CITY OF LONDON CORPORATION – EMPLOYEE PROFILE MARCH 2020

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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 the 31 March 2020, 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. We have 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 2020 there were a total of 3646 employees across the departments and functions in scope, covering a wide range of service areas. There have been 484 starters including fixed term workers and 479 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. 17.1% 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 0.0275% of the workforce and 1% of the total workforce is approximately 36.4 employees.

3.1 SEX

Data is held on 100% of the workforce.

As shown below, 47.31% of the workforce is female and 52.69% are male. This is a comparable to the split for 2018/19 (46.60% female and 53.40% male). The average for all London Councils is 62.1% female and 37.9% male respectively (Source: London Councils- Human Capital Metrics Survey Scorecard 2019/20 – draft version). 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 City Statistics briefing January 2020 which identifies the workday population of the "square mile" as 522,000 jobs, split 64% male to 36% female.

The proportion of part-time employees who are female is 69.77% and 30.23% 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).
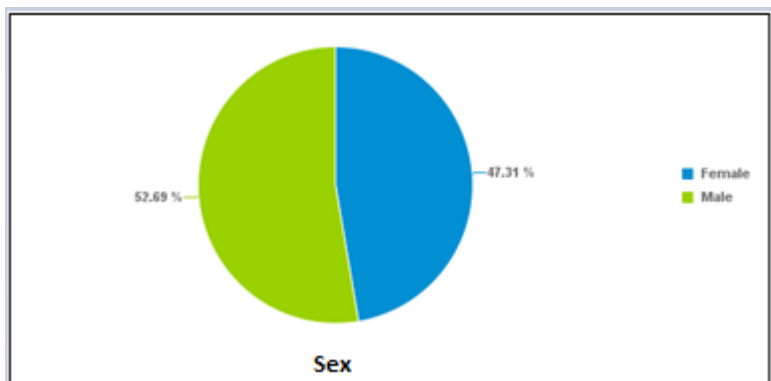
Sex	Headcount 2018/2019	% 2018/2019	Headcount 2019/2020	% 2019/2020
Female	1700	46.60%	1725	47.31%
Male	1948	53.40%	1921	52.69%

3.2 AGE

Age data is held on 100% of the workforce.

The age distribution is essentially unchanged from the previous year.
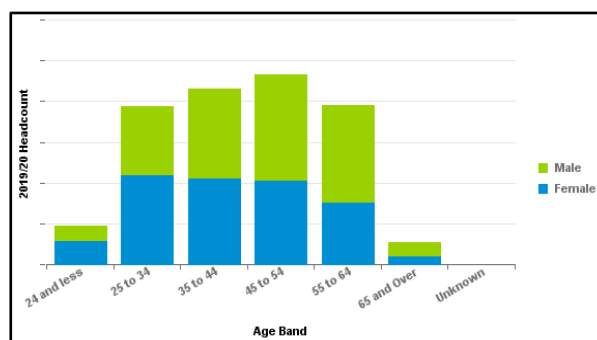
Age Band	2018/19 % Female	2018/19 % Male	2019/20 Headcount Female	2019/20 % Female	2019/20 Headcount Male	2019/20 Male	2019/20 % Total Workforce
>24	6.18%	3.95%	114	6.61%	75	3.90%	5.18%
25-34	26.59%	18.53%	436	25.28%	338	17.60%	21.23%
35-44	25.18%	23.25%	422	24.46%	441	22.96%	23.67%
45-54	24.00%	28.49%	411	23.83%	521	27.12%	25.56%
55-64	16.18%	22.79%	302	17.51%	480	24.99%	21.45%
65+	1.88%	2.98%	40	2.32%	66	3.44%	2.91%
Total	**100%**	**100%**	**1725**	**100%**	**1921**	**100%**	**100%**

3.3 ETHNICITY

Ethnicity data is held on 87.36% 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 has broadly remained the same since last year compared to white (16.97% in 2017-18 and 17.82% in 2018-19 and 17.47% 2019-20). The most recent comparative data for London Councils shows that across all London Boroughs, the workforce is 59.5% White and 40.5% Black Asian and Minority Ethnic (BAME). This compares to 69.89% White; 17.47% (BAME) and 12.64% Not Known/Stated at the City Corporation. Comparison can be made with the City Statistics briefing January 2020 which identifies the workday population of the "square mile" in 2018 as having a 28% BAME workforce.
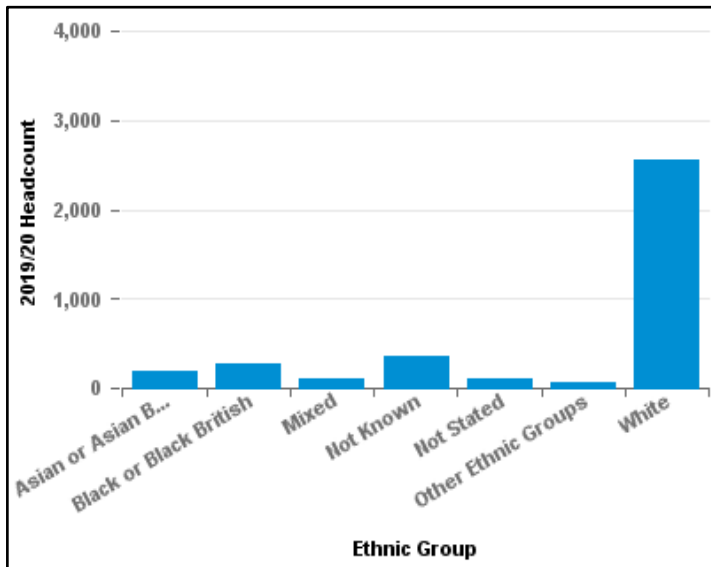
Ethnic Group	2018/19 Headcount	2018/2019 %	2019/20 Headcount	2019/20 %
Asian or Asian British	207	5.68%	197	5.40%
Black or Black British	279	7.65%	274	7.52%
Mixed	100	2.74%	105	2.88%
Not Known	343	9.40%	364	9.98%
Not Stated	100	2.74%	97	2.66%
Other Ethnic Group	64	1.75%	61	1.67%
White	2555	70.04%	2548	69.89%
Total	**3648**	**100%**	**3646**	**100%**

3.4 DISABILITY

Disability data is held on 85.24% of the workforce.

3.4% 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.
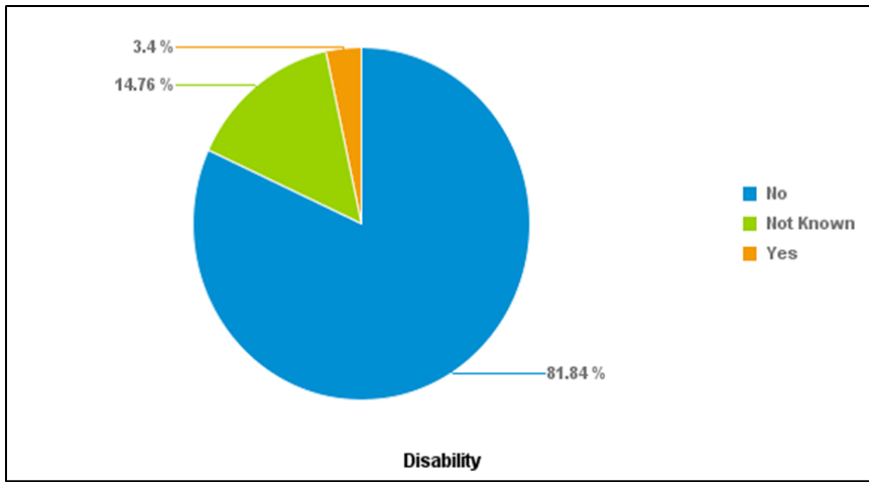
Disability

Disability	2018/19 Headcount	2018/2019 %	2019/20 Headcount	2019/20 %
No	3016	82.68%	2984	81.84%
Not Known	514	14.09%	538	14.76%
Yes	118	3.23%	124	3.40%
Total	**3648**	**100%**	**3646**	**100%**

3.5 RELIGION AND BELIEF

Religion and belief information is held on 82.06% of the workforce.

Of the overall workforce 36.97% is Christian. 34.67% stated that they have None/No religion or belief which has increased slightly since last year. Total other religions and beliefs is 10.42% and not known 17.94%.
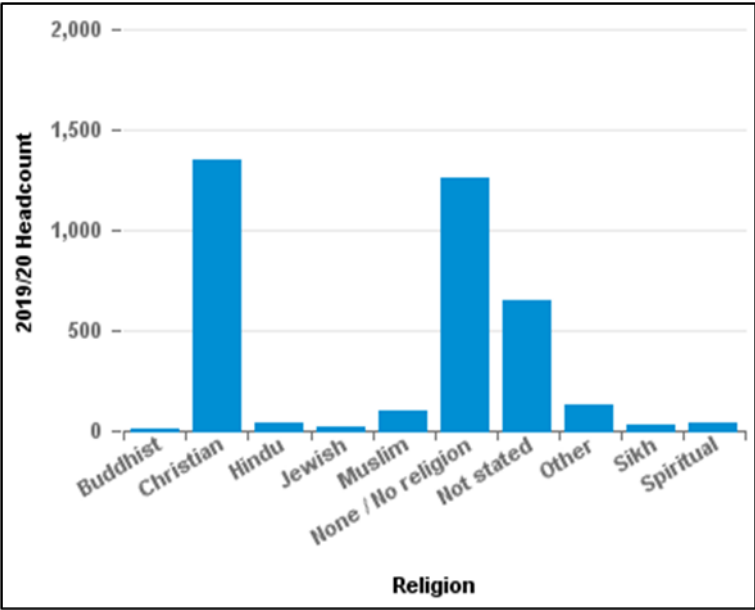
Religion	2018/19 Headcount	2018/2019 %	2019/20 Headcount	2019/20 %
Buddhist	15	0.41%	13	0.35%
Christian	1369	37.53%	1348	36.97%
Hindu	46	1.26%	45	1.23%
Jewish	26	0.71%	23	0.63%
Muslim	111	3.04%	99	2.72%
None/No Religion	1269	34.79%	1264	34.67%
Not known	622	17.05%	654	17.94%
Other	132	3.62%	134	3.68%
Sikh	31	0.85%	30	0.82%
Spiritual	27	0.74%	36	0.99%
Total	**3648**	**100%**	**3646**	**100%**

3.6 SEXUAL ORIENTATION

Sexual orientation information is held 75.7% of the workforce.

