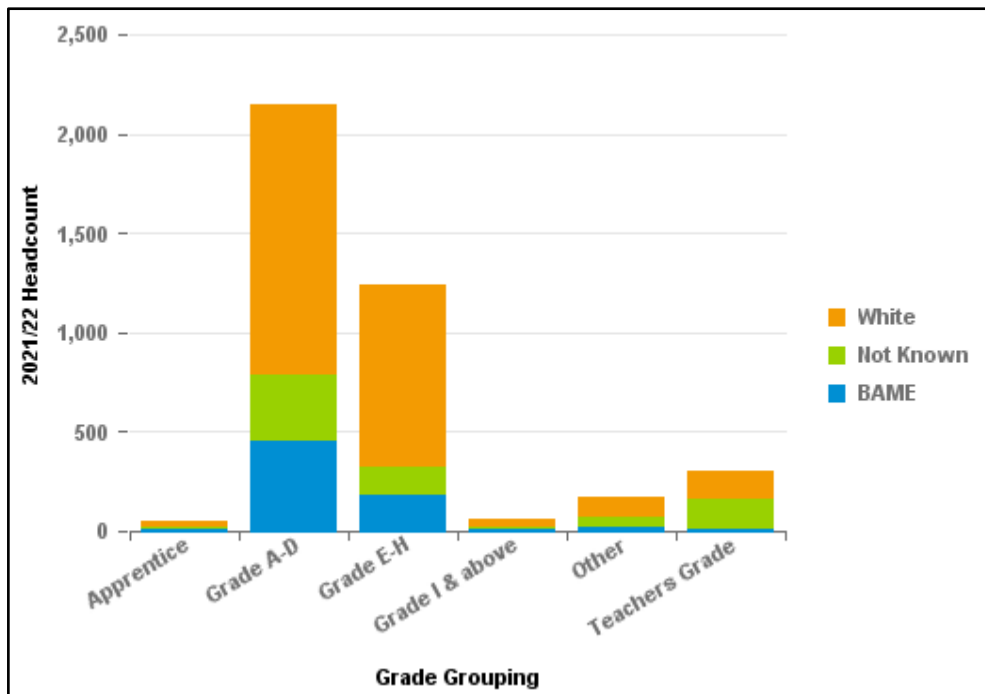
Grade Grouping	BAME	Not known	White
Apprentice	35.42%	16.67%	47.92%
Grade A-D	22.15%	18.26%	59.59%
Grade E-H	15.67%	13.89%	70.44%
Grade I+	11.94%	19.40%	68.66%
Other	10.50%	33.50%	56.00%
Teachers	3.19%	56.87%	39.94%
All Staff Total 22/23	**18.26**	**20.78**	**60.96**
All Staff Total 21/22	17.36	17.49	65.14

4.4   Disability indicator and grade profile

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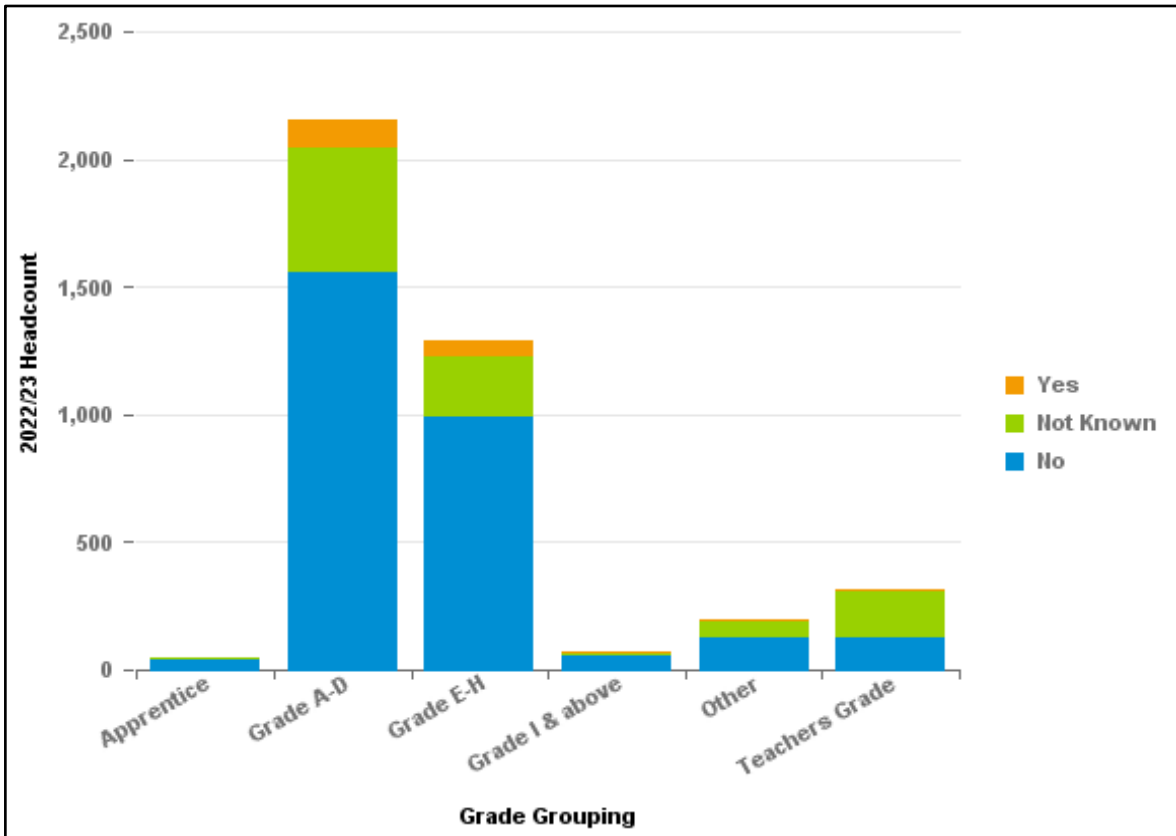
Grade Grouping	No	Not Known	Yes
Apprentice	77.08%	14.58%	8.33%
Grade A-D	72.20%	22.52%	5.28%
Grade E-H	76.65%	18.54%	4.81%
Grade I+	79.10%	17.91%	2.99%
Other	63.00%	32.00%	5.00%
Teachers	39.94%	59.11%	0.96%
All Staff Total 22/23	**70.71**	**24.61**	**4.68**
All Staff Total 2021/22	73.99	21.47	4.54

4.5   Religion and belief and grade profile
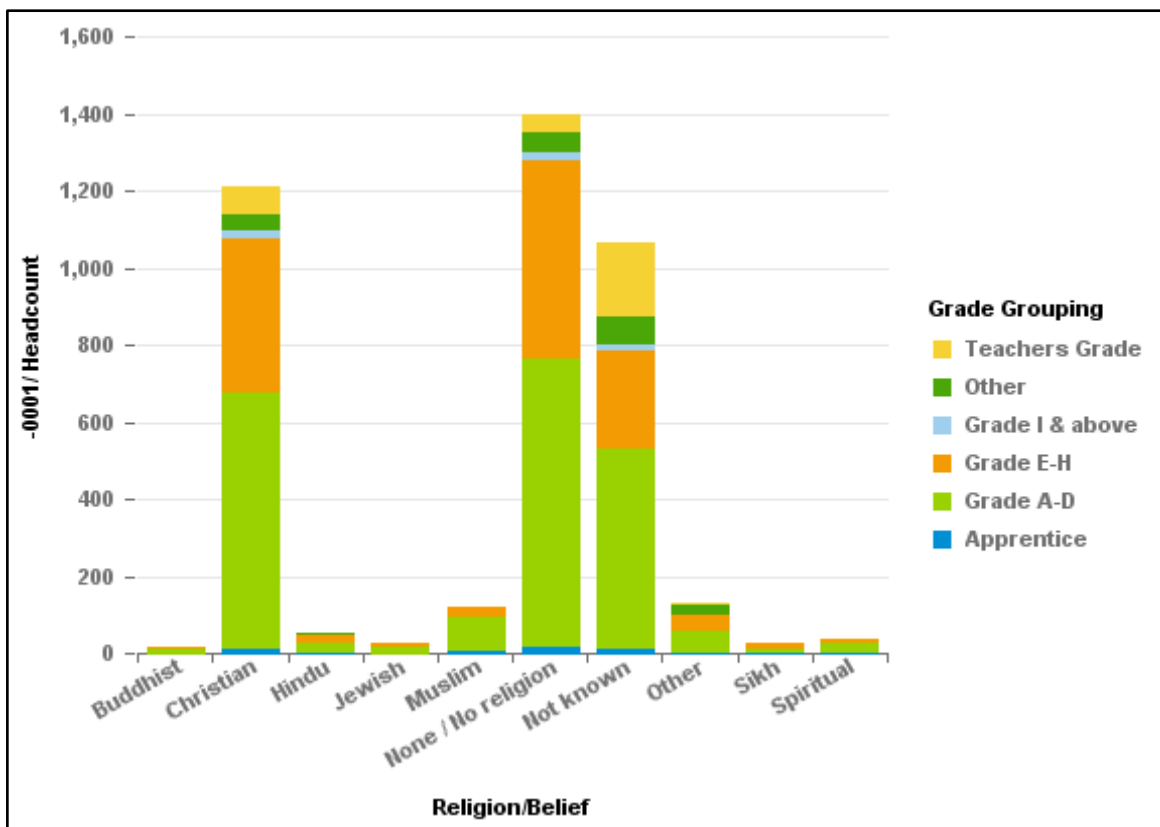
Grade Grouping	Buddhist	Christian	Hindu	Jewish	Muslim	None / No religion	Not known	Other	Sikh	Spiritual
Apprentice		0.27%	0.02%		0.10%	0.42%	0.27%	0.02%	0.05%	0.02%
Grade A-D	0.27%	16.34%	0.64%	0.34%	2.16%	18.31%	12.69%	1.42%	0.22%	0.56%
Grade E-H	0.07%	9.72%	0.52%	0.25%	0.61%	12.59%	6.23%	0.98%	0.37%	0.29%
Grade I & above		0.56%			0.02%	0.56%	0.44%	0.02%	0.02%	
Other		1.08%	0.07%	0.02%	0.05%	1.25%	1.74%	0.66%	0.02%	
Teachers Grade		1.69%		0.02%	0.02%	1.13%	4.76%	0.02%		0.02%
All Staff Total 2022/23	**0.35**	**28.81**	**1.27**	**0.65**	**3.01**	**34.16**	**26.40**	**2.74**	**0.70**	**0.92**
All Staff Total 2021/22	0.39	32.33	1.14	0.59	2.89	34.62	23.43	2.74	0.70	0.92

