



# CITY OF LONDON CORPORATION – EMPLOYEE PROFILE MARCH 2022

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# 1 INTRODUCTION

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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

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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 2022 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. 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 2022, there were a total of 3936 employees across the departments and functions in scope, covering a wide range of service areas. There have been 490 starters including fixed term workers and 344 leavers including fixed term workers during the reporting period. Fixed term work may be for several reasons such as cover for maternity leave, fixed term/grant funding, finite project work, secondments and traineeships etc.

#### 3.1 Sex

**Data is held on 100% of the workforce.**

As shown below, 49.9% of the workforce are female and 50.1% are male. This is a comparable to the split for 2020/21 ( 47.78% female and % 52.22% male). 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.

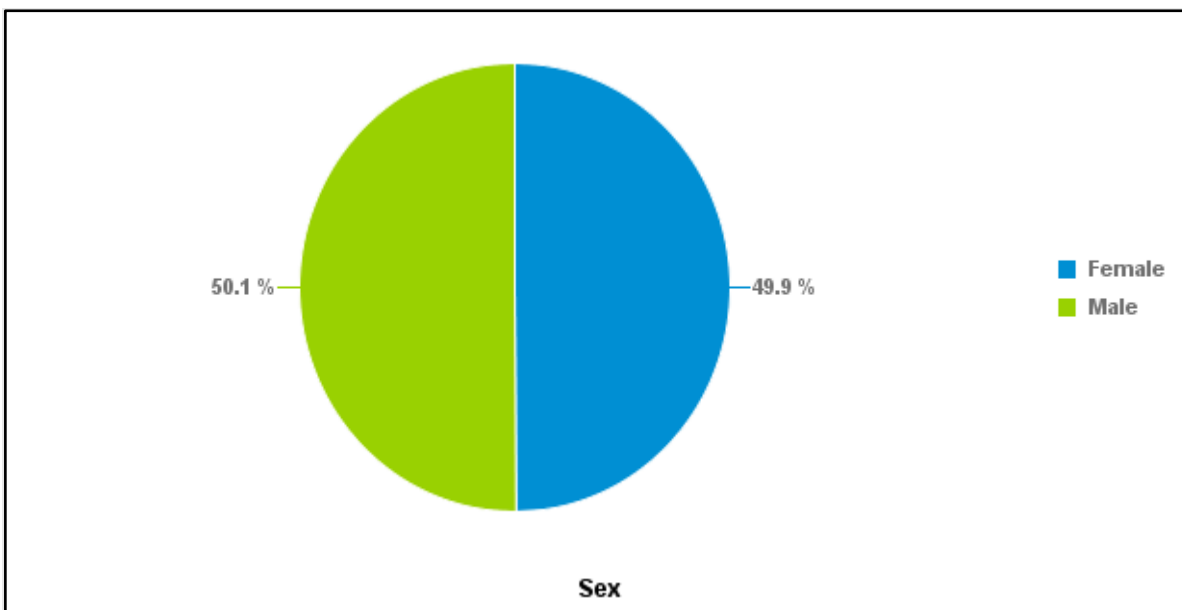


Figure 1 - Gender breakdown of all staff as at 31 March 2022

Sex	Headcount 2020/2021	% 2020/2021	Headcount 2021/2022	% 2021/2022
Female	1741	47.8%	1964	49.9%
Male	1903	52.2%	1972	50.1%

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.