The Government uses a figure of 5% - 7% of the population as Lesbian, Gay, Bisexual Trans (LGBT) which the LGBT charity *Stonewall* feels is a reasonable estimate. There has been a significant increase in data capture since last year.

In the table below LGBT are grouped together as they are individually small in numbers:
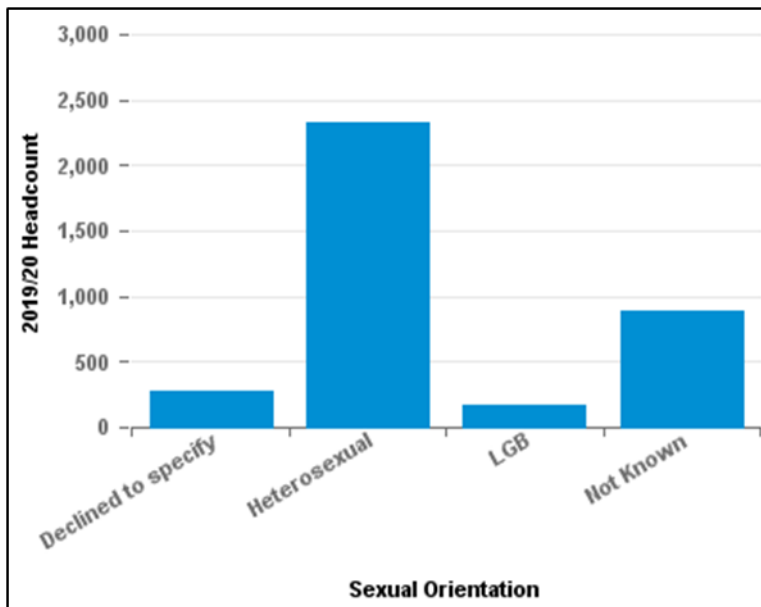
Sexual Orientation	2018/19 Headcount	2018/2019 %	2019/20 Headcount	2019/20 %
Declined to specify	258	7.07%	273	7.49%
Heterosexual	2326	63.76%	2319	63.60%
LGB	160	4.39%	168	4.61%
Not known	904	24.78%	886	24.30%
Total	**3648**	**100%**	**3646**	**100%**

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).

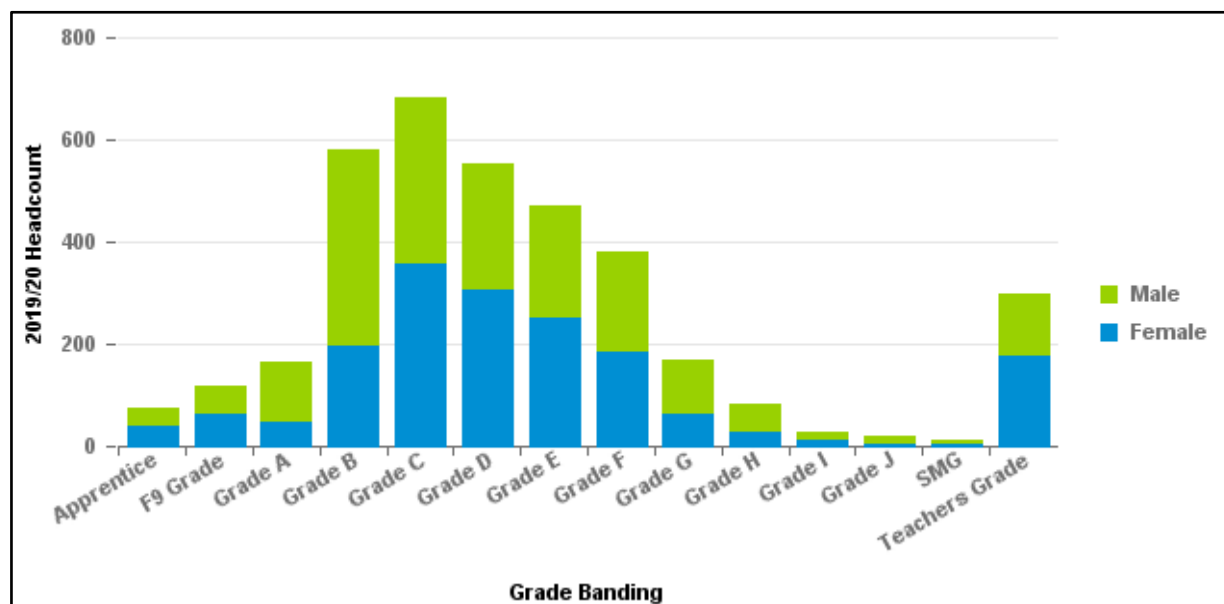| Grade	Min Salary (£)	Max Salary (£)	2019/20 Workforce headcount	2019/20 Workforce %	2019/20 Female Headcount	2019/20 Female %	2019/20 Male Headcount	2019/20 Male %
Apprentice	**19,620**	**20,010**	76	2.09%	38	50.00%	38	50.00%
Grade A	**16,040**	**17,020**	165	4.53%	49	29.70%	116	70.30%
Grade B	**17,510**	**20,330**	580	15.94%	196	33.79%	384	66.21%
Grade C	**22,860**	**26,520**	681	18.71%	355	52.13%	326	47.87%
Grade D	**28,700**	**33,290**	553	15.20%	307	55.52%	246	44.48%
Grade E	**33,290**	**38,570**	472	12.97%	250	52.97%	222	47.03%
Grade F	**42,150**	**48,880**	381	10.47%	185	48.56%	196	51.44%
Grade G	**50,330**	**58,380**	168	4.62%	61	36.31%	107	63.69%
Grade H	**58,380**	**67,650**	84	2.31%	27	32.14%	57	67.86%
Grade I	**67,650**	**78,410**	29	0.80%	13	44.83%	16	55.17%
Grade J	**80,770**	**93,650**	21	0.58%	5	23.81%	16	76.19%
Chief Officers*	**82,390**	**253,270**	13	0.36%	3	23.08%	10	76.92%
F9 Grade	**No fixed values**	**No fixed values**	118	3.24%	61	51.69%	57	48.31%
Teachers	**29,490**	**60,250**	298	8.19%	175	58.72%	123	41.28%

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 Banding	2018/19 Female Headcount	2018/19 Female %	2018/19 Male Headcount	2018/19 Male %	2019/20 Female Headcount	2019/20 Female %	2019/20 Male Headcount	2019/20 Male %
Apprentice	40	43.48%	52	56.52%	38	50.00%	38	50.00%
A-D	895	44.84%	1101	55.16%	907	45.83%	1072	54.17%
E-H	497	46.54%	571	53.46%	523	47.33%	582	52.67%
I and above	17	30.91%	38	69.09%	21	33.33%	42	66.67%
Other	64	53.78%	55	46.22%	61	51.69%	57	48.31%
Teachers	188	58.57%	133	41.43%	175	58.72%	123	41.28%