4.6 Sexual orientation and grade profile

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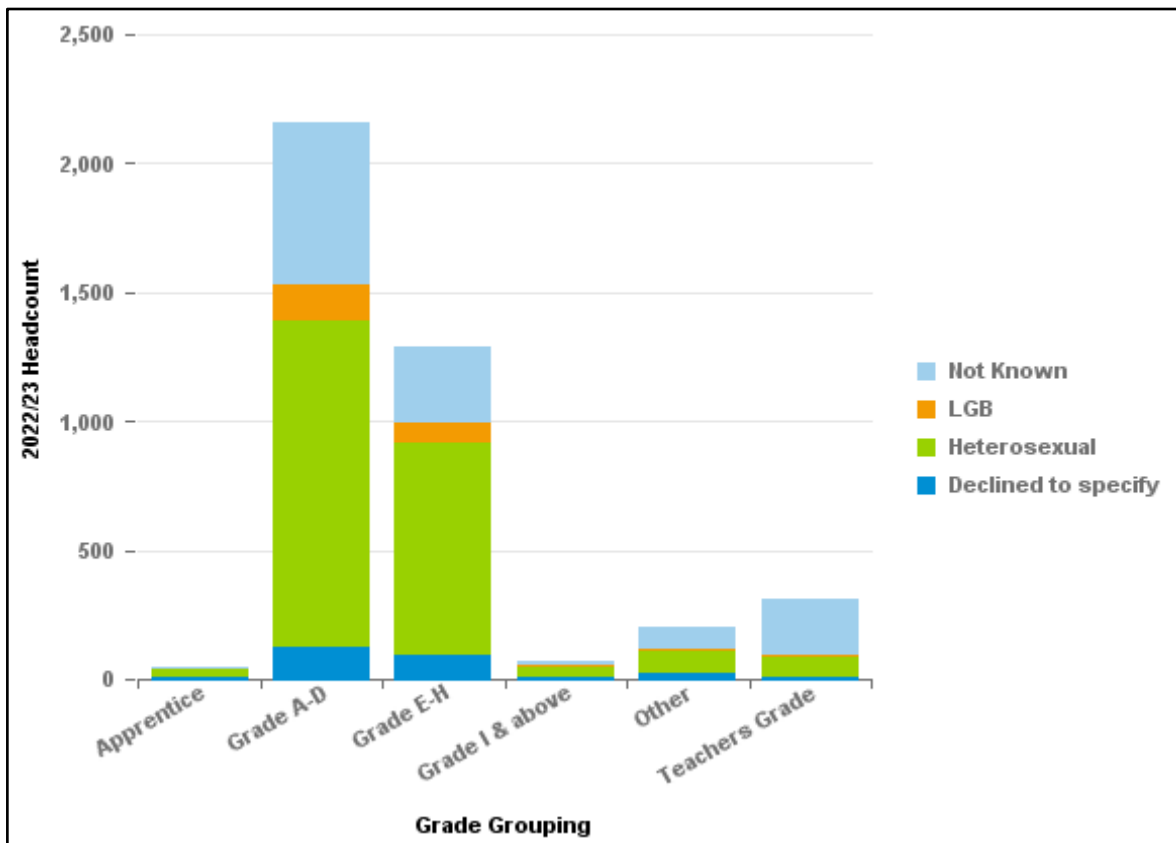
Grade Grouping	Declined to specify	Heterosexual	LGB	Not Known
Apprentice	0.12%	0.81%	0.07%	0.17%
Grade A-D	3.12%	31.07%	3.44%	15.34%
Grade E-H	2.26%	20.27%	1.79%	7.31%
Grade I & above	0.12%	1.06%	0.10%	0.37%
Other	0.66%	1.96%	0.29%	1.99%
Teachers Grade	0.12%	0.81%	0.07%	0.17%
All Staff Total 2021/22	**6.12**	**57.25**	**5.80**	**30.83**
All Staff Total 2020/21	6.50	59.52	5.39	28.59

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 183 employees in the top 5% of earners in the City of London Corporation as of 31 March 2022 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 at the snapshot date of   31 March 2022 As with our gender pay gap, in relation to ethnicity and disability, 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, Diversity and Inclusion Action Plan.

5.1   Top 5% earners by sex

Sex	2022/23 Number	2022/23 %	2021/22 All Staff %	2020/21 Number	2020/21 %
Male	118	64.5%	49.7%	114	69.9%
Female	65	35.5%	50.3%	49	31.1%
Total	**183**	**100**	**100**	**163**	**100**

Top 5% Sex 2022/23

35.52%

64.48%

■ Female ■ Male
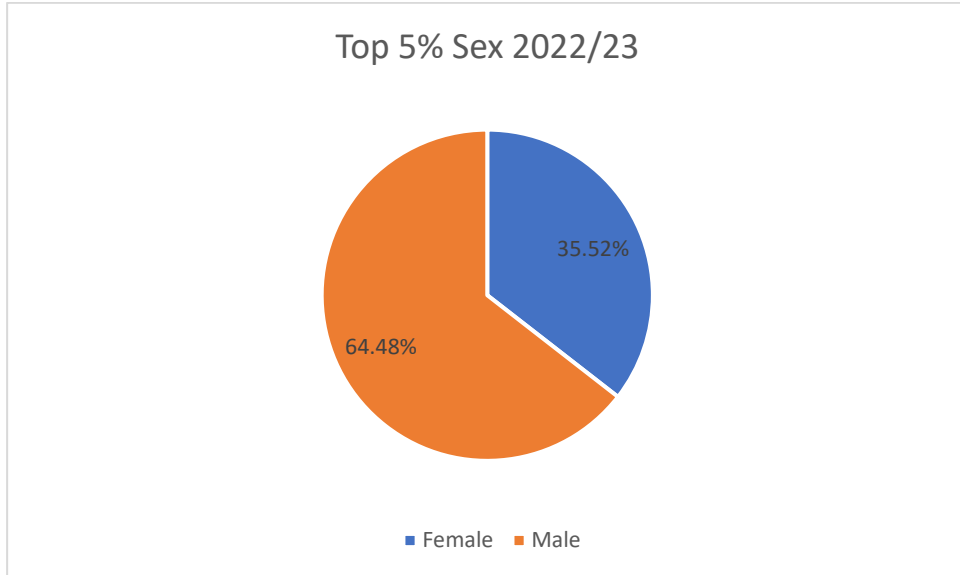
5.2 Top 5% earners by age

Age band	2022/23 Number	2022/23 %	2021/22 Number	2021/22 %
a. Under 25	0	0	0	0.0%
b. 25 to 34	6	3.2	7	4.0%
c. 35 to 44	44	24	39	22.0%
d. 45 to 54	69	37.7	64	36.2%
e. 55 to 64	57	31.2	59	33.3%
f. 65 & Over	7	3.8	8	4.5%
Total	**183**	**100**	**177**	**100%**

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Top 5% Grade

(bar chart — x-axis categories: b. 25 to 34, c. 35 to 44, d. 45 to 54, e. 55 to 64, f. 65 and Over, (blank); y-axis 0 to 80; legend: Total)

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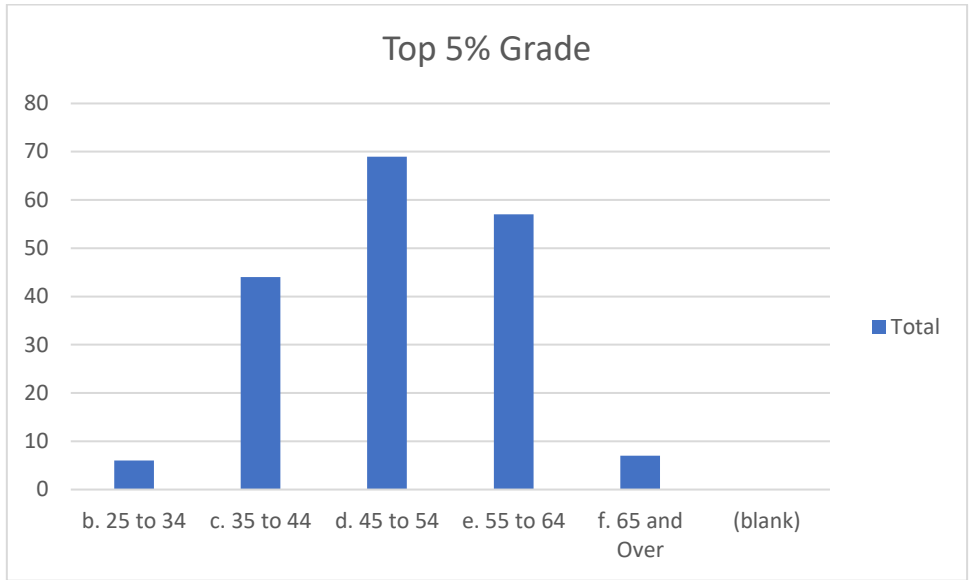
5.3 Top 5% earners by Ethnicity

Ethnicity	2022/23 Number	2022/23 %	2022/23 All Staff %	2021/22 Number	2021/22 %
BAME	20	10.9%	17.36%	17	9.6%
Not Known	28	15.30%	17.49%	18	10.2%
White	135	73.8%	65.14%	142	80.2%
Total	**183**	**100%**	**100%**	**177**	**100%**

Top 5% Ethnicity
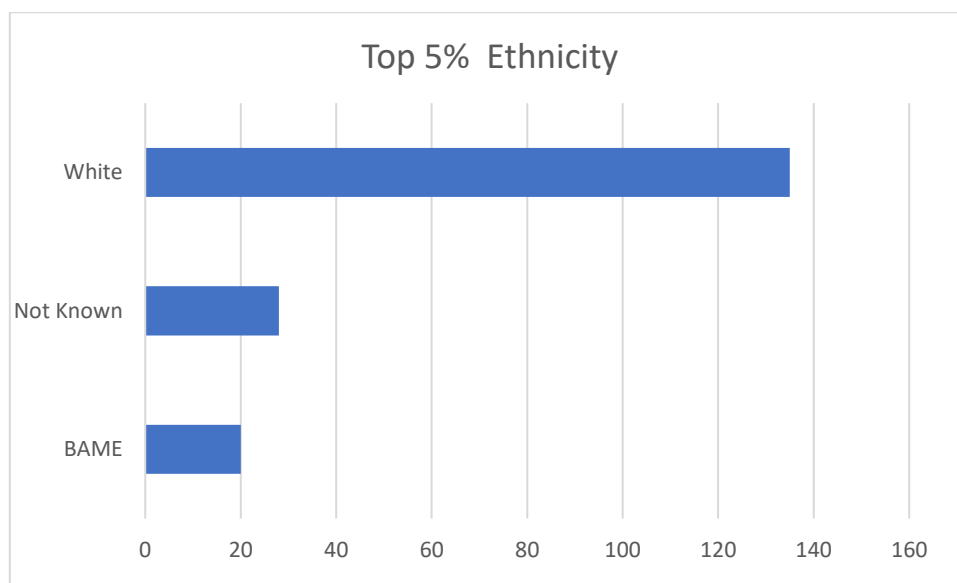
5.4 Top 5% earners by disability indicator

Disability	2022/23 Number	2022/23 %	2022/23 All Staff %	2021/22 Number	2021/22 %
Yes	5	2.7%	4.5	7	4.5%
No	150	81.8%	70.7	151	77.0%
Not Known	28	15.3%	24.61	19	18.5%
Total	**183**	**100**	**100%**	**177**	**100%**