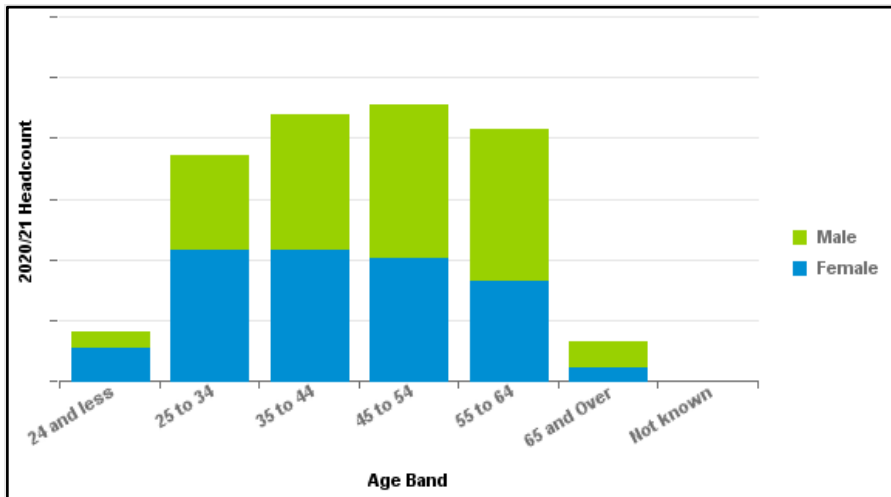


Figure 2 - Age distribution of staff

Age Band	2020/21 % Female	2020/21 % Male	2021/22 Headcount Female	2021/22 % Female	2021/22 Headcount Male	2021/22 % Male	2021/22 % Total Workforce
>24	6.1%	2.9%	93	4.7%	57	2.9%	3.8%
25-34	24.7%	16.3%	466	23.7%	315	16.0%	19.8%
35-44	24.8%	23.4%	519	26.4%	478	24.2%	25.3%
45-54	23.0%	26.7%	483	24.6%	503	25.5%	25.1%
55-64	18.9%	26.3%	353	18.0%	528	26.8%	22.4%
65+	2.5%	4.4%	50	2.6%	91	4.6%	3.6%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>1964</b>	<b>100%</b>	<b>1972</b>	<b>100%</b>	<b>100%</b>

Table 2 - Age distribution of staff

### 3.3 Ethnicity

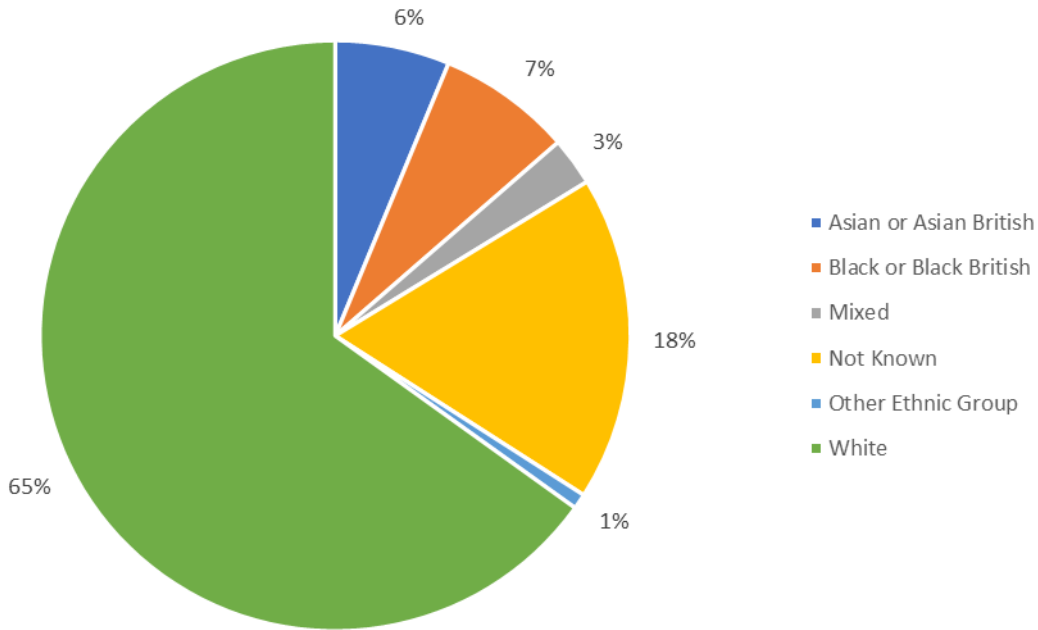
**Ethnicity data is held on 82.2% of the workforce.**

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

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

Headcount 31st March 2022



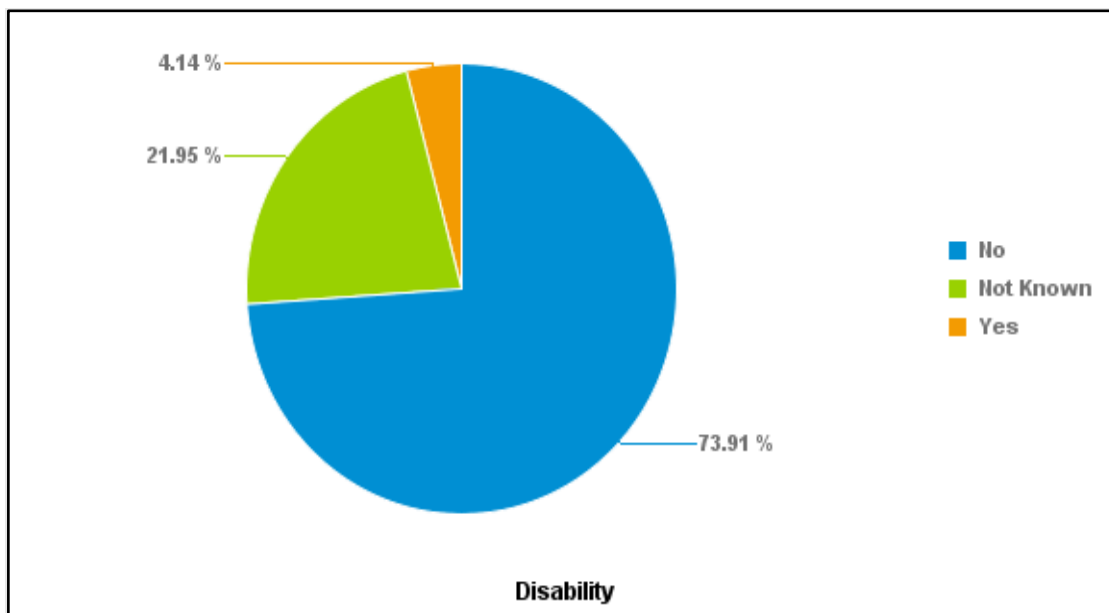
Ethnic Group	2020/21 Headcount	2020/21 %	2021/22 Headcount	2021/22 %
Asian or Asian British	202	5.5%	247	6.3%
Black or Black British	272	7.5%	289	7.3%
Mixed	102	2.8%	104	2.6%
Not Known	444	12.2%	701	17.8%
Other Ethnic Group	69	1.9%	33	0.8%
White	2555	70.1%	2562	65.1%
<b>Total</b>	<b>3644</b>	<b>100%</b>	<b>3936</b>	<b>100%</b>