4.2 AGE AND GRADE PROFILE
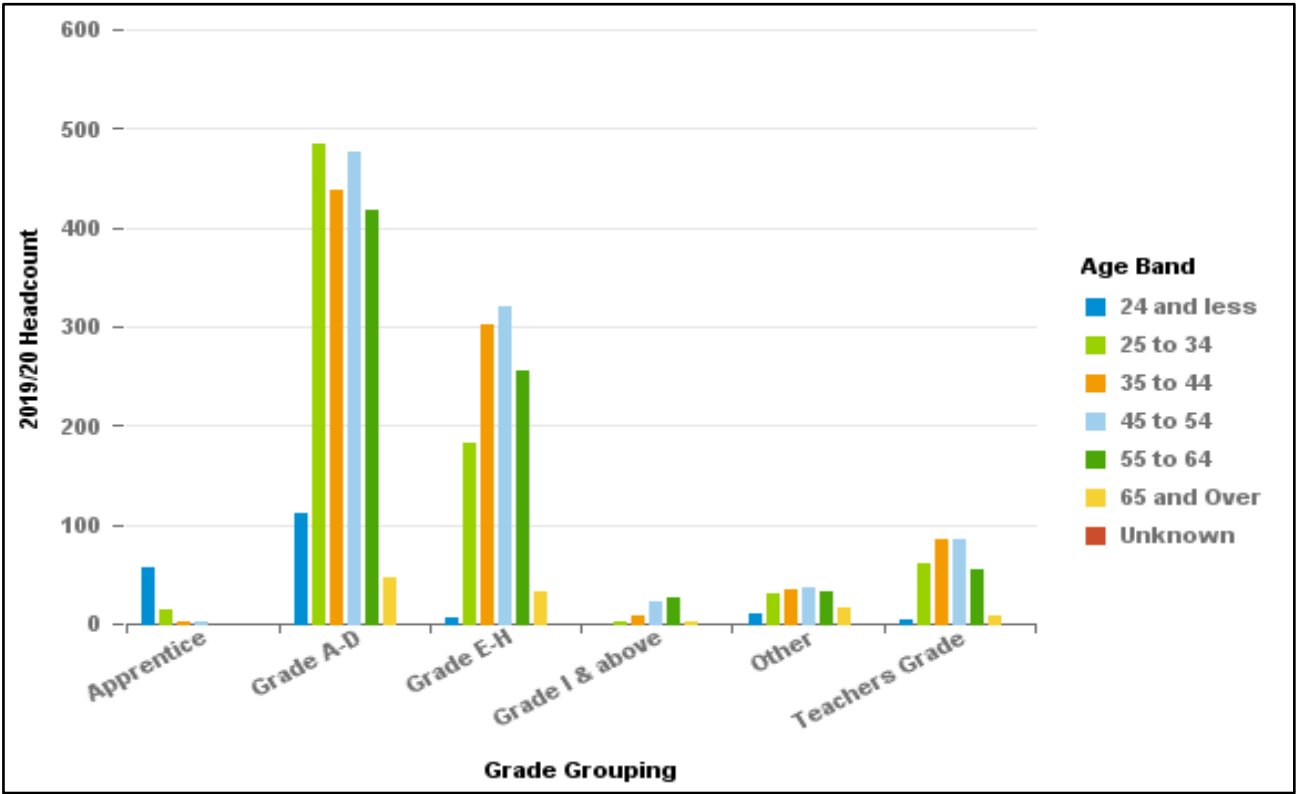
Grade Grouping	24 and less	25 to 34	35 to 44	45 to 54	55 to 64	65 and Over
Apprentice	1.55%	0.38%	0.08%	0.05%	0.00%	0.00%
Grade A-D	3.02%	13.20%	11.89%	12.97%	11.38%	1.28%
Grade E-H	0.16%	4.98%	8.25%	8.74%	6.94%	0.90%
Grade I & above	0.00%	0.05%	0.22%	0.63%	0.73%	0.08%
Other	0.30%	0.84%	0.93%	0.98%	0.90%	0.46%
Teachers Grade	0.11%	1.63%	2.31%	2.34%	1.50%	0.22%
All Staff Total 2019/20	**5.14%**	**21.08%**	**23.68%**	**25.71%**	**21.45%**	**2.94%**
All Staff Total 2018/19	4.96%	22.18%	24.22%	26.43%	19.69%	2.51%

4.3 ETHNICITY AND GRADE PROFILE
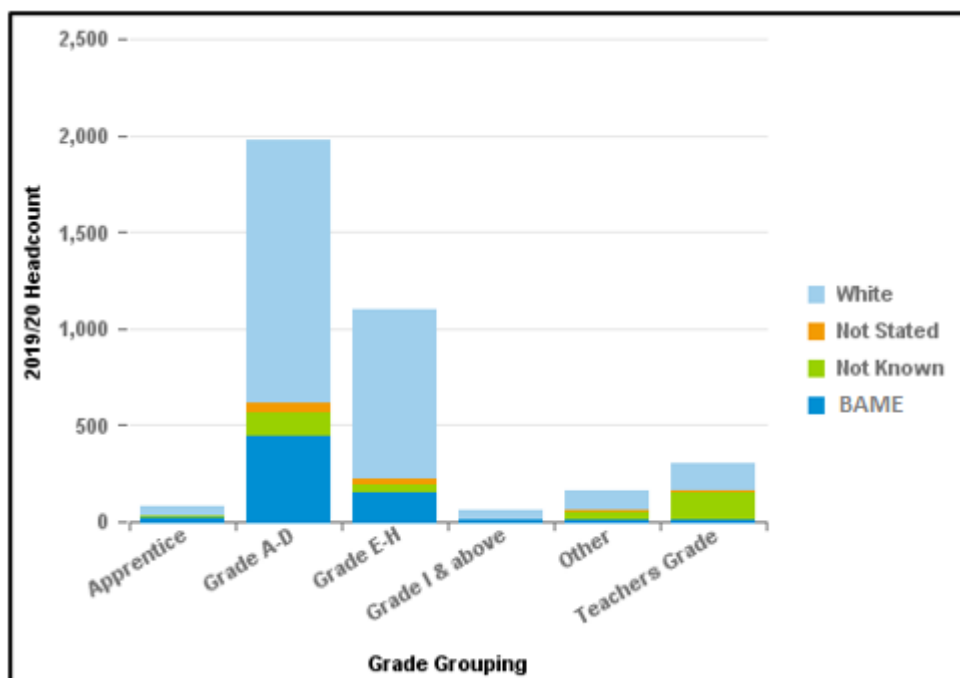
Grade Grouping	BAME	Not known	Not stated	White
Apprentice	25.00%	11.84%	2.63%	60.53%
Grade A-D	22.39%	6.13%	2.79%	68.70%
Grade E-H	13.71%	3.91%	2.18%	80.20%
Grade I+	9.52%	9.52%	1.59%	79.37%
Other	8.02%	25.93%	3.70%	62.35%
Teachers	2.01%	48.66%	4.03%	45.30%
All Staff Total 19/20	**17.47%**	**9.98%**	**2.66%**	**69.89%**
All Staff Total 18/19	17.82%	9.40%	2.74%	70.04%

4.4 DISABILITY INDICATOR AND GRADE PROFILE
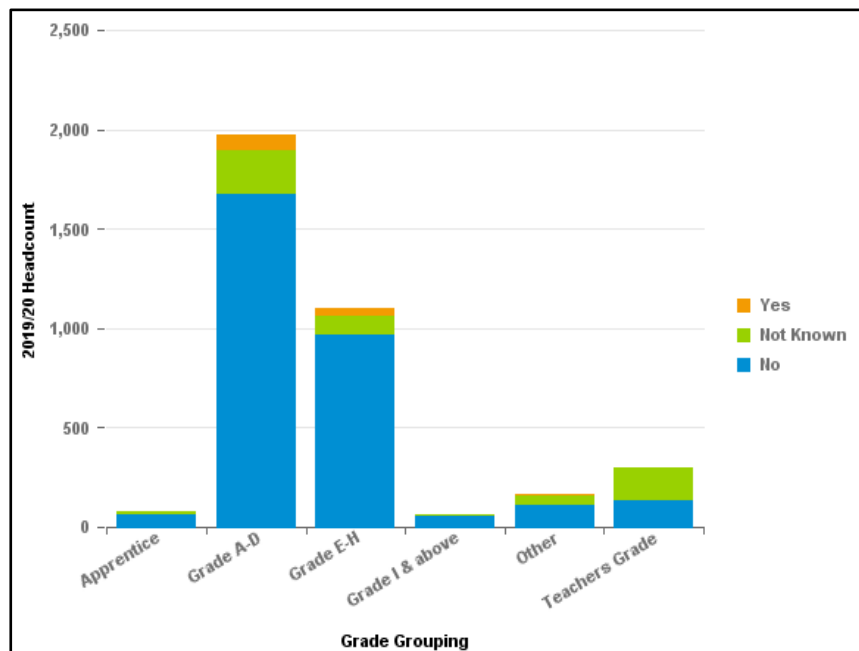
Grade Grouping	No	Not Known	Yes
Apprentice	85.53%	13.16%	1.32%
Grade A-D	84.85%	11.09%	4.05%
Grade E-H	87.74%	8.99%	3.27%
Grade I+	92.06%	6.35%	1.59%
Other	66.67%	30.86%	2.47%
Teachers	45.30%	53.69%	1.01%
All Staff Total 19/20	**81.84%**	**14.76%**	**3.40%**
All Staff Total 18/19	82.68%	14.09%	3.23%