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Top 5% Disability

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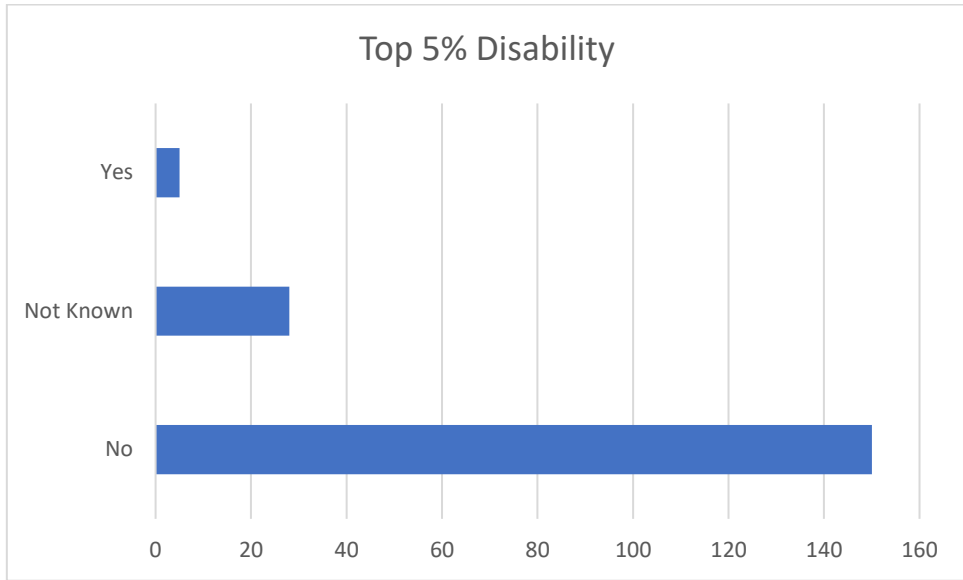
Top 5% earners by religion and belief

Religion / Belief	2022/23 Number	2022/23 %	2022/23 All Staff %	2021/22 Number	2021/22 %
Christian	70	38.3%	29.80%	83	46.9%
Jewish	2	1.1%	0.7%	1	0.6%
None/No Religion	63	34.3%	34.2%	57	32.2%
Hindu	1	0.6%	1.3%	0	0.0%
Not Known	41	22.4%	26.4%	30	17.0%
Buddhist	0	0%	0.4%	1	0.6%
Muslim	3	1.6%	3%	2	1.1%
Spiritual	0	0%	0.9%	0	0.0%
Sikh	1	0.6%	0.7%	1	0.6%
Other	2	1.1%	2.7%	2	1.1%
Total	**183**	**100**	**100%**	**177**	**100%**

Top 5% Religion
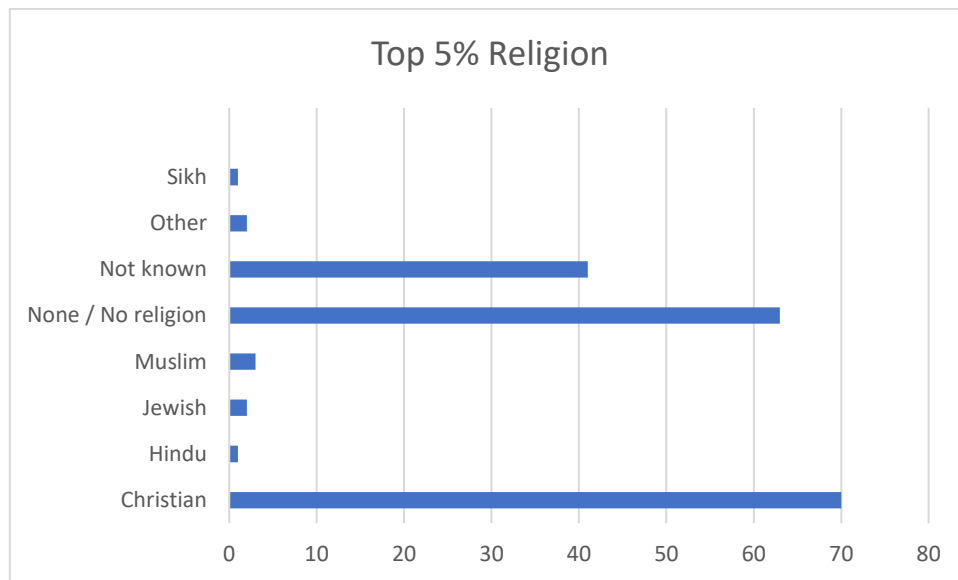
5.5   Top 5% earners by sexual orientation

Sexual Orientation	2021/22 Number	2021/22 %	2021/22 All Staff %	2021/22 Number	2021/22 %
Declined to specify	11	6%	6.1%	14	7.9%
LGB	9	4.9%	5.8%	11	6.2%
Heterosexual	126	68.9%	57.3%	126	71.2%
Not known	37	20.2%	30.8%	26	14.7%

Total		183	100%	100%	177	100

Top 5 % Sexual Orientation

Category	Value
Not Known	~38
Hetrosexual	~126
LGB	~9
Declined to specify	~11
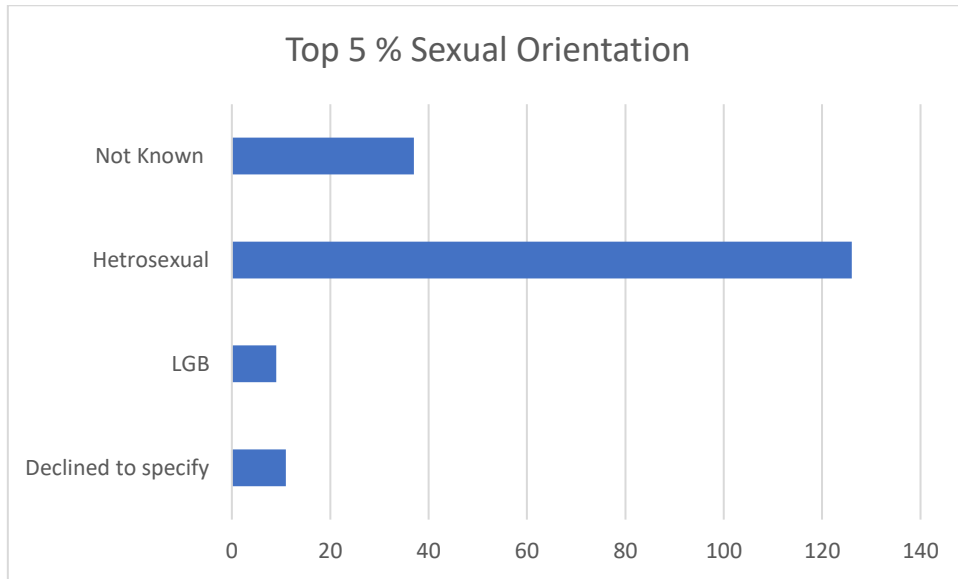
5.6 GENDER PAY GAP ("SNAPSHOT" DATE OF 31 MARCH 2022)

*Bracketed figures represent the 2021 and 2020 reported figures.

5.6.1 Average Pay Rates by Gender

Average 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	4.5% (7.1%; 5.6%)
Median hourly rate	2.7% (2.2%; 0.0%)

5.6.2 Pay Quartiles by Gender

[1]

Pay Quartiles	Women	Men	Total
Proportion in the **upper quartile** (paid above the 75th percentile)	43.8% (43.9%) (43.9%)	56.2% (56.1%) (56.1%)	(100%)
Proportion in the **upper middle quartile** (paid above the median and at or at/below the 75th percentile)	53.3% (50.5%) (53.2%)	46.7% (49.5%) (46.8%)	(100%)
Proportion in the **lower middle quartile** (paid above the 25th percentile and at/below the median)	53.4% (50.9%) (52.2%)	46.6% (49.1%) (47.8%)	(100%)
Proportion in the **lower quartile** (paid below the 25th percentile)	44.0% (49.4%) (45.7%)	56.0% (50.6%) (54.3%)	(100%)

5.6.3 Bonus Pay by Gender

[1]

Bonus Pay	Bonus Gender Pay Gap

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	Difference women's bonus and men's bonus as a % of men's bonus
Mean bonus	5.2% (5.4%; 15.7%)
Median bonus	-50.0% (-14%; 0.5%) i.e. male employees have lower bonuses than female employees

Bonus Pay	Women	Men
Who received bonus pay	9.0% (26.0%; 13.1%)	11.1% (34.5%; 14.1%)

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*Bracketed figures represent the 2021 and 2020 reported figures.

5.6.4   Pay Rates by Ethnicity

Pay Rates	Ethnicity pay gap Difference between BAME and White employees pay as a percentage of White employees' pay	Ethnicity pay gap - BAME employees' pay as a percentage of White employees' pay	Hourly Pay Rate (BAME)	Hourly Pay Rate (White)	Difference £
Mean hourly rate	17.4% (16.8%) (19.1%)	79.5% (83.3%) (80.9%)	£22.96 (£22.13) (£20.62)	£27.32 (£26.58) (£25.49)	£4.38 (£4.45) (£4.87)
Median hourly rate	14.7% (15.7%) (17.1%)	79.0% (84.3%) (82.9%)	£22.21 (£19.69) (£18.02)	£23.42 (£23.37) (£21.73)	£3.21 (£3.68) (£3.71)

5.6.5   Pay Quartiles by Ethnicity

Pay Quartiles	BAME	White	Total
Proportion in the **upper quartile** (paid above the 75th percentile)	8.2% (8.2%) (6.8%)	72.4% (75.0%) (74.0%)	80.6% (83.2%) (80.8%)
Proportion in the **upper middle quartile** (paid above the median and at or at/below the 75th percentile)	14.6% (14.9%) (14.4%)	69.6% (71.4%) (72.9%)	84.2% (86.3%) (87.3%)
Proportion in the **lower middle quartile** (paid above the 25th percentile and at/below the median)	19.7% (20.9%)	62.1% (62.7%)	81.8% (83.6%)

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	(21.4%)	(63.3%)	(84.7%)
Proportion in the **lower quartile** (paid below the 25th percentile)	21.8% (16.9%) (18.2%)	59.6% (54.7%) (55.7%)	81.4% (71.6%) (73.9%)

5.6.6 Workforce Composition by Ethnicity

Workforce Composition	BAME headcount	White headcount	Non-disclosed headcount	Total headcount
Proportion in the **upper quartile** (paid above the 75th percentile)	92 (104) (85)	814 (957) (930)	219 (215) (242)	1125 (1276) (1257)
Proportion in the **upper middle quartile** (paid above the median and at or at/below the 75th percentile)	164 (190) (181)	**784** (911) (917)	**178** (175) (160)	**1126** (1276) (1258)
Proportion in the **lower middle quartile** (paid above the 25th percentile and at/below the median)	**222** (266) (269)	**699** (800) (796)	**205** (210) (193)	**1126** (1276) (1258)
Proportion in the **lower quartile** (paid below the 25th percentile)	**246** (217) (229)	**671** (699) (700)	**209** (361) (328)	**1126** (1277) (1258)

5.6.7 Bonus Pay by Ethnicity

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Bonus Pay	Ethnicity Bonus Gap Difference between BAME and White employees' bonus as a % of White employees' bonus	Ethnicity Bonus Gap BAME employees' bonus as a % of White employees' bonus	Bonus pay of BAME employees	Bonus pay of White employees	Difference £
Mean bonus	24.4% (22.2%) (23.1%)	78.2% (78.0%) (76.9%)	£841.36 (£853.80) (£1,081.26)	£1,075.42 (£1,097.50) (£1,406.85)	£234.06 (£243.70) (£325.59)
Median bonus	40.0% (49.9%) (31.9%)	60.0% (50.0%) (68.1%)	£300.00 (£500.00) (£652.80)	£500.00 (£998.70) (£958.40)	£200.00 (£498.70) (£305.60)

Who received bonus pay:
BAME paid bonus as % of all BAME: 12.6% (30.9%; 9.9%)
White paid bonus as % of all White staff: 10.81% (35.4%; 16.9%)
Note
Black, Asian and Minority Ethnic (BAME) includes employees recorded in the following categories (categories taken from the 2001 Census): Asian / Asian British (including Chinese), Black / Black British, Mixed / Multiple Heritage and Other Ethnic Group (i.e. all other categories than that of White British and White Other). The calculations exclude any employees whose ethnicity is not known.
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.