### 3.4 Disability

**Disability data is held on 78% of the workforce.**

4.1% 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.

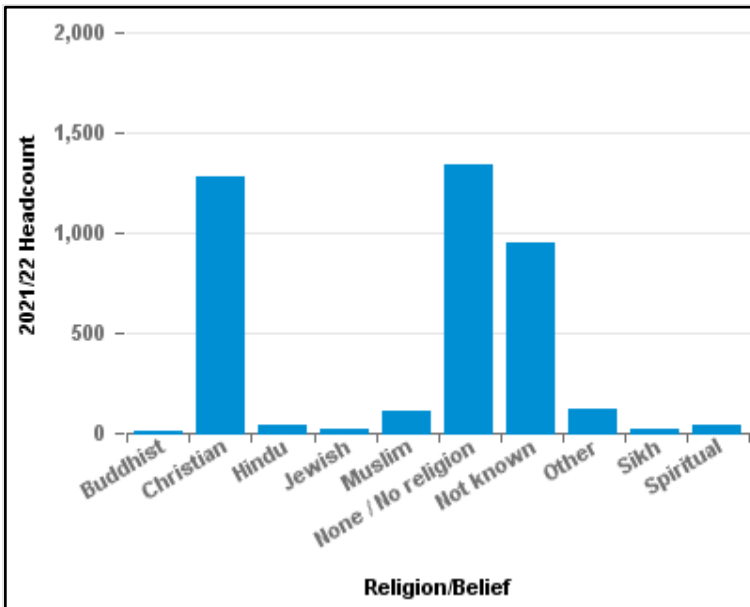


Disability	2020/21 Headcount	2020/21 %	2021/22 Headcount	2021/22%
No	2983	81.9%	2909	73.9%
Not Known	526	14.4%	864	22.0%
Yes	135	3.7%	163	4.1%
<b>Total</b>	<b>3644</b>	<b>100%</b>	<b>3936</b>	<b>100%</b>

### 3.5 Religion and Belief

Religion and belief information is held on 78% of the workforce.

Of the overall workforce 32.6% is Christian. 34% stated that they have None/No religion or belief which has increased slightly since last year. Total other religions and beliefs is 9.4% and not known 24%



Religion / Belief	2020/21 Headcount	2020/21%	2021/22 Headcount	2021/22%
Buddhist	13	0.4%	13	0.3%
Christian	1327	36.4%	1282	32.6%
Hindu	47	1.3%	44	1.1%
Jewish	25	0.7%	23	0.6%
Muslim	97	2.7%	110	2.8%
None/No Religion	1310	36.0%	1339	34.0%
Not known	624	17.1%	946	24.0%
Other	136	3.7%	117	3.0%
Sikh	26	0.7%	25	0.6%
Spiritual	39	1.1%	37	0.9%
<b>Total</b>	<b>3644</b>	<b>100%</b>	<b>3936</b>	<b>100%</b>