4.5 RELIGION AND BELIEF AND GRADE PROFILE
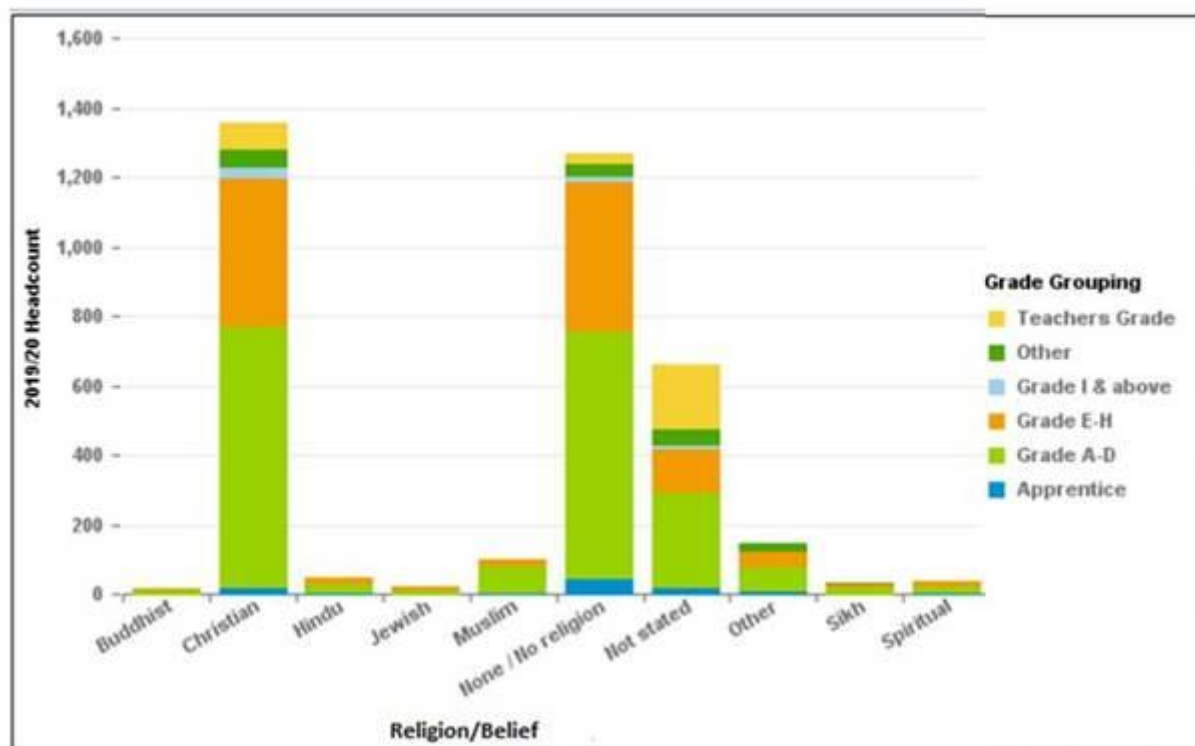
Grade Grouping	Buddhist	Christian	Hindu	Jewish	Muslim	None / No religion	Not known	Other	Sikh	Spiritual
Apprentice		0.35%	0.03%		0.05%	1.09%	0.41%	0.08%		0.05%
Grade A-D	0.27%	20.61%	0.63%	0.27%	2.07%	19.46%	7.49%	2.01%	0.41%	0.52%
Grade E-H	0.08%	11.54%	0.57%	0.30%	0.54%	11.62%	3.38%	1.22%	0.33%	0.38%
Grade I & above		0.93%			0.03%	0.49%	0.27%			
Other		1.31%		0.03%		0.98%	1.39%	0.63%	0.08%	
Teachers Grade		2.12%		0.03%		0.93%	4.98%	0.03%		0.03%
All Staff Total 2019/20	**0.35%**	**36.86%**	**1.22%**	**0.63%**	**2.69%**	**34.57%**	**17.91%**	**3.97%**	**0.82%**	**0.98%**
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%

4.6 SEXUAL ORIENTATION AND GRADE PROFILE
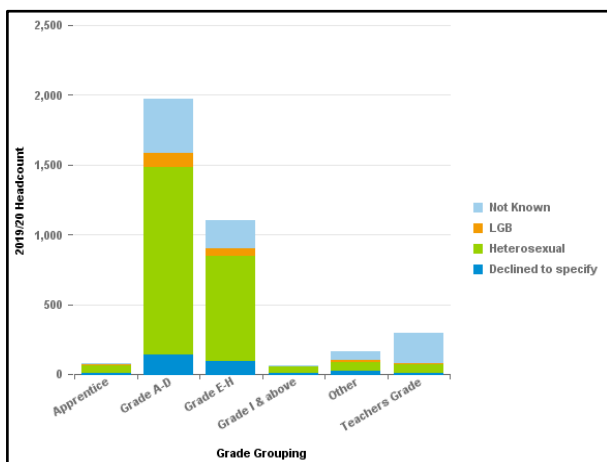
Grade Grouping	Declined to specify	Heterosexual	LGB	Not Known
Apprentice	0.16%	1.55%	0.11%	0.24%
Grade A-D	3.86%	36.56%	2.61%	10.70%
Grade E-H	2.59%	20.52%	1.44%	5.42%
Grade I & above	0.14%	1.33%	0.11%	0.14%
Other	0.71%	1.69%	0.27%	1.74%
Teachers Grade	0.27%	1.71%	0.11%	6.02%
All Staff Total 2019/20	**7.73%**	**63.37%**	**4.65%**	**24.25%**
All Staff Total 2018/19	7.23%	63.61%	4.39%	24.77%

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 162 employees in the top 5% of earners in the City of London Corporation as at 31 March 2020. 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 2018/19. 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

Sex	2019/20 Number	2019/20 %	2019/20 All Staff %	2018/19 Number	2018/19 %
Male	111	68.52%	52.69%	116	73.0%
Female	51	31.48%	47.31%	43	27.0%
Total	162	100.00%	100.00%	159	100.00%
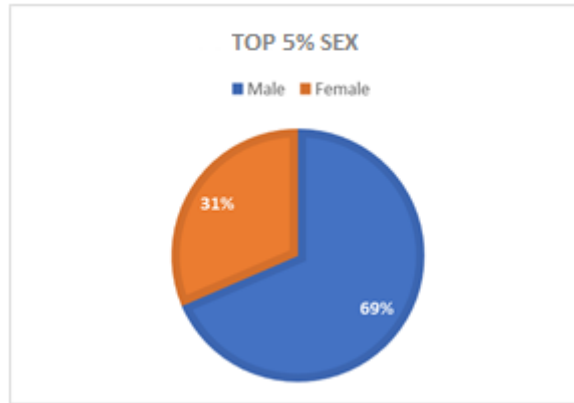
5.2 TOP 5% EARNERS BY AGE

Age band	2019/20 Number	2019/20 %	2019/20 All Staff %	2018/19 Number	2018/19 %
a. Under 25	0	0.00%	5.18%	0	0.0%
b. 25 to 34	5	3.09%	21.23%	2	1.3%
c. 35 to 44	31	19.14%	23.67%	35	22.0%
d. 45 to 54	60	37.04%	25.56%	58	36.5%
e. 55 to 64	59	36.42%	21.45%	56	35.2%
f. 65 & Over	7	4.32%	2.91%	8	5.0%
Total	**162**	**100.00%**	**100.00%**	**159**	**100.00%**
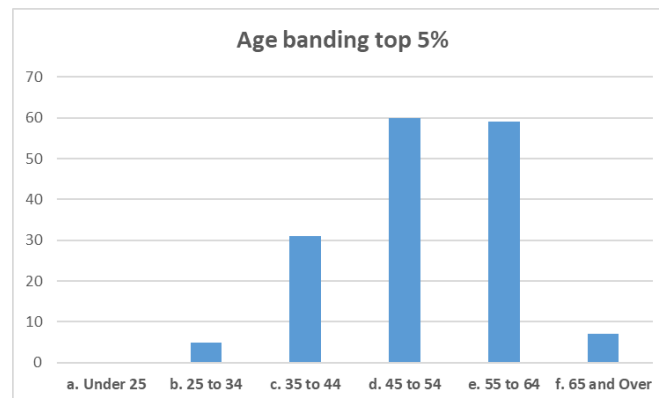
5.3 Top 5% earners by Ethnicity

Ethnicity	2019/20 Number	2019/20 %	2019/20 All Staff %	2018/19 Number	2018/19 %
BAME	13	8.02%	17.47%	14	8.8%
Not Known	8	4.94%	9.98%	5	3.1%
Not Stated	3	1.85%	2.66%	2	1.3%
White	138	85.19%	69.89%	138	86.8%
Total	**162**	**100.00%**	**100.00%**	**159**	**100.00%**
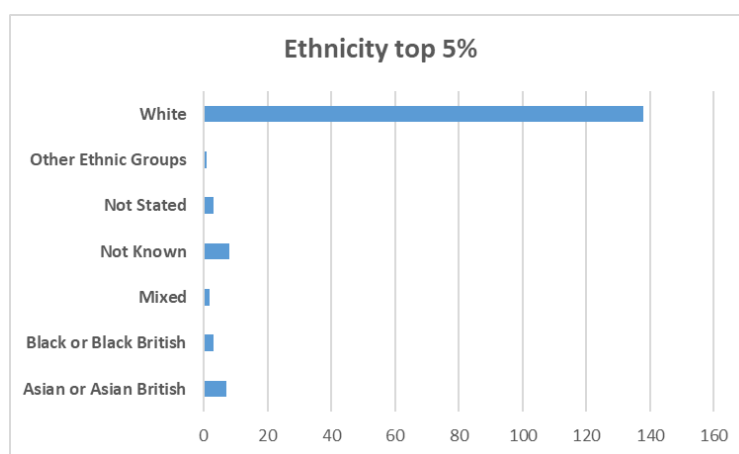
5.4 Top 5% earners by disability indicator

Disability	2019/20 Number	2019/20 %	2019/20 All Staff %	2018/19 Number	2018/19 %
Yes	3	1.85%	3.4%	4	2.5%
No	152	93.83%	81.84%	149	93.7%
Not Known	7	4.32%	14.76%	6	3.8%
Total	**162**	**100.00%**	**100.00%**	**158**	**100.00%**

Disability top 5%

Not Known	(small bar ~5)
No	(large bar ~150)
Yes	(small bar ~3)

Axis: 0, 20, 40, 60, 80, 100, 120, 140, 160
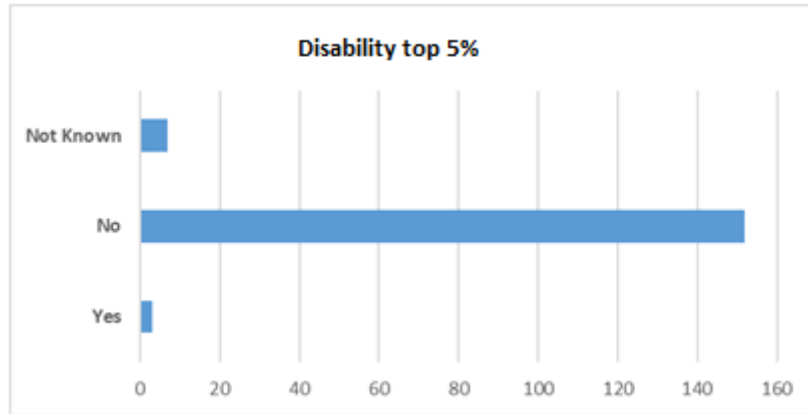
5.5 TOP 5% EARNERS BY RELIGION AND BELIEF