*Bracketed figures represent the 2021 and 2020 reported figures.

5.6.8 Pay Rates by Disability

Pay Rates[1]	Disability Pay Gap Difference between the pay of those who have declared a disability those who have declared no disability as a % of the pay of employees who have declared no 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 have no disability	Hourly Pay Rate (Disability Declared)	Hourly Pay Rate (No Disability Declared)	Difference £
Mean hourly rate	8.8% (8.9%) (10.3%)	94.9% (93.0%) (89.7%)	£23.99 (£23.86) (£22.06)	£26.21 (£25.64) (£24.59)	£2.92 (£1.78) (£2.53)
Median hourly rate	2.4% (7.1%) (9.4%)	94.5% (93.0%) (90.6%)	£21.78 (£20.73) (£19.68)	£22.31 (£22.31) (£21.73)	£0.53 (£1.58) (£2.05)

5.6.9 Pay Quartiles by Disability

Pay Quartiles[1]	Disabled	Not disabled	Total
Proportion in the **upper quartile** (paid above the 75th percentile)	2.8% (2.1%) (2.0%)	71.8% (74.8%) (73.4%)	74.6% (76.9%) (75.3%)
Proportion in the **upper middle quartile** (paid above the median and at or at/below the 75th percentile)	3.9% (3.9%) (3.5%)	75.3% (77.6%) (78.5%)	79.2% (81.5%) (82.0%)
Proportion in the **lower middle quartile** (paid above the 25th percentile and at/below the median)	4.5% (4.6%)	72.0% (73.8%)	76.6% (78.4%)

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	(4.0%)	(75.7%)	(79.7%)
Proportion in the **lower quartile** (paid below the 25th percentile)	5.2%	73.5%	78.7%
	(3.8%)	(66.9%)	(70.7%)
	(4.0%)	(68.6%)	(72.6%)

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5.6.10 Workforce Composition by Disability

Workforce Composition	Disabled headcount	Not disabled headcount	Non-disclosed headcount	Total headcount
Proportion in the **upper quartile** (paid above the 75th percentile)	31 (27) (22)	808 (954) (922)	286 (295) (310)	1125 (1276) (1257)
Proportion in the **upper middle quartile** (paid above the median and at or at/below the 75th percentile)	44 (50) (44)	848 (990) (987)	234 (236) (227)	1126 (1276) (1258)
Proportion in the **lower middle quartile** (paid above the 25th percentile and at/below the median)	51 (58) (50)	811 (942) (952)	264 (276) (256)	1126 (1276) (1258)
Proportion in the **lower quartile** (paid below the 25th percentile)	59 (49) (50)	827 (854) (862)	240 (374) (345)	1126 (1277) (1258)

5.6.11 Bonus Pay by Disability

Bonus Pay	Disability Bonus Gap Difference between the bonus paid to employees who declared a disability and employees who have declared no disability as a % of employees who have declared no disability.	Disability Bonus Gap Pay of employees who have declared a disability as a % of pay of employees who have declared no disability	Bonus pay employees who have declared they have a disability	Bonus pay employees who have declared no disability	Difference £

Mean bonus	-31.4% (-4.3%) (-14.8%)	137.2% (104.3%) (114.8%)	£1,436.76 (£1,106.73) (£1,611.31)	£1,047.33 (£1,060.98) (£1,403.97)	£389.43 (£45.75) (£207.34)
Median bonus	-35.29% (16.8%) (3.9%)	142.9% (83.0%) (96.1%)	£500.00 (£830.99) (£920.88)	£350.00 (£998.70) (£958.40)	£150.00 (£176.71) (£37.52)

Who received bonus pay:
Disabled paid bonus as % of all Disabled: 9.18% (27.2%; 11.8%)
Non-disabled paid bonus as % of all Non-disabled staff: 11.13% (34.9%; 15.8%)

Note:

For the calculations exclude any employees for whom disabled / not disabled is not known.

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5.6.12 Market Forces Supplements by Gender, Ethnicity and Disability ("snapshot" date of 31 March 2022)
*Bracketed figures represent the 2021 and 2020 reported figures**.**

Market Forces Supplement by Gender

Category	Head count	% of Cat	% of MFS	Total MFS	Average MFS	Diff to Male	%Male MFS
Women	104 (104) (99)	4.7%	38.4% (37.5%) (37.4%)	£778,946 (£812,752) (£687,093)	£7,489 (£7,667) (£6,940)	£2,746	26.8%
Men	167 (174) (165)	7.2%	61.6% (62.5%) (62.6%)	£1,709,186 (£1,752,300) (£1,492,120)	£10,235 (£10,013) (£9,043)	N/A	N/A

Market Forces Supplement by Ethnicity

Category	Head count	% of Cat	% of MFS	Total MFS	Average MFS	Diff to White	%White MFS
BAME	51 (49) (46)	7.0%	18.8% (17.6%) (17.4%)	£414,079 (£429,424) (£348,746)	£8,119 (£8,588) (£7,581)	£1,797	18.1%
Not stated/ known	38 (34) (30)	6.1%	14.0% (12.2%) (11.4%)	£269,305 (£252,322) (£188,291)	£7,086 (£7,421) (£6,276)	£2,830	28.5%
White	182 (195) (188)	4.7%	67.2% (70.2%) (71.2%)	£1,804,747 (£1,833,306) (£1,642,177)	£9,916 (£9,560) (£8,735)	N/A	N/A

Market Forces Supplement by Disability

| Category	Head count	% of Cat	% of MFS	Total MFS	Average MFS	Diff to NoDis	%NoDis MFS
Disabled	10 (8) (8)	5.4%	3.7% (2.9%) (3.0%)	£131,298 (£67,442) (£69,448)	£13,130 (£8,430) (£8,681)	£3,687	-39.0%
Not stated/ known	48 (43) (40)	4.7%	17.7% (15.5%) (15.2%)	£345,475 (£322,656) (£248,055)	£7,197 (£7,504) (£6,201)	£2,246	23.8%
Not Disabled	213 (227) (216)	6.5%	78.6% (81.6%) (81.8%)	£2,011,359 (£2,174,954) (£1,861,711)	£9,443 (£9,456) (£8,619)	N/A	N/A

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6. TURNOVER

Recruitment Data April 2022 – March 2023

The turnover rate including leavers who were on a fixed term contract is 16%. This is a significant fall from the 2021/2022 figure of 17.7%.

The following charts do not include all recruitment such as recruitment in schools and specialist recruitment where search and select organisations have been commissioned. There was a total of applicants for posts of which were internal applicants. This compares to 9975 applicants, 210 of which were internal in the previous reporting period.
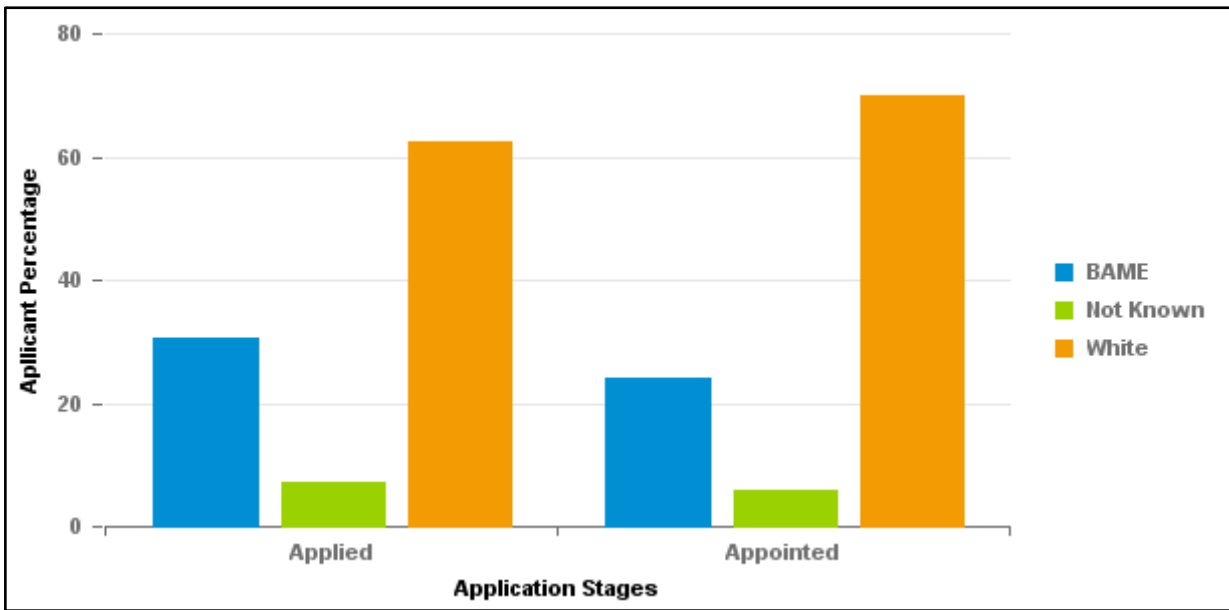
6.1 Recruitment by sex
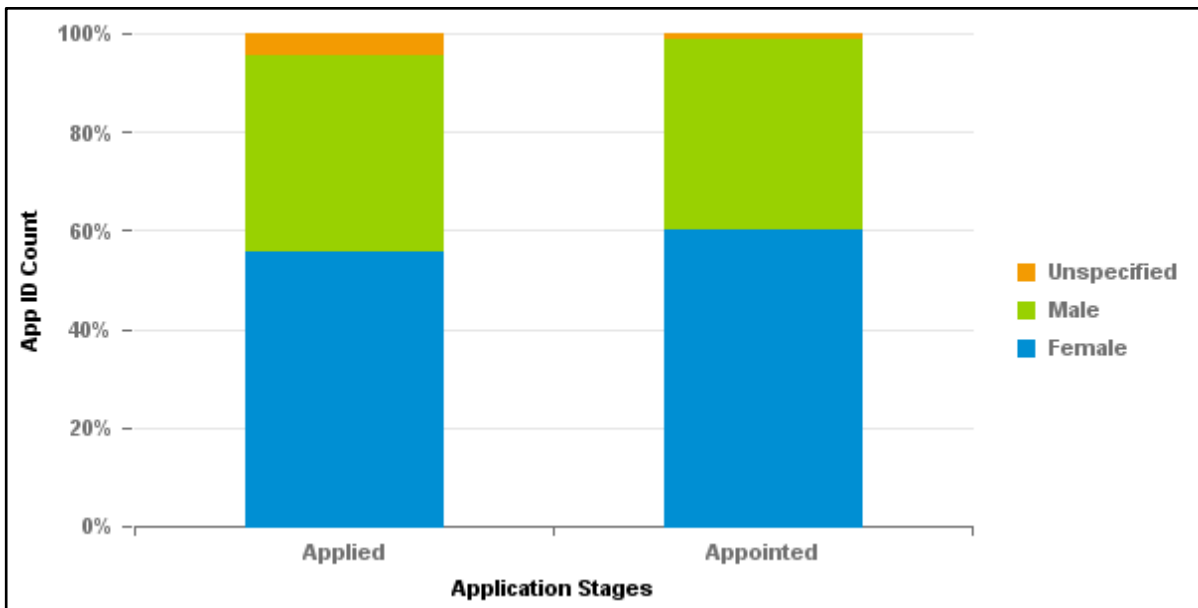
Application Stage	Female %	Male %	Unspecified %
Applied	55.7%	39.9%	4.4%
Appointed	60%	38.8%	1.2%