### 3.6 Sexual Orientation

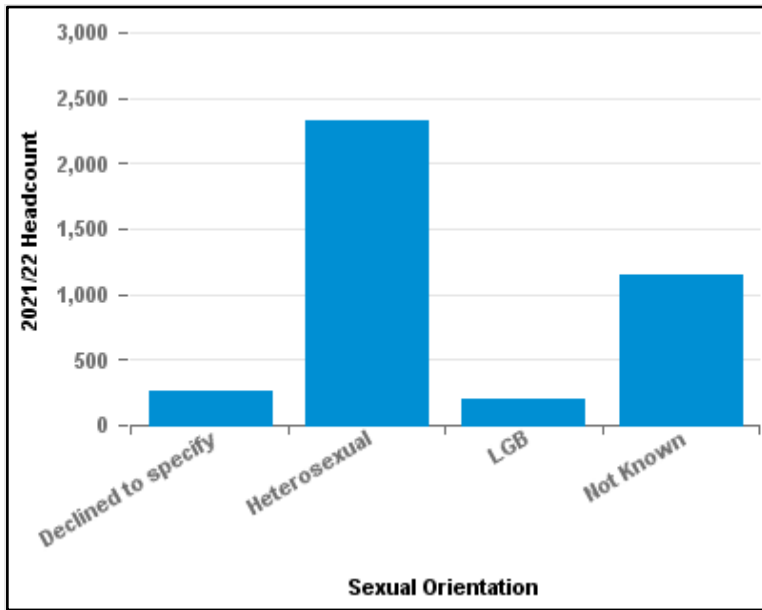
**Sexual orientation information is held on 64.3% of the workforce.**

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. It should be noted that of the 35.7% employees whose sexual orientation is unknown, this includes 6.5% 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:



Sexual Orientation	2020/21 Headcount	2020/21 %	2020/21 Headcount	2020/21 %
Declined to specify	277	7.6%	254	6.5%
Heterosexual	2351	64.5%	2326	59.1%
LGB	183	5.0%	206	5.2%
Not known	833	22.9%	1150	29.2%
<b>Total</b>	<b>3644</b>	<b>100%</b>	<b>3936</b>	<b>100%</b>

## 4 SALARY AND GRADE PROFILE

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

### Salary Scales

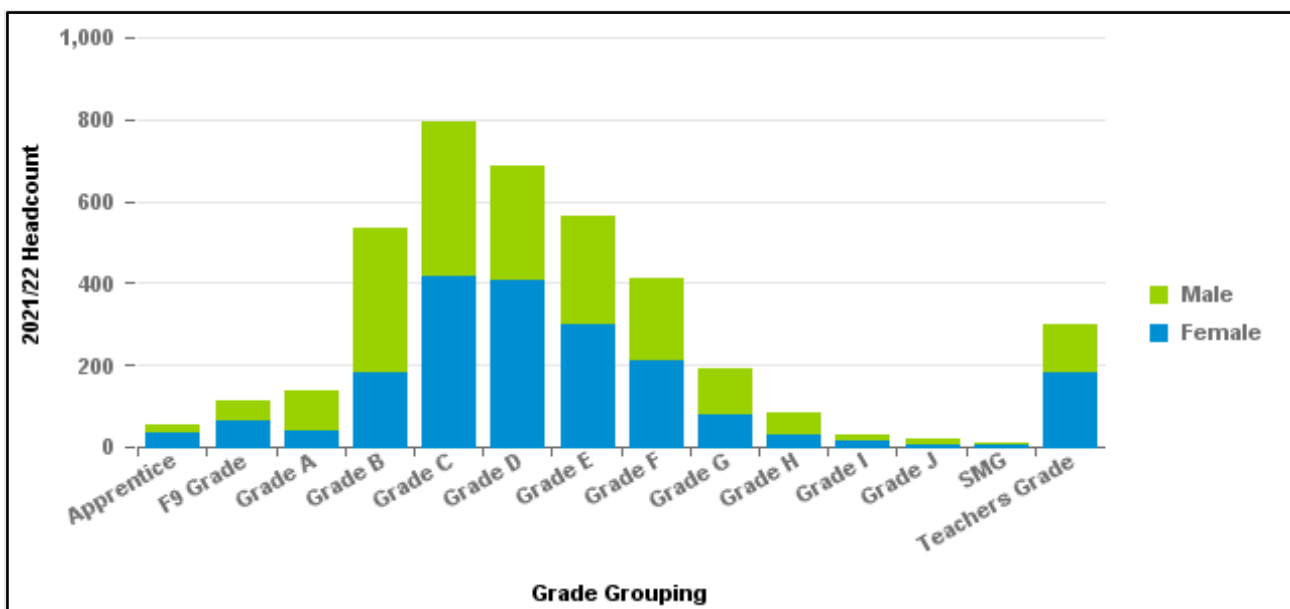
The pay of City Corporation employees is determined locally. This differs from most other Local Authorities whose pay is governed by the National Joint Council for Local Government (NJC).