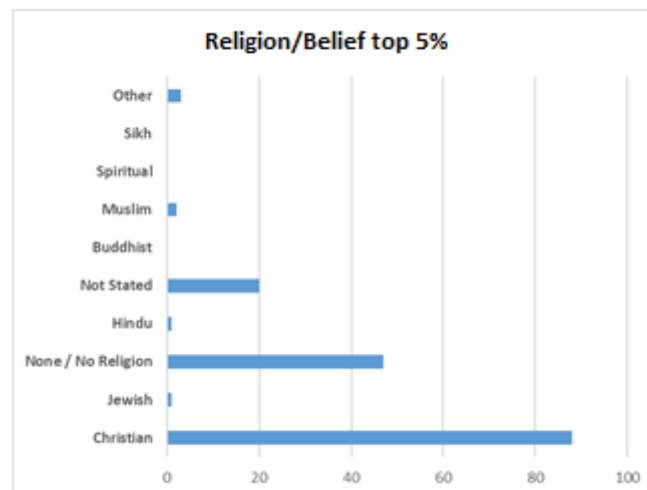| Religion / Belief	2019/20 Number	2019/20 %	2019/20 All Staff %	2018/19 Number	2018/19 %
Christian	88	54.32%	36.97%	83	52.2%
Jewish	1	0.62%	0.63%	0	0.00%
None / No Religion	47	29.01%	34.67%	51	32.1%
Hindu	1	0.62%	1.23%	0	0.00%
Not Stated	20	12.35%	17.94%	19	11.9%
Buddhist	0	0.00%	0.35%	0	0.00%
Muslim	2	1.23%	2.72%	0	0.00%
Spiritual	0	0.00%	0.99%	0	0.00%
Sikh	0	0.00%	0.82%	0	0.00%
Other	3	1.85%	3.68%	6	3.8%
Total	**162**	**100.00%**	**100.00%**	**159**	**100.00%**

Religion/Belief top 5%

Other	(small bar ~3)
Sikh	
Spiritual	
Muslim	(small bar ~2)
Buddhist	
Not Stated	(bar ~20)
Hindu	(small bar ~1)
None / No Religion	(bar ~47)
Jewish	(small bar ~1)
Christian	(bar ~88)

Axis: 0, 20, 40, 60, 80, 100

5.6 TOP 5% EARNERS BY SEXUAL ORIENTATION

Sexual Orientation	2019/20 Number	2019/20 %	2019/20 All Staff %	2018/19 Number	2018/19 %
Declined to specify	13	8.02%	7.49%	16	10.1%
LGB	7	4.32%	4.61%	8	5.0%
Heterosexual	128	79.02%	63.60%	121	76.1%
Not known	14	8.64%	24.30%	14	8.8%
Total	**162**	**100%**	**100.00%**	**159**	**100.00%**
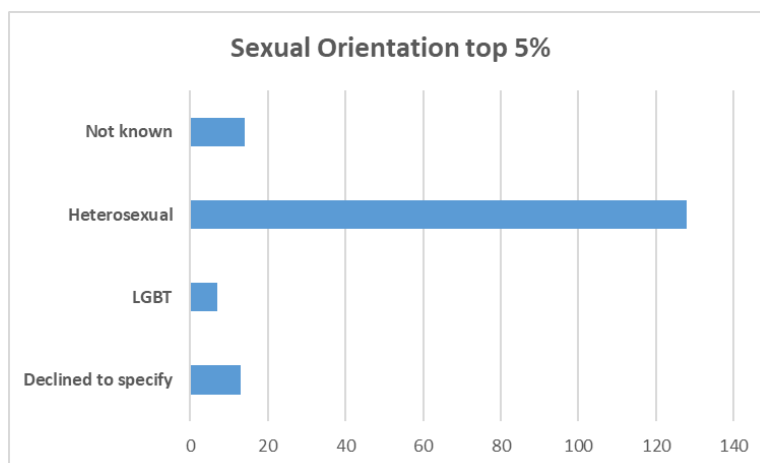
5.7 Pay Gaps - Gender, Ethnicity and Disability

The Corporation's Gender Pay Gap ("snapshot" date of 31 March 2018)

5.7.1 Pay Rates

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

5.7.2 Pay Quartiles

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%

5.7.3 Bonus Pay

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

Who received bonus pay:

- Women: 12%
- Men: 12%

5.7.4 Pay Rates

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

5.7.5 Pay Quartiles

Pay Quartiles	BAME	White	Total
Proportion of BAME and white employees in the **upper quartile** (paid above the 75th percentile point)	7%	77%	84%
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%
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%
Proportion of BAME and white employees in the **lower quartile** (paid below the 25th percentile point)	18%	53%	71%

5.7.6 Workforce Composition

Workforce Composition	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)	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)	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)	244	794	197	1235
Proportion of BAME and white employees in the **lower quartile** (paid below the 25th percentile point)	228	653	355	1236

5.7.7 Bonus Pay

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

Who received bonus pay:

- BAME paid bonus as % of all BAME: 8%
- White paid bonus as % of all White staff: 15%

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). For 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.

5.7.8 Pay Rates

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

5.7.9 Pay Quartiles

Pay Quartiles	Disabled	Not disabled	Total
Proportion of disabled and not disabled employees in the **upper quartile** (paid above the 75th percentile point)	2%	80%	82%
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%
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%
Proportion of disabled and not disabled employees in the **lower quartile** (paid below the 25th percentile point)	3%	67%	70%

5.7.10 Workforce Composition

Workforce Composition	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)	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)	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)	41	955	239	1235
Proportion of disabled and not disabled employees in the **lower quartile** (paid below the 25th percentile point)	38	824	374	1236

5.7.11 Bonus Pay

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

Who received bonus pay:

- Disabled paid bonus as % of all Disabled: 10.6%
- Non-disabled paid bonus as % of all Non-disabled staff: 14.1%

Note

- The calculations exclude any employees for whom disabled/not disabled is not known.
- 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 2019- March 2020

The turnover rate including leavers who were on a fixed term contract is 13.11%. 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 9975 applicants for posts of which 243 were internal applicant.
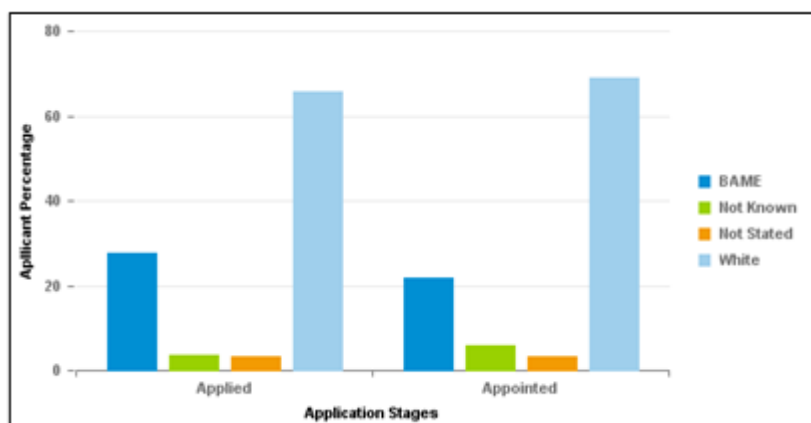
6.1 RECRUITMENT BY SEX
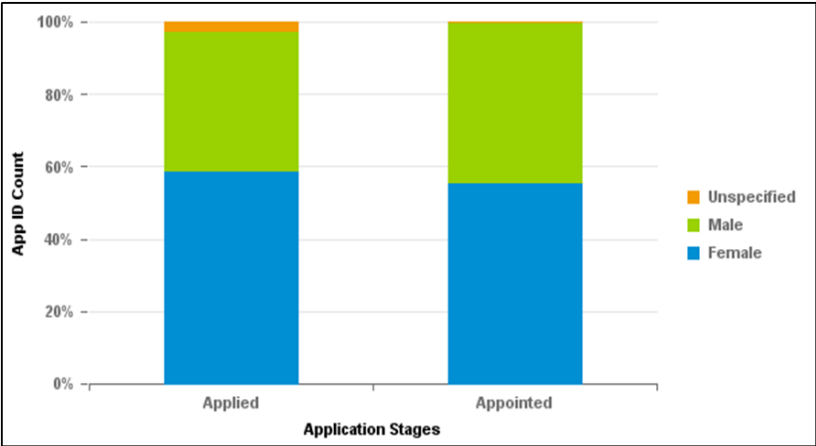
Application Stage	Female %	Male %	Unspecified %
Applied	58.59%	38.39%	3.02%
Appointed	55.17%	44.42%	0.41%