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6.2 Recruitment by age
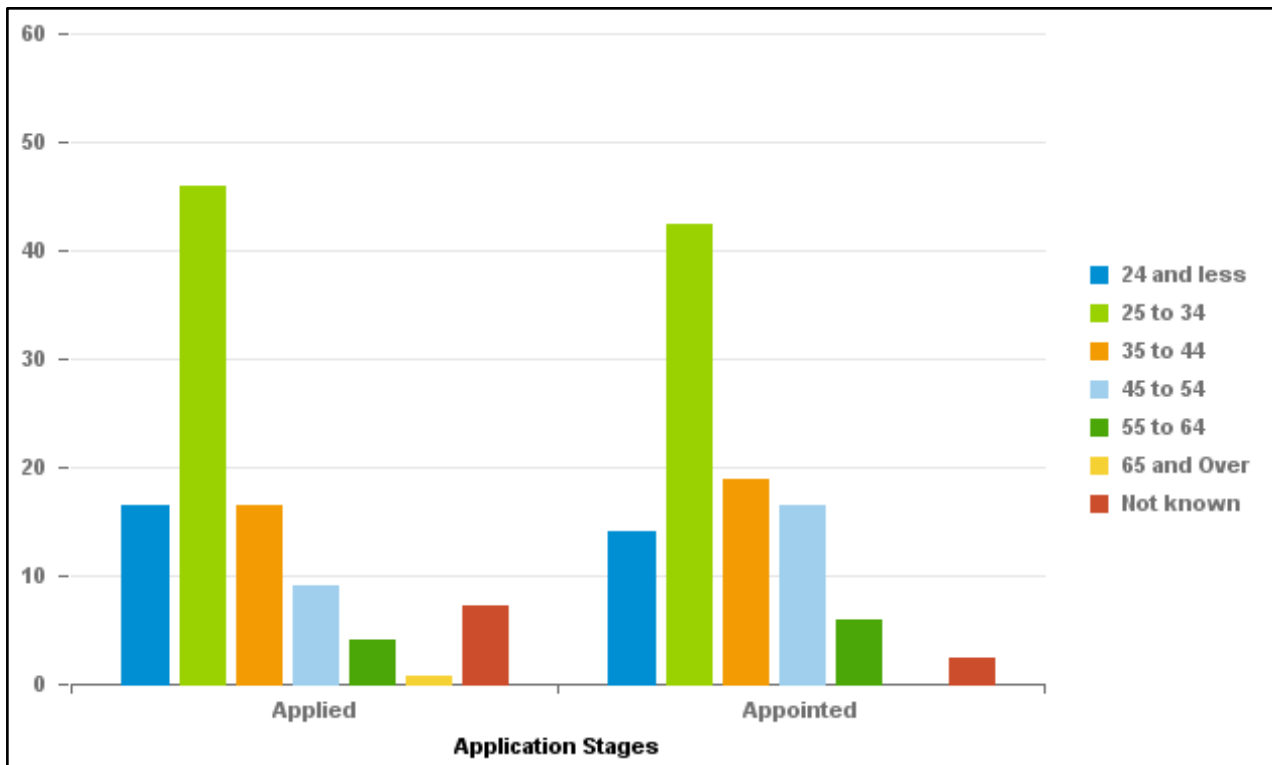
Age	Applied	Appointed
24 and less	16.5%	14.1%
25 to 34	46%	42.4%
35 to 44	16.4%	18.8%
45 to 54	9.1%	16.5%
55 to 64	4%	5.9%
65 and Over	0.7%	0.0%
Not known	7.3%	2.4%
Total	**100%**	**100%**

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6.3 Recruitment by ethnicity

Ethnicity	Applied	Appointed
BAME	30.6%	24.1%
Not Known	7.1%	5.9%
White	62.3%	70%
Total	**100%**	**100%**

6.4 Recruitment by disability indicator

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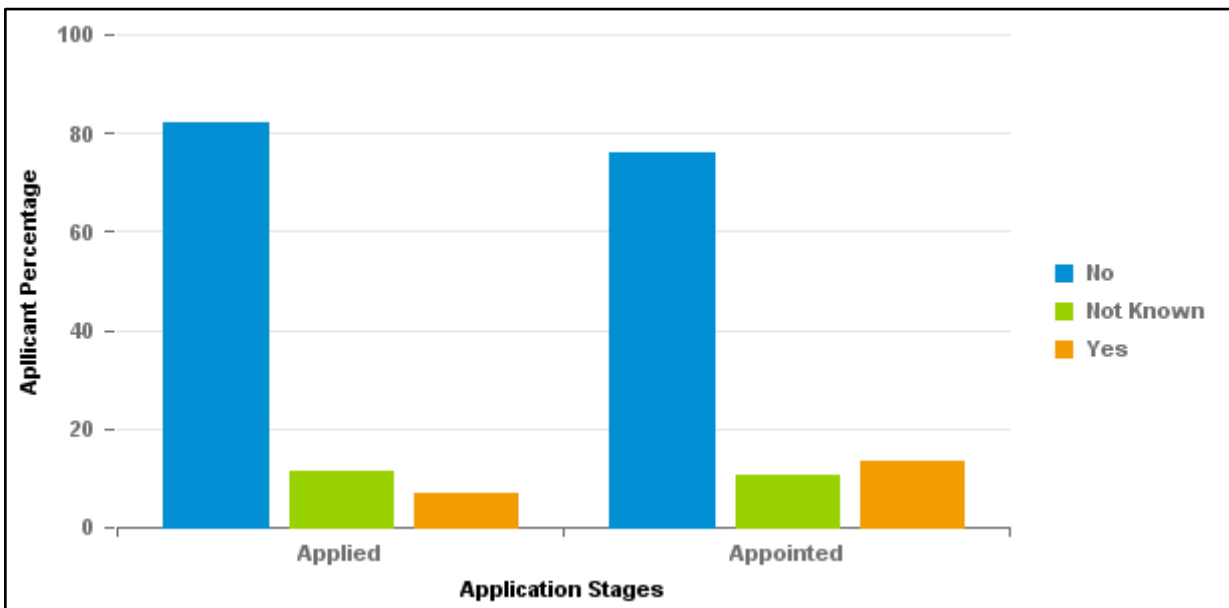
Disability	Applied	Appointed
No	81.9%	75.9%
Not Known	11.3%	10.6%
Yes	6.8%	13.5%
Total	**100%**	**100%**

6.5 Recruitment by religion and belief
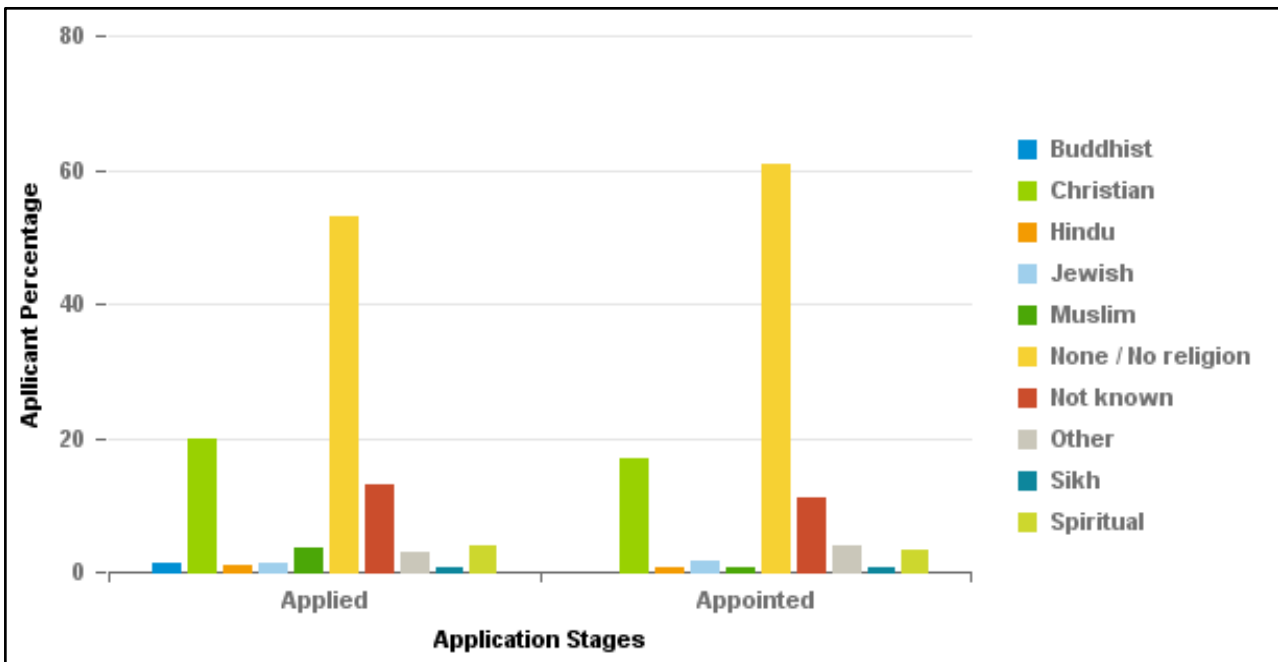
Religion / Belief	Applied	Appointed
Buddhist	1.3%	1.2%
Christian	20.3%	23.5%
Hindu	1.6%	0.6%
Jewish	1.1%	1.8%
Muslim	5.7%	2.9%
None / No religion	48.8%	52.9%
Not known	14%	12.9%
Other	2.5%	0.6%
Sikh	0.6%	0.6%
Spiritual	4.1%	2.9%