Grade	Min Salary (£)	Max Salary (£)	2021/22 Workforce headcount	2021/22 Workforce %	2021/22 Female Headcount	2021/22 Female %	2021/22 Male Headcount	2021/22 Male %
Apprentice	20,170	20,570	55	1.4%	35	63.6%	20	36.4%
Grade A	14,840	18,720	137	3.5%	39	28.5%	98	71.5%
Grade B	16,170	22,350	534	13.6%	182	34.1%	352	65.9%
Grade C	21,110	29,170	796	20.2%	415	52.1%	381	47.9%
Grade D	26,070	36,070	687	17.5%	406	59.1%	281	40.9%
Grade E	30,210	41,830	562	14.3%	300	53.4%	262	46.6%
Grade F	38,300	53,040	410	10.4%	213	52.0%	197	48.1%
Grade G	45,760	63,290	192	4.9%	78	40.6%	114	59.4%
Grade H	53,040	73,360	85	2.2%	28	32.9%	57	67.1%
Grade I	61,470	85,070	28	0.7%	13	46.4%	15	53.6%
Grade J	73,360	101,600	20	0.5%	3	15.0%	17	85.0%
Chief Officers*	84,240	258,970	12	0.3%	5	41.7%	7	58.3%
F9 Grade	No fixed values	No fixed values	115	2.9%	65	56.5%	50	43.5%
Teachers	29,490	89,780	301	7.7%	180	59.8%	121	40.2%

Figures exclude London Weighting and other allowances

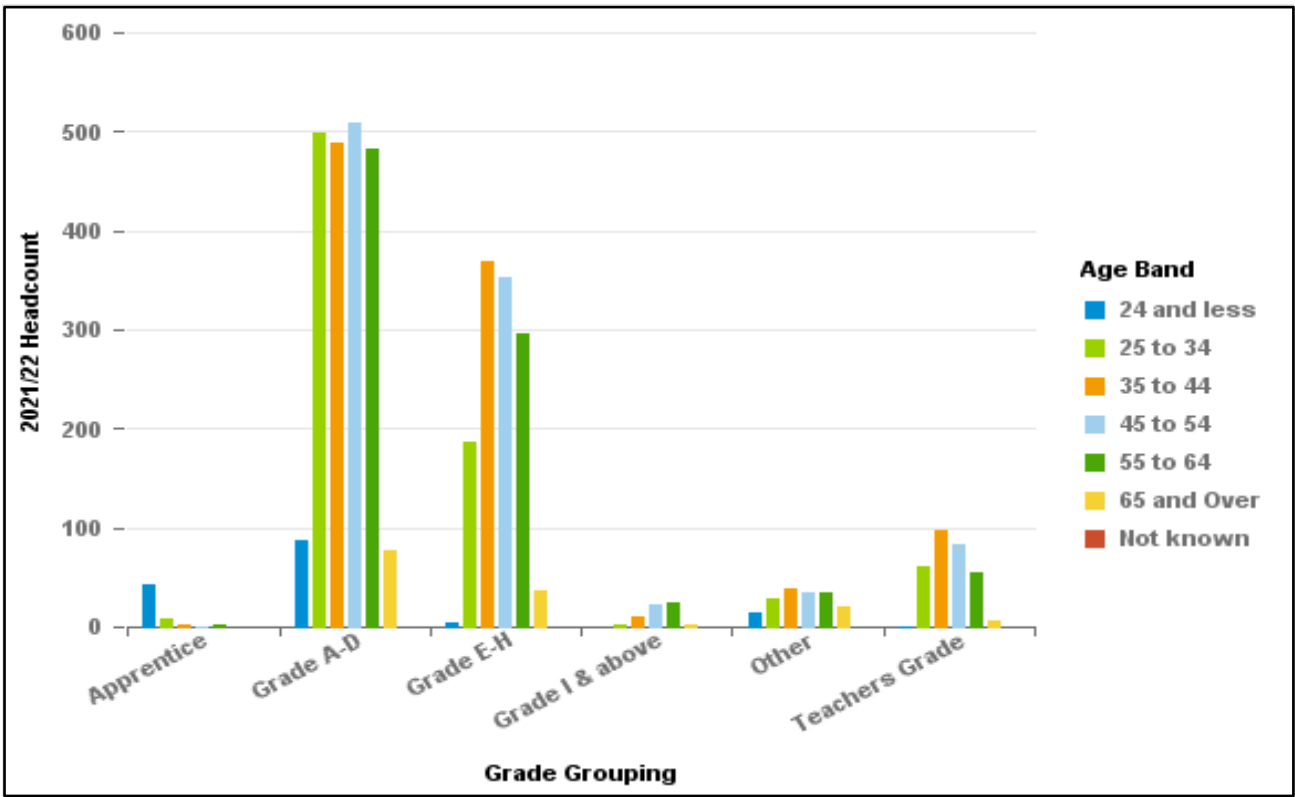
\*Chief Officers have individual salary scales within this range and includes Head Teachers