6.2 RECRUITMENT BY AGE
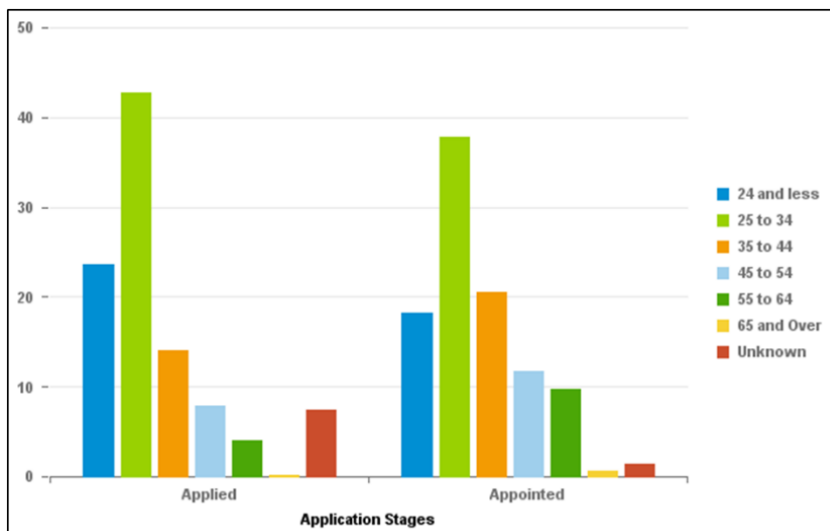
Age	Applied	Appointed
24 and less	23.64%	18.18%
25 to 34	42.78%	37.81%
35 to 44	14.04%	20.45%
45 to 54	7.91%	11.78%
55 to 64	4.03%	9.71%
65 and Over	0.21%	0.62%
Not known	7.38%	1.45%
Total	**100.00%**	**100.00%**

6.3 RECRUITMENT BY ETHNICITY

Ethnicity	Applied	Appointed
BAME	27.67%	21.90%
Not Known	3.46%	5.99%
Not Stated	3.16%	3.10%
White	65.71%	69.01%
Total	**100.00%**	**100.00%**

6.4 RECRUITMENT BY DISABILITY INDICATOR
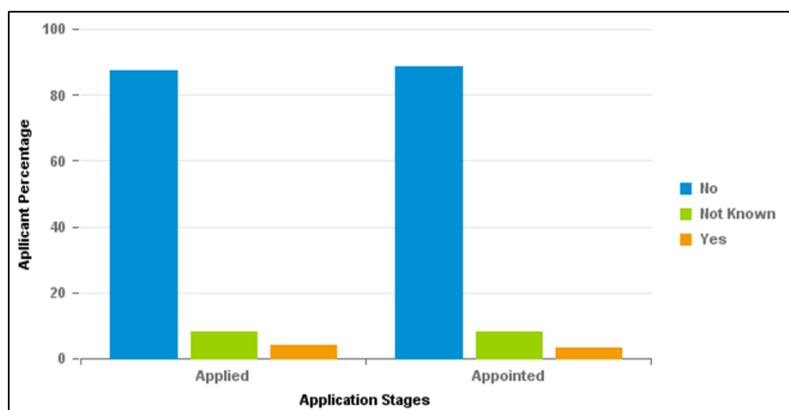
Disability	Applied	Appointed
No	87.48%	88.43%
Not Known	8.27%	8.26%
Yes	4.25%	3.31%
Total	**100.00%**	**100.00%**

6.5 RECRUITMENT BY RELIGION AND BELIEF
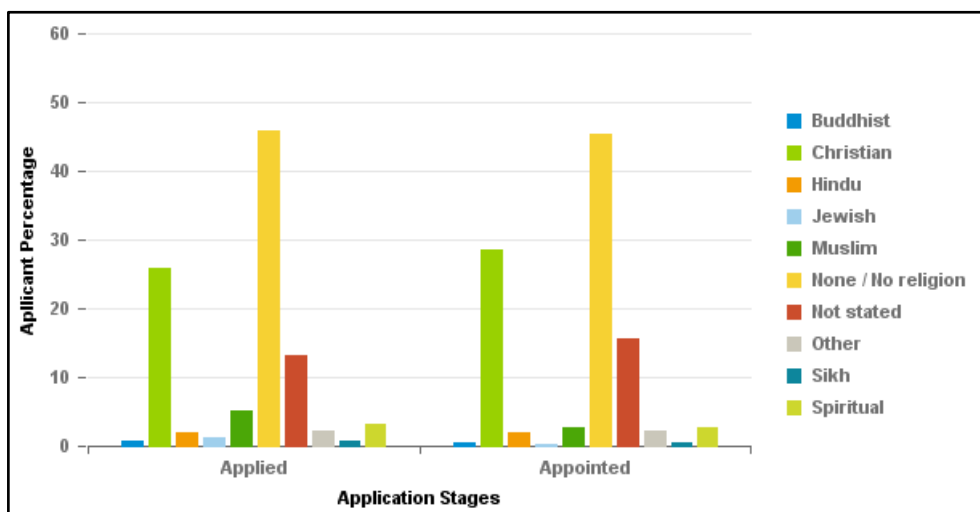
Religion / Belief	Applied	Appointed
Buddhist	0.85%	0.41%
Christian	25.90%	28.51%
Hindu	1.86%	1.86%
Jewish	1.19%	0.21%
Muslim	5.14%	2.69%
None / No religion	45.85%	45.25%
Not known	13.29%	15.70%
Other	2.12%	2.27%
Sikh	0.61%	0.41%
Spiritual	3.20%	2.69%
Total	**100.00%**	**100.00%**

6.6 RECRUITMENT BY SEXUAL ORIENTATION
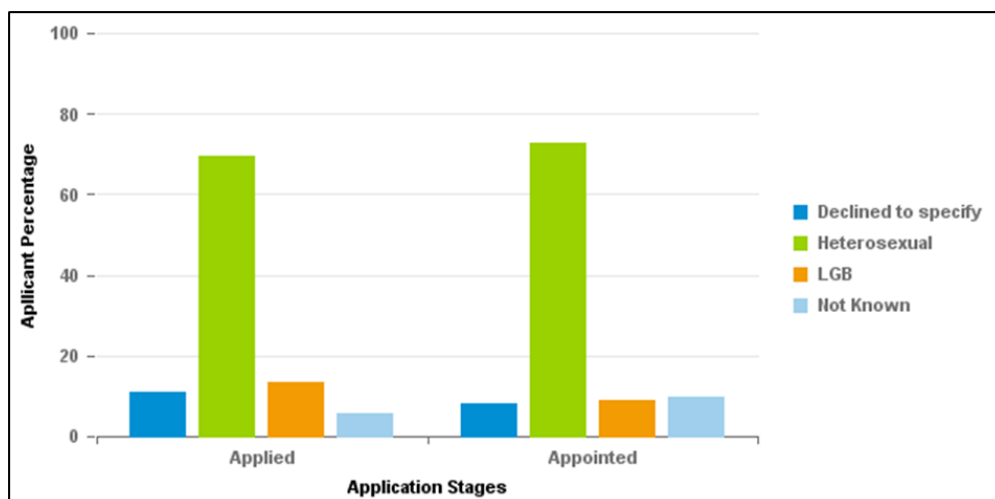
| Sexual Orientation	Applied	Appointed
Declined to specify	11.06%	8.26%
Heterosexual	69.58%	72.93%
LGB	13.50%	8.88%
Not Known	5.87%	9.92%
Total	**100.00%**	**100.00%**

7 STARTER INFORMATION APRIL 2019 – MARCH 2020

The tables below give a breakdown of the 484 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 479 leavers in the same period.
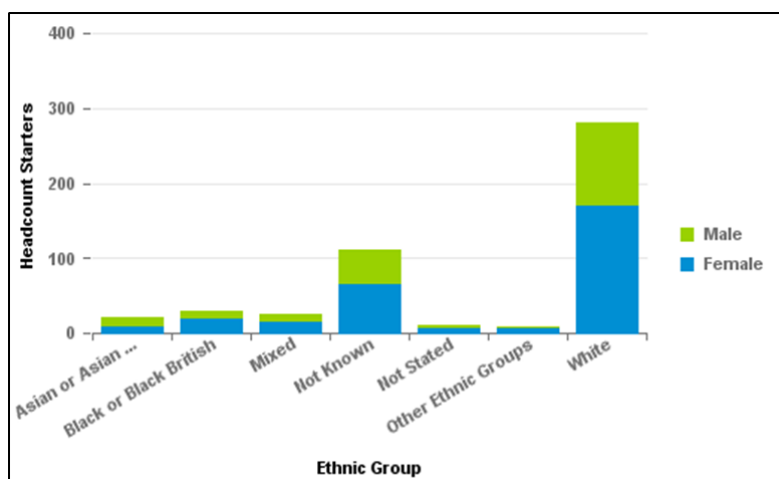
7.1 STARTERS BY SEX
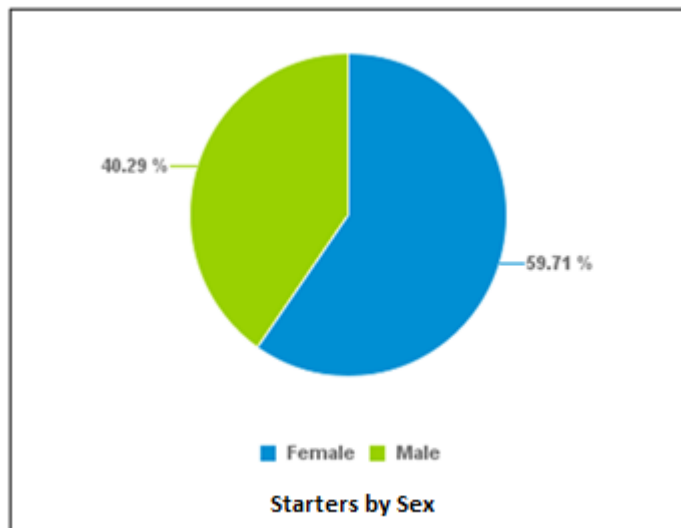
Sex	Headcount	%
Female	289	59.71%
Male	195	40.29%
Total	484	100.00%