Total	100%	100%

6.6 Recruitment by sexual orientation
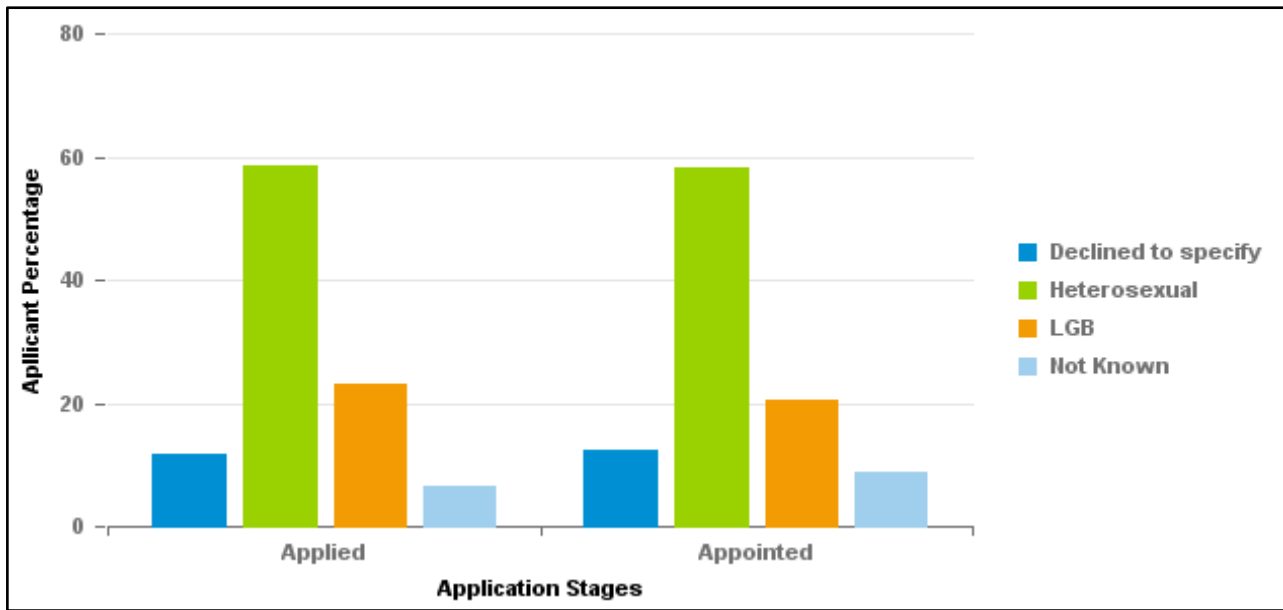
| Sexual Orientation	Applied	Appointed
Declined to specify	11.8%	12.4%
Heterosexual	58.6%	58.2%
LGB	23%	20.6%
Not Known	6.5%	8.8%
Total	**100%**	**100%**

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7. STARTER INFORMATION APRIL 2022 – MARCH 2023

The tables below give a breakdown of the 782 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. There have been 633 leavers in the same period.
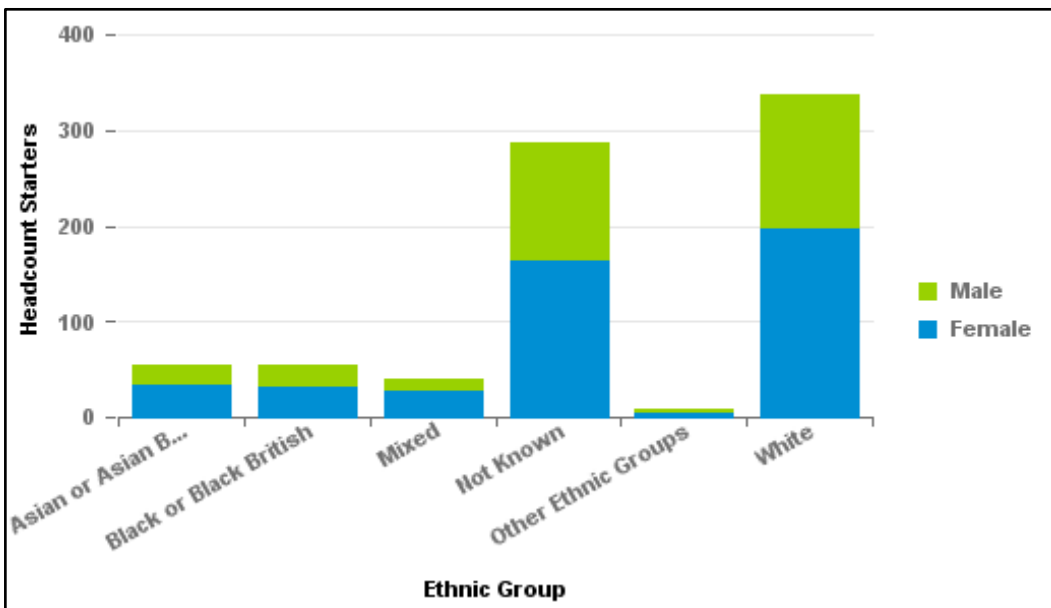
7.1 Starters by sex
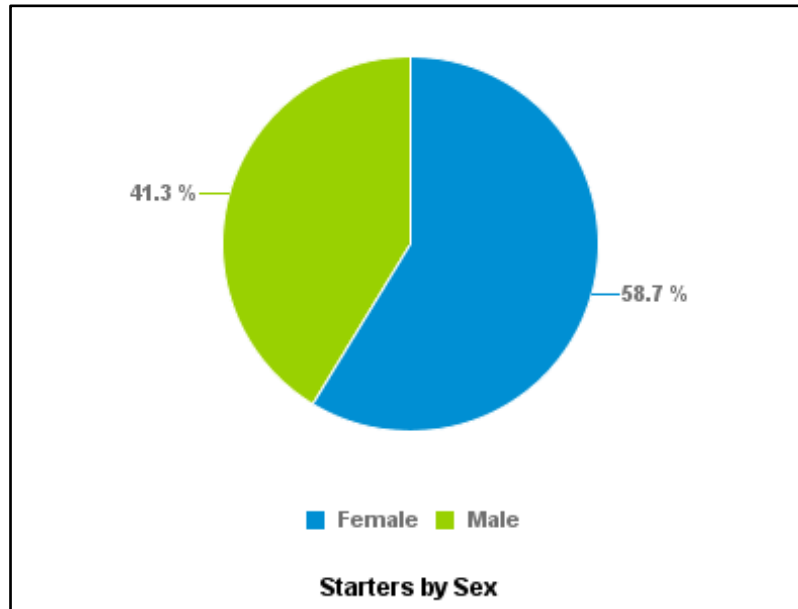
Starters by Sex

Gender	Headcount Starters	Total
Female	459	58.70%
Male	323	41.30%
Grand Total	782	100.00%

7.2 Starters by age
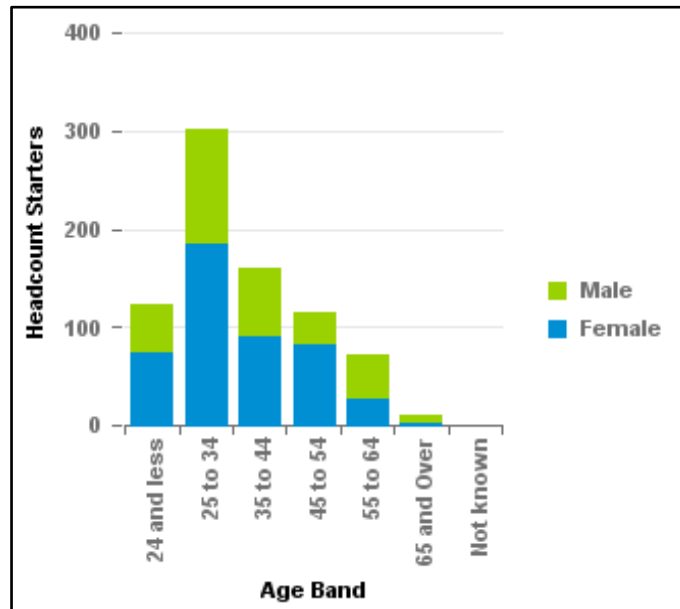
Age Band	Headcount Female	% Female	Headcount Male	% Male
24 and less	73	9.3%	50	6.4%
25 to 34	185	23.7%	117	15%
35 to 44	90	11.5%	71	9.1%
45 to 54	82	10.5%	33	4.2%
55 to 64	27	3.6%	44	5.6%
65 and over	2	0.3%	8	1%
Total	459	58.70%	323	41.30%

7.3 Starters by ethnicity

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Ethnicity	Headcount Female	% Female	Headcount Male	% Male
Asian or Asian British	33	4.2%	21	2.7%
Black or Black British	32	4.1%	23	2.9%
Mixed	28	3.6%	11	1.4%
Not Known	164	21%	123	15.7%
Other Ethnic Groups	5	0.6%	4	0.5%
White	197	25.2%	141	18%
Total	**459**	**58.7%**	**323**	**41.3%**

7.4 Starters by disability indicator
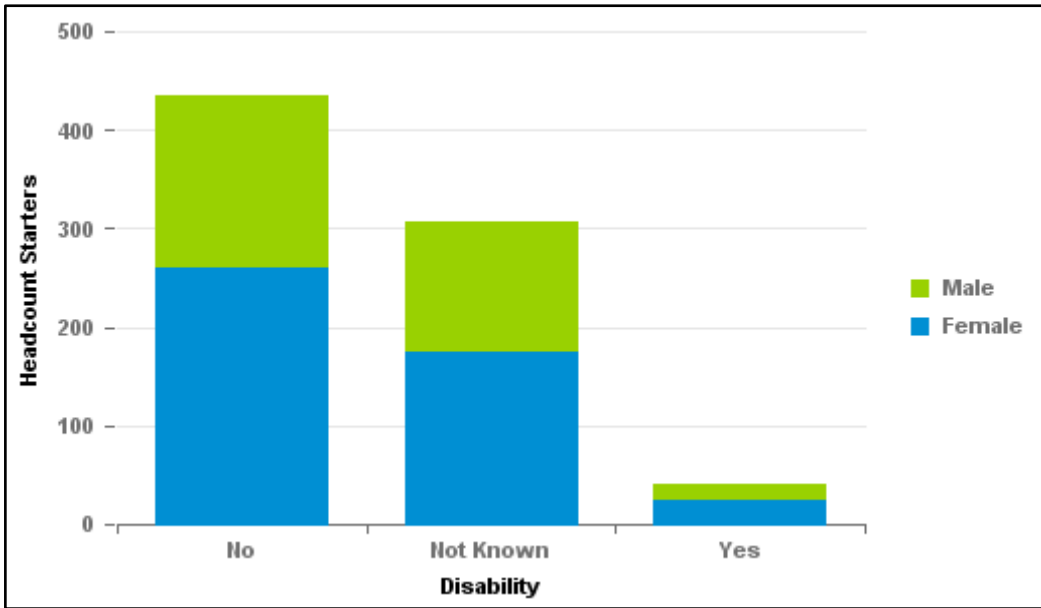
Disability	Headcount Female	% Female	Headcount Male	% Male
No	261	33.4%	174	22.3%
Not Known	174	22.3%	132	16.9%
Yes	24	3.1%	17	2.2%
Total	**300**	**61.2%**	**190**	**38.8%**