#### 4.1 Sex and Grade Profile



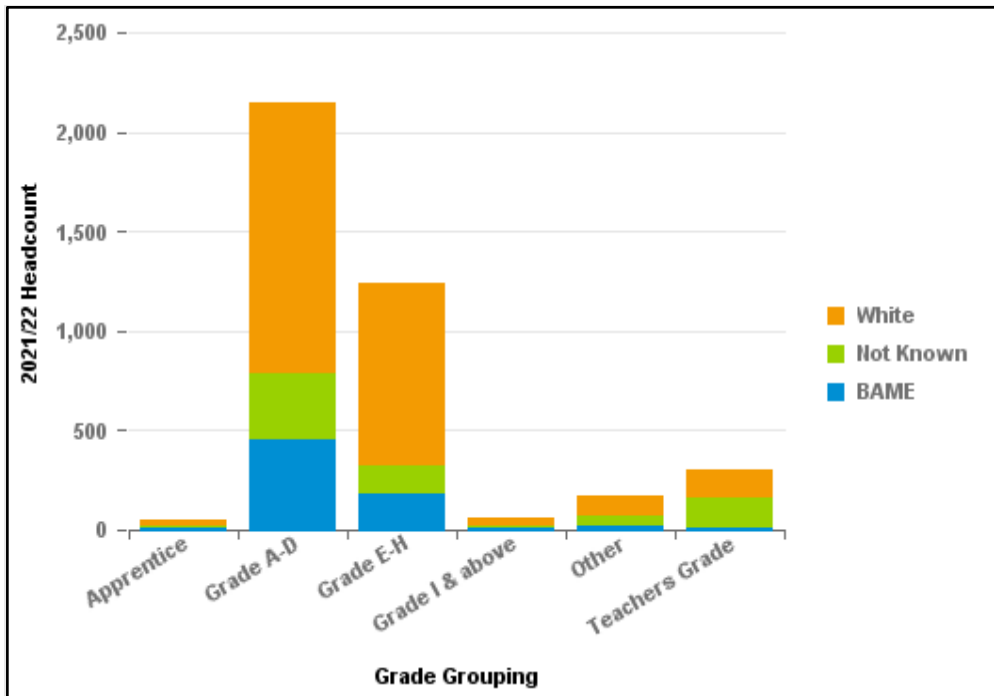
Grade Grouping	2020/21 Female Headcount	2020/21 Female %	2020/21 Male Headcount	2020/21 Male %	2021/22 Female Headcount	2021/22 Female %	2021/22 Male Headcount	2021/22 Male %
Apprentice	32	58.2%	23	41.8%	35	63.6%	20	36.4%
A-D	890	45.6%	1061	54.4%	1042	48.4%	1112	51.6%
E-H	545	47.7%	597	52.3%	619	49.6%	630	50.4%
I and above	17	29.8%	40	70.2%	21	35.0%	39	65.0%
Other	57	51.4%	54	48.7%	65	56.5%	50	43.5%
Teachers	190	61.5%	119	38.5%	180	59.8%	121	40.2%

### 4.2 Age and grade profile



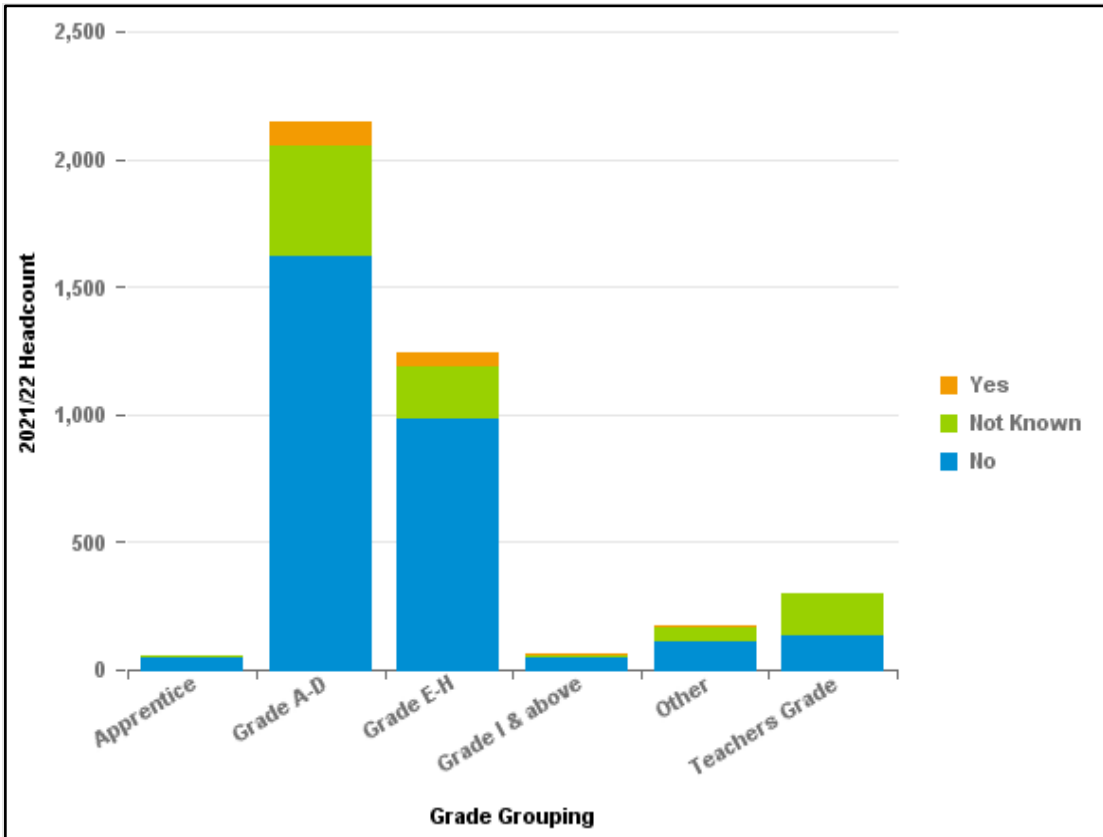
Grade Grouping	24 and less	25 to 34	35 to 44	45 to 54	55 to 64	65 and Over
Apprentice	1.1%	0.2%	0.1%	0.0%	0.1%	0.0%
Grade A-D	2.2%	12.6%	12.3%	12.8%	12.2%	2.0%
Grade E-H	0.1%	4.7%	9.3%	8.9%	7.4%	0.9%
Grade I & above	0.0%	0.1%	0.3%	0.6%	0.6%	0.1%
Other	0.4%	0.7%	1.0%	0.9%	0.9%	0.5%
Teachers Grade	0.0%	1.5%	2.4%	2.1%	1.4%	0.2%
<b>All Staff Total 2021/22</b>	<b>3.8%</b>	<b>19.7%</b>	<b>25.3%</b>	<b>25.2%</b>	<b>22.5%</b>	<b>3.6%</b>
<b>All Staff Total 2020/21</b>	<b>4.4%</b>	<b>20.2%</b>	<b>24.0%</b>	<b>25.0%</b>	<b>22.9%</b>	<b>3.5%</b>