7.2 STARTERS BY AGE
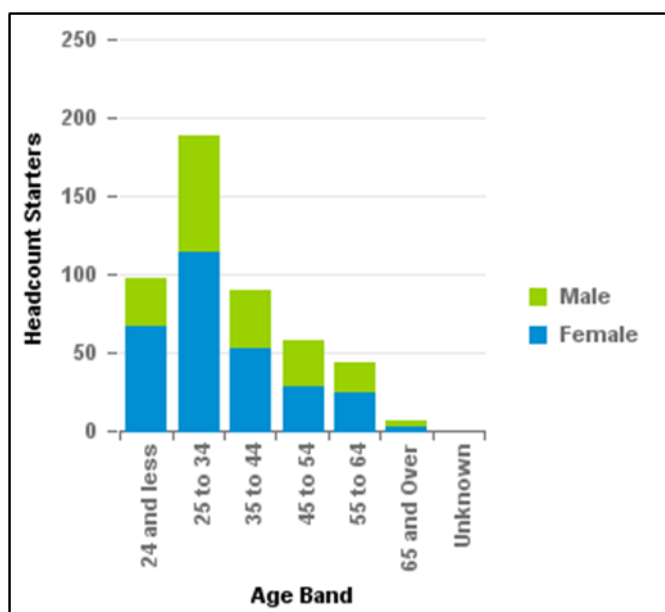
Age Band	Headcount Female	% Female	Headcount Male	% Male
24 and less	67	13.84%	30	6.20%
25 to 34	114	23.55%	75	15.50%
35 to 44	52	10.74%	38	7.85%
45 to 54	28	5.79%	30	6.20%
55 to 64	25	5.17%	18	3.72%
65 and Over	3	0.62%	4	0.83%
Total	289	59.71%	195	40.29%

7.3 STARTERS BY ETHNICITY

Ethnicity	Headcount Female	% Female	Headcount Male	% Male
Asian or Asian British	9	1.86%	11	2.27%
Black or Black British	18	3.72%	12	2.48%
Mixed	15	3.10%	10	2.07%
Not Known	64	13.22%	46	9.50%
Not Stated	7	1.45%	4	0.83%
Other Ethnic Groups	6	1.24%	2	0.41%
White	170	35.12%	110	22.73%
Total	289	59.71%	195	40.29%

7.4 STARTERS BY DISABILITY INDICATOR
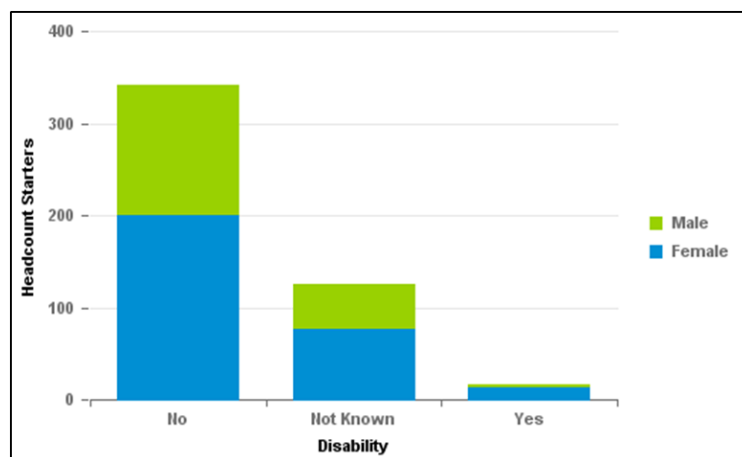
Disability	Headcount Female	% Female	Headcount Male	% Male
No	200	41.32%	142	29.34%
Not Known	76	15.70%	50	10.33%
Yes	13	2.69%	3	0.62%
Total	**289**	**59.71%**	**195**	**40.29%**

7.5 STARTERS BY RELIGION AND BELIEF
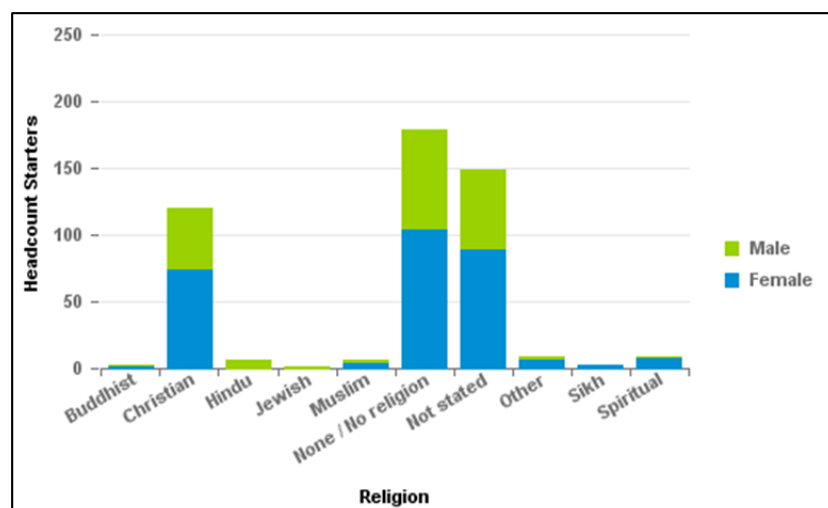
Religion / Belief	Headcount Female	% Female	Headcount Male	% Male
Buddhist	1	0.21%	1	0.21%
Christian	74	15.29%	46	9.50%
Hindu			6	1.24%
Jewish			1	0.21%
Muslim	4	0.83%	2	0.41%
None / No religion	104	21.49%	75	15.50%
Not known	89	18.39%	60	12.40%
Other	6	1.24%	3	0.62%
Sikh	3	0.62%		
Spiritual	8	1.65%	1	0.21%
Total	**289**	**59.71%**	**195**	**40.29%**

7.6 STARTERS BY SEXUAL ORIENTATION
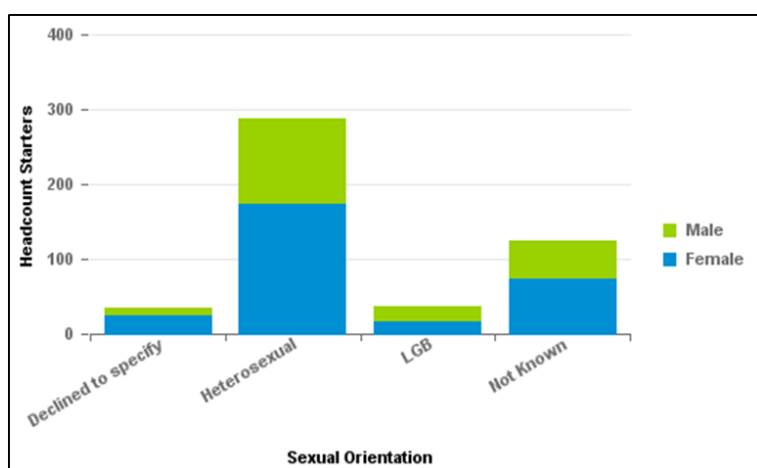
Sexual Orientation	Headcount Female	% Female	Headcount Male	% Male
Declined to specify	24	4.96%	11	2.27%
Heterosexual	174	35.95%	114	23.55%
LGBT	17	3.51%	20	4.13%
Not Known	74	15.29%	50	10.33%
Total	**289**	**59.71%**	**195**	**40.29%**

8 LEAVER INFORMATION APRIL 2019 – MARCH 2020

The tables below give a breakdown of the 479 leavers from the organisation.
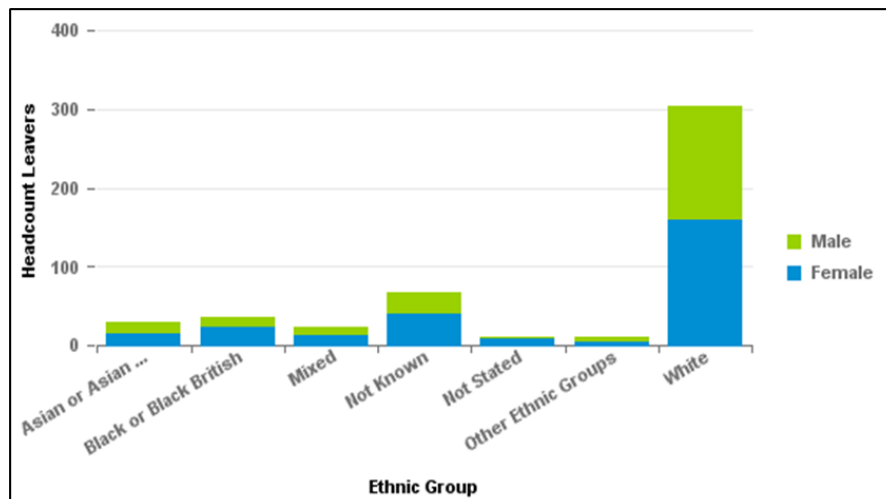
8.1 LEAVERS BY SEX
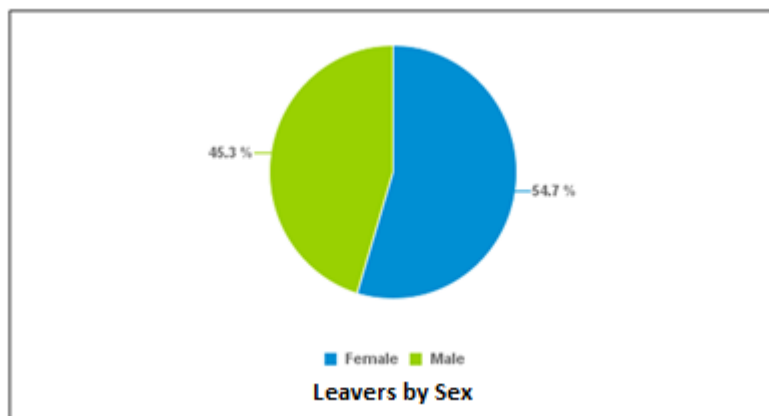
Leavers by Sex