7.5 Starters by religion and belief

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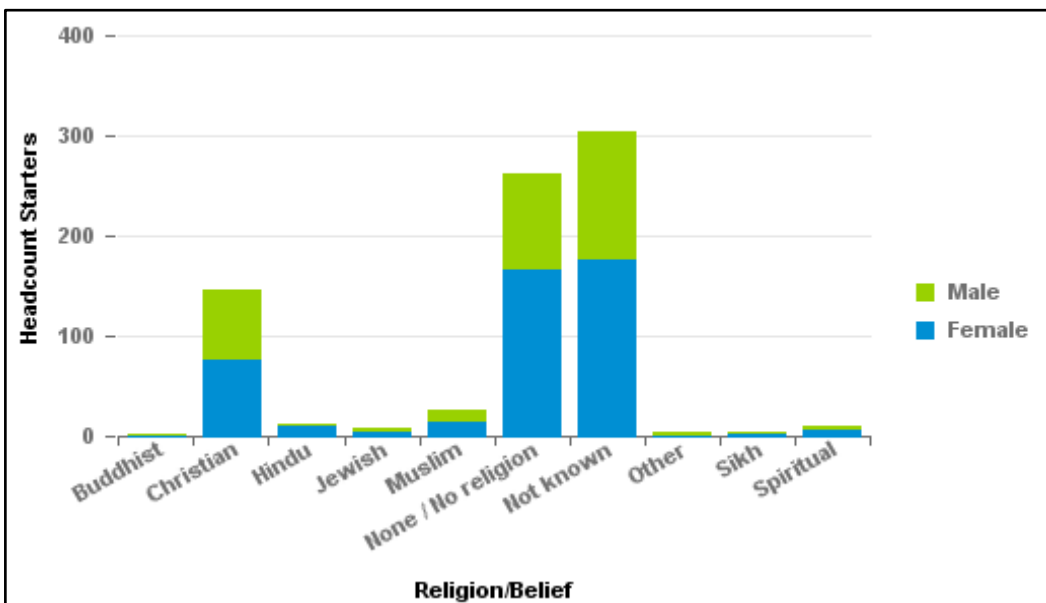
Religion / Belief	Headcount Female	% Female	Headcount Male	% Male
Buddhist	1	0.3%	1	0.1%
Christian	77	9.6%	69	8.8%
Hindu	11	1.4%	1	0.1%
Jewish	4	0.5%	4	0.5%
Muslim	14	1.8%	12	1.5%
None / No religion	167	21.4%	96	12.3%
Not known	176	22.5%	129	16.5%
Other	1	0.1%	2	0.4%
Sikh	2	0.3%	3	0.4%
Spiritual	6	0.8%	5	0.6%
Total	**459**	**58.7%**	**323**	**41.3%**

7.6 Starters by sexual orientation
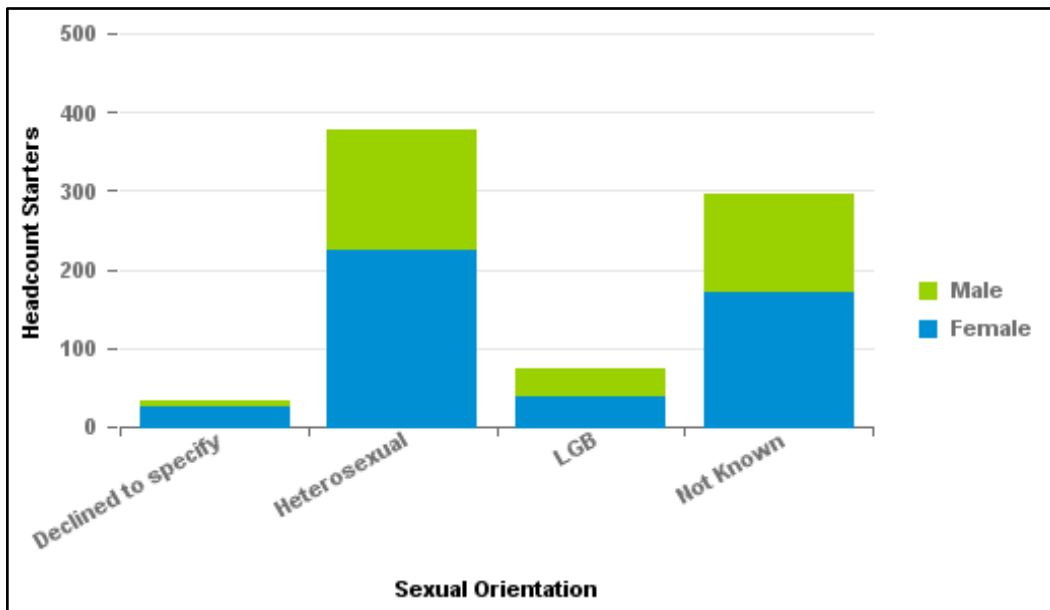
Sexual Orientation	Headcount Female	% Female	Headcount Male	% Male
Declined to specify	26	3.3%	7	0.9%
Heterosexual	225	28.8%	153	19.6%
LGB	37	4.7%	37	4.7%
Not Known	171	58.7%	126	16.1%

Total		459	58.7%	323	41.3%

8 LEAVER INFORMATION APRIL 2022 – MARCH 2023

The tables below give a breakdown of the 633 leavers from the organisation.
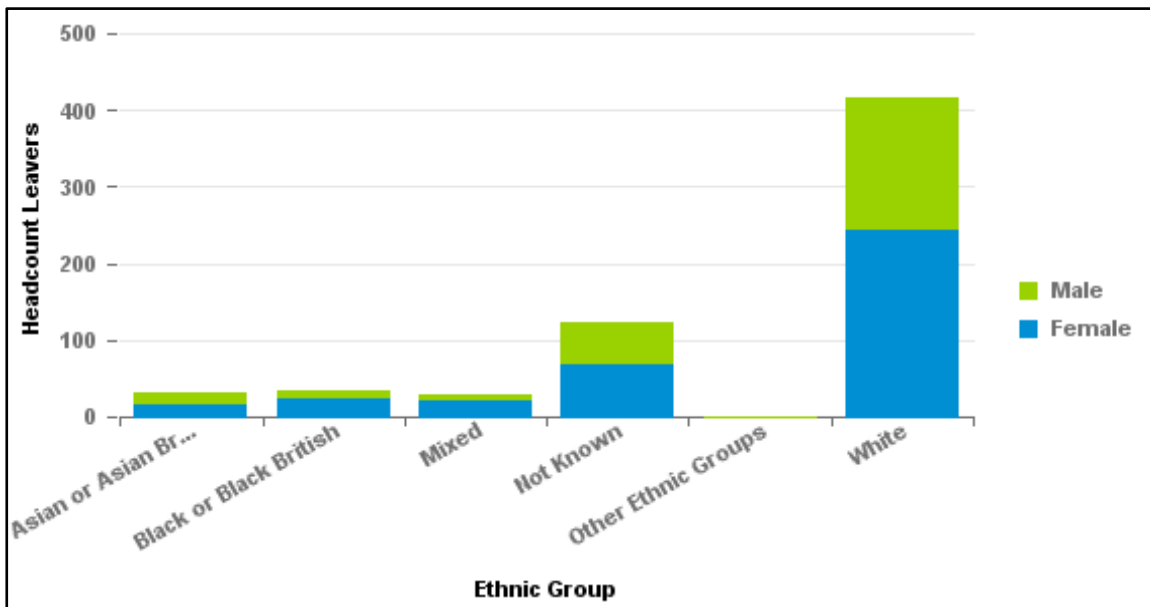
8.1   Leavers by sex
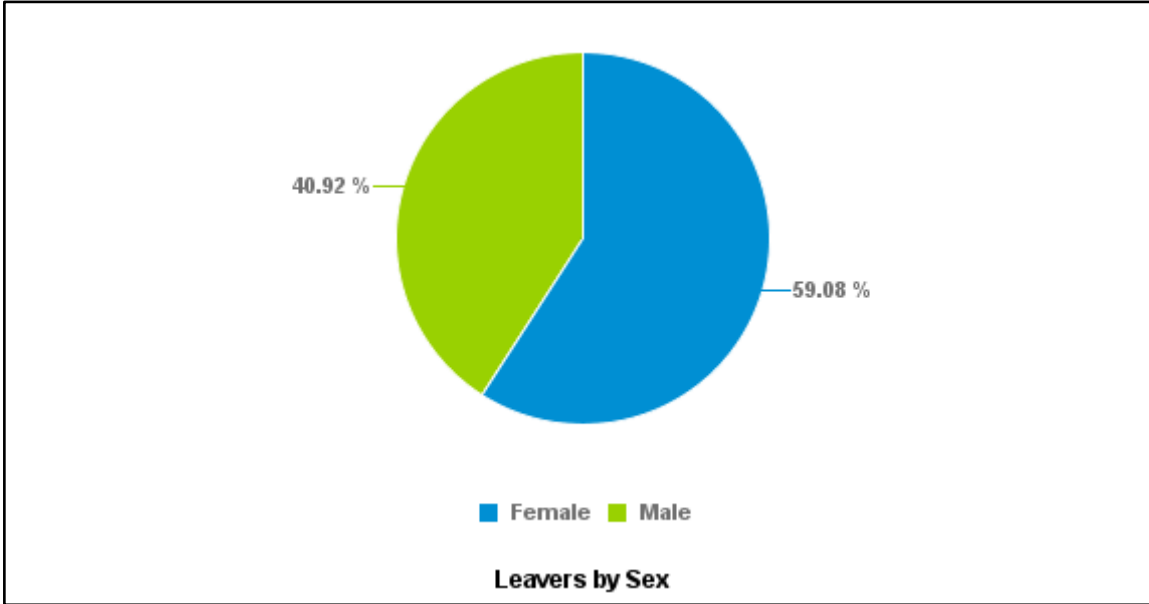
Leavers by Sex