### 4.3 Ethnicity and grade profile



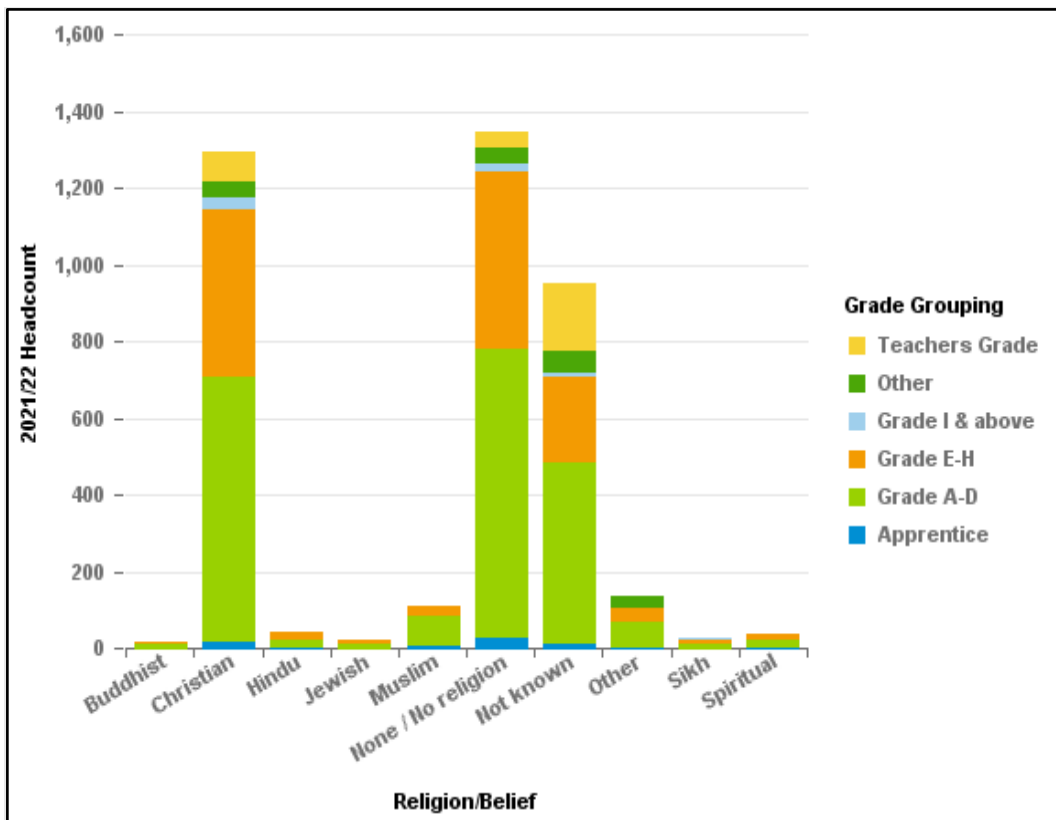
Grade Grouping	BAME	Not known	White
Apprentice	18.2%	12.7%	69.1%
Grade A-D	21.0%	15.8%	63.2%
Grade E-H	14.4%	11.4%	74.2%
Grade I+	11.7%	16.7%	71.7%
Other	10.3%	31.0%	58.6%
Teachers	3.0%	51.2%	45.9%
<b>All Staff Total 21/22</b>	<b>17.1%</b>	<b>17.8%</b>	<b>65.1%</b>
All Staff Total 20/21	17.7%	12.2%	70.1%