Sex	Headcount	%
Female	262	54.70%
Male	217	45.30%
Total	479	100.00%

8.2 LEAVERS BY AGE
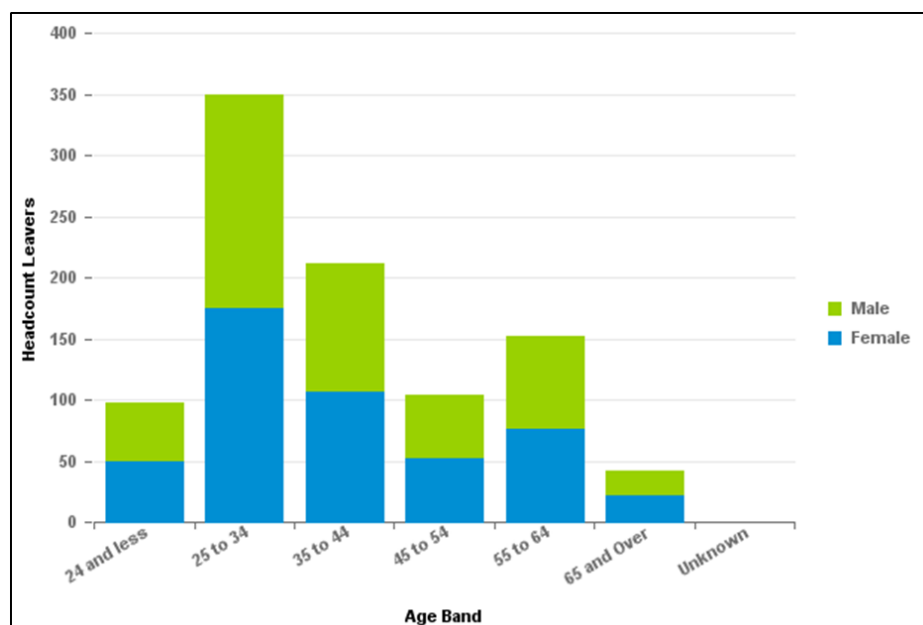
Age Band	Headcount Female	% Female	Headcount Male	% Male
24 and less	31	6.47%	18	3.76%
25 to 34	105	21.92%	70	14.61%
35 to 44	58	12.11%	48	10.02%
45 to 54	28	5.85%	24	5.01%
55 to 64	35	7.31%	41	8.56%
65 and Over	5	1.04%	16	3.34%
Unknown				
Totals	**262**	**54.70%**	**217**	**45.30%**

8.3 LEAVERS BY ETHNICITY

Ethnic Group	Headcount Female	% Female	Headcount Male	% Male
Asian or Asian British	14	2.92%	15	3.13%
Black or Black British	22	4.59%	14	2.92%
Mixed	13	2.71%	9	1.88%
Not Known	39	8.14%	27	5.64%
Not Stated	9	1.88%	2	0.42%
Other Ethnic Groups	5	1.04%	6	1.25%
White	160	33.40%	144	30.06%
Total	**262**	**54.70%**	**217**	**45.30%**

8.4 LEAVERS BY DISABILITY INDICATOR
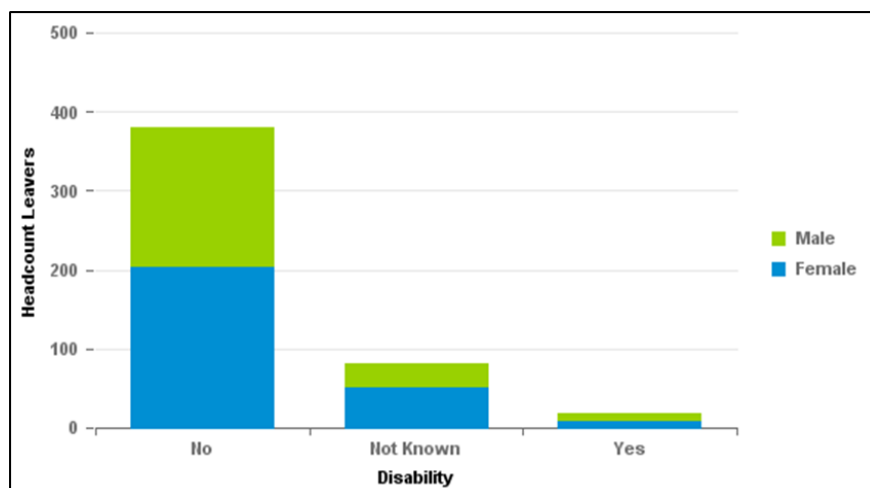
Disability	Headcount Female	% Female	Headcount Male	% Male
No	203	42.38%	177	36.95%
Not Known	50	10.44%	31	6.47%
Yes	9	1.88%	9	1.88%
Total	**262**	**54.70%**	**217**	**45.30%**

8.5 LEAVERS BY RELIGION AND BELIEF
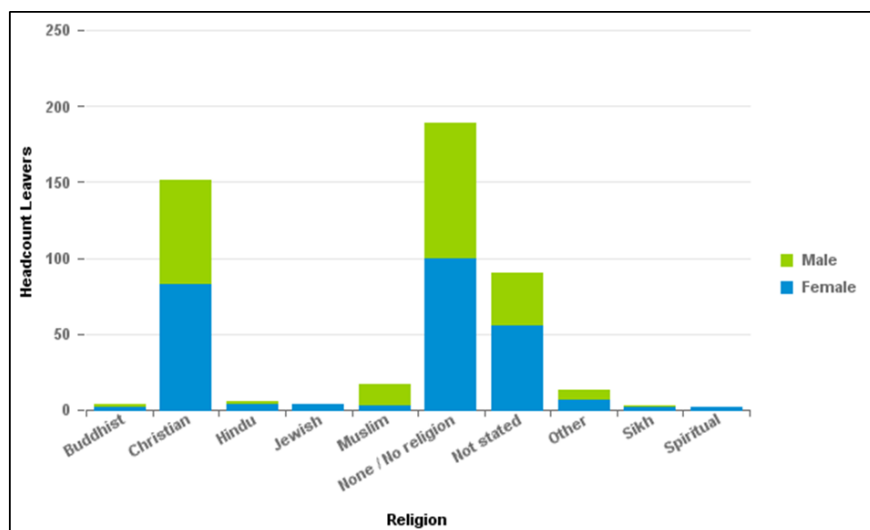
Religion	Headcount Female	% Female	Headcount Male	% Male
Buddhist	2	0.42%	2	0.42%
Christian	83	17.33%	68	14.20%
Hindu	4	0.84%	2	0.42%
Jewish	4	0.84%	0	0.0%
Muslim	3	0.63%	14	2.92%
None / No religion	100	20.88%	89	18.58%
Not known	55	11.48%	35	7.31%
Other	7	1.46%	6	1.25%
Sikh	2	0.42%	1	0.21%
Spiritual	2	0.42%	0	0.0%
Total	262	54.70%	217	45.30%

8.6 LEAVERS BY SEXUAL ORIENTATION
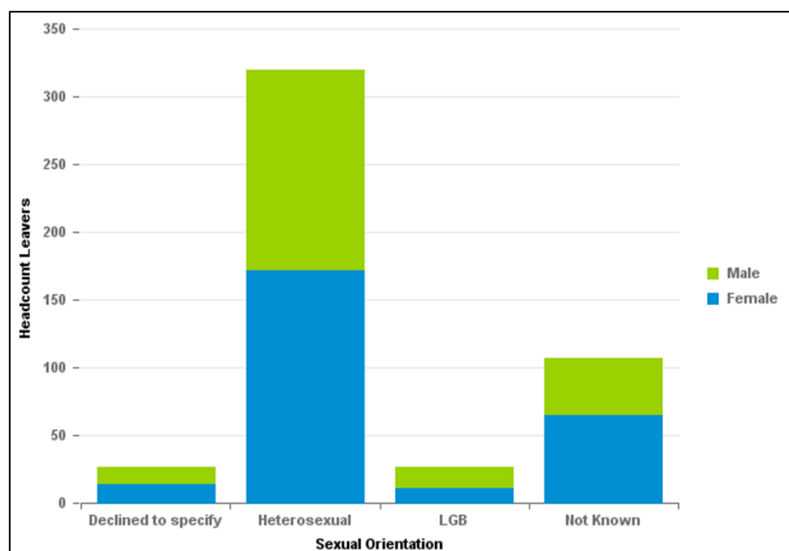
Sexual Orientation	Headcount Female	% Female	Headcount Male	% Male
Declined to specify	14	2.92%	12	2.51%
Heterosexual	172	35.91%	148	30.90%
LGB	11	2.30%	15	3.13%
Not Known	65	13.57%	42	8.77%
Total	**262**	**54.70%**	**217**	**45.30%**