Sex	Headcount	%
Female	374	59.1%
Male	259	40.9%
Total	633	100%

8.2   Leavers by age

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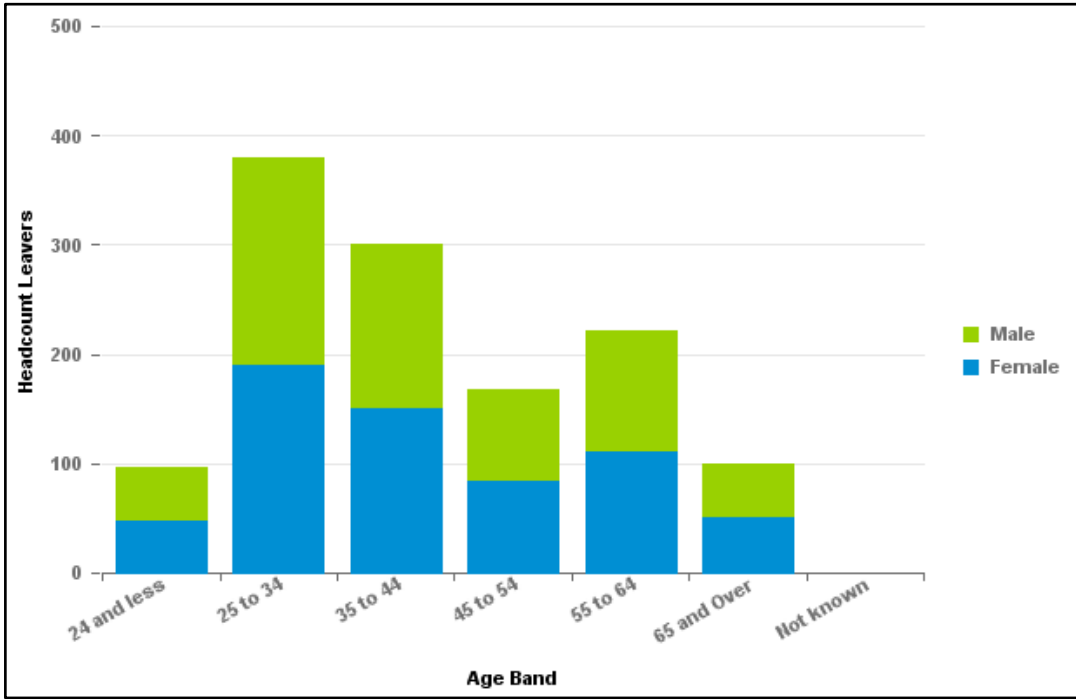
Age Band	Headcount Female	% Female	Headcount Male	% Male
24 and less	32	5%	16	2.5%
25 to 34	127	20.1%	63	10%
35 to 44	91	14.4%	59	9.3%
45 to 54	53	3.8%	31	4.9%
55 to 64	49	7.4%	62	9.8%
65 and Over	22	3.5%	28	4.4%
Totals	**374**	**59.1%**	**259**	**40.9%**

8.3 Leavers by ethnicity

Age Band	Headcount Female	% Female	Headcount Male	% Male
Asian or Asian British	17	2.7%	15	5.1%
Black or Black British	24	3.8%	11	5.5%
Mixed	21	3.3%	7	4.4%
Not Known	68	10.7%	54	19.3%
Other Ethnic Groups	0	0	1	0.2%
White	244	38.6%	171	65.6%
Total	**374**	**59.1%**	**259**	**40.9%%**

8.4   Leavers by disability indicator
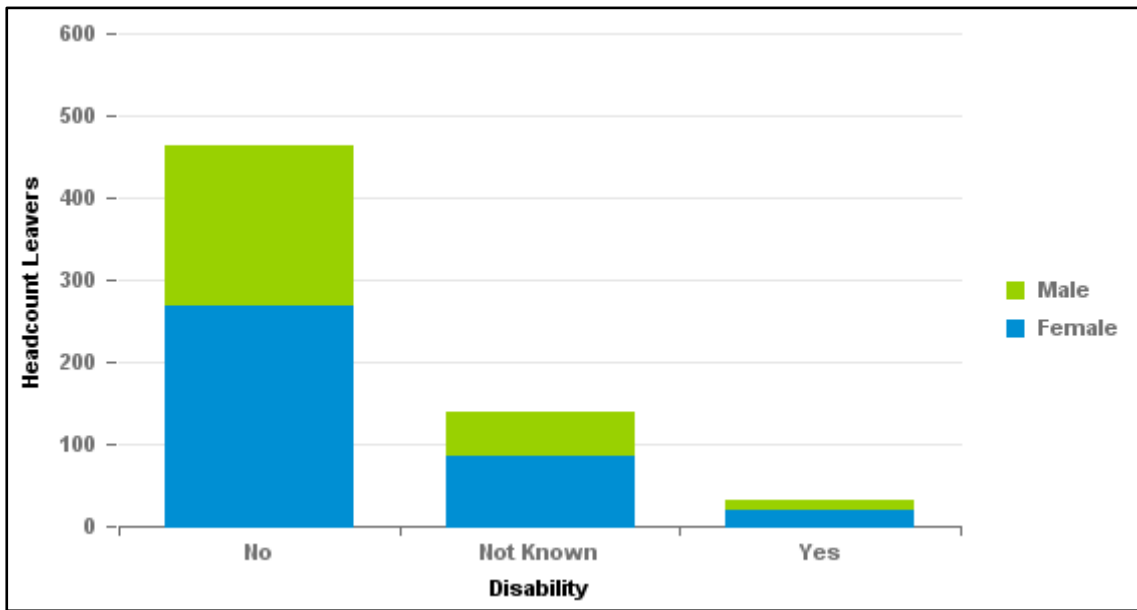
Disability	Headcount Female	% Female	Headcount Male	% Male
No	269	42.5%	194	30.7%
Not Known	85	13.4%	54	8.5%
Yes	20	3.2%	11	1.7%
Total	**374**	**59.1%**	**259**	**40.9%**

8.5   Leavers by religion and belief
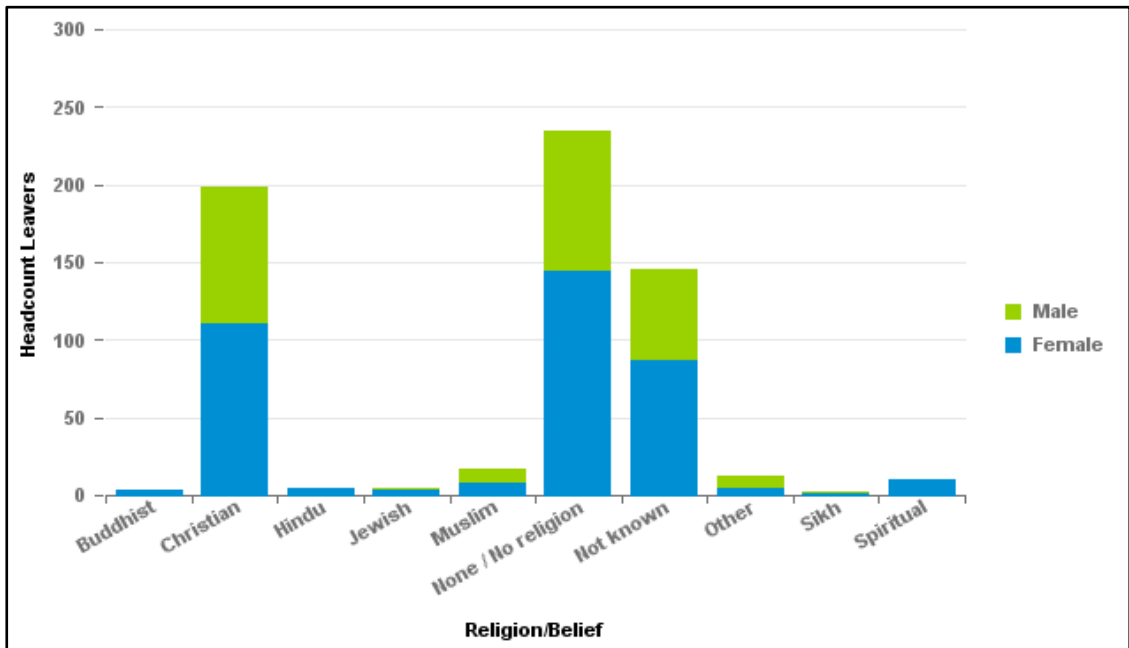
Religion	Headcount Female	% Female	Headcount Male	% Male
Buddhist	3	0.5%	0	
Christian	110	17.4%	89	14.1%
Hindu	4	0.6%	1	0.2%
Jewish	3	0.5%	2	0.3%
Muslim	8	1.3%	9	1.4%
None / No religion	144	22.6%	91	14.4%
Not known	87	13.7%	58	9.2%
Other	4	0.6%	8	1.3%
Sikh	1	0.2%	1	0.2%
Spiritual	10	1.6%	0	
Total	374	59.1%	259	40.9%

8.6   Leavers by sexual orientation
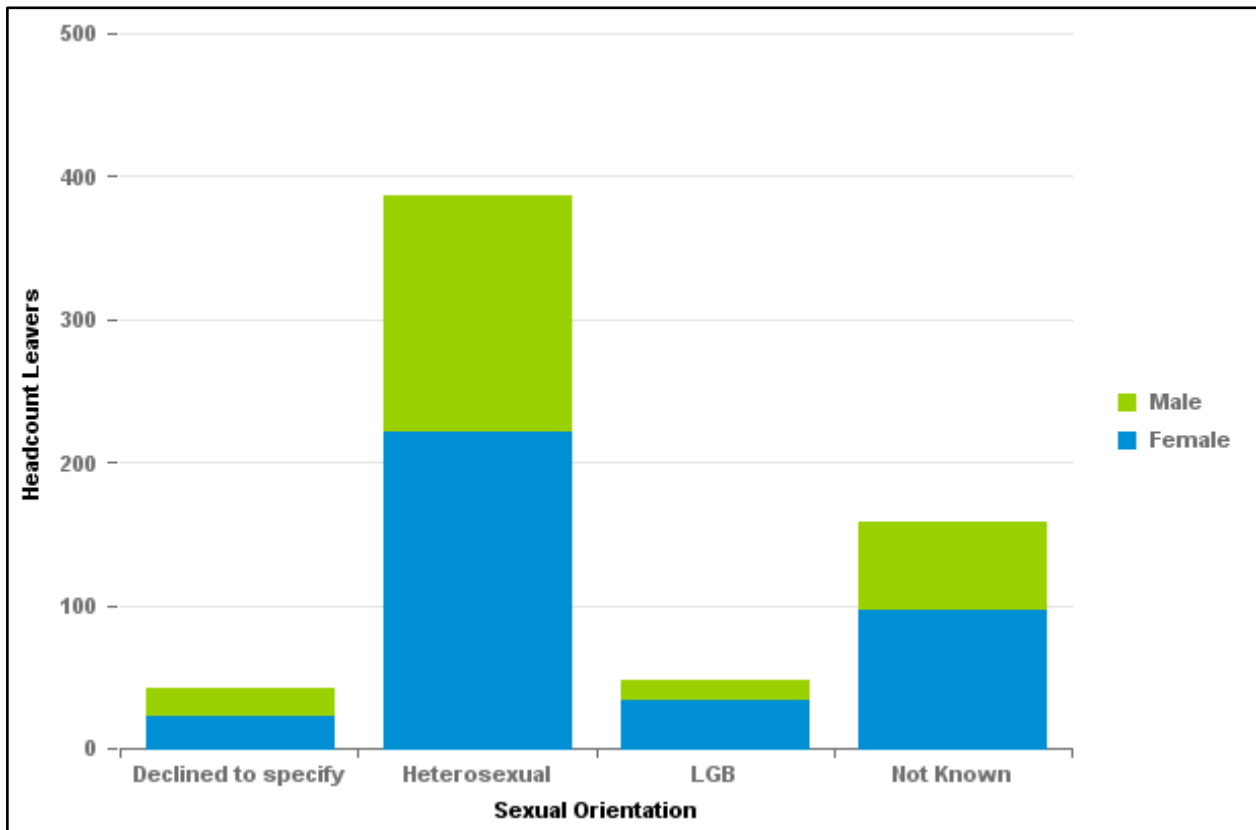
Sexual Orientation	Headcount Female	% Female	Headcount Male	% Male
Declined to specify	23	3.6%	19	3%
Heterosexual	221	34.9%	165	26.1%
LGB	33	5.2%	14	2.2%
Not Known	97	15.3%	61	9.6%
Total	374	59.1%	259	40.1%

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