#### 4.4 Disability indicator and grade profile



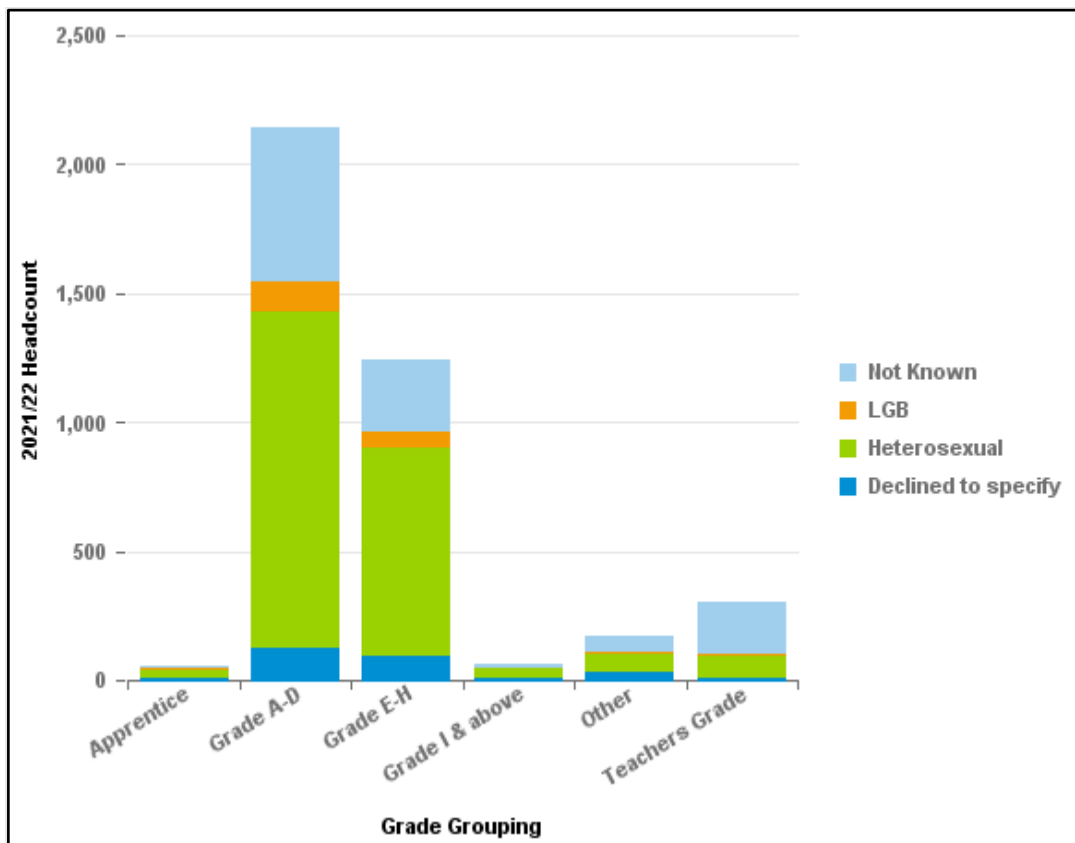
Grade Grouping	No	Not Known	Yes
Apprentice	81.8%	12.7%	5.5%
Grade A-D	75.4%	20.1%	4.5%
Grade E-H	79.1%	16.8%	4.2%
Grade I+	81.7%	13.3%	5.0%
Other	64.4%	31.0%	4.6%
Teachers	45.5%	53.5%	1.0%
<b>All Staff Total 21/22</b>	<b>73.9%</b>	<b>22.0%</b>	<b>4.1%</b>
All Staff Total 20/21	81.9%	14.4%	3.7%

#### 4.5 Religion and belief and grade profile



Grade Grouping	Buddhist	Christian	Hindu	Jewish	Muslim	None / No religion	Not known	Other	Sikh	Spiritual
Apprentice	0.0%	0.3%	0.0%	0.0%	0.1%	0.7%	0.2%	0.0%	0.0%	0.1%
Grade A-D	0.3%	17.5%	0.6%	0.3%	2.0%	18.9%	12.0%	1.6%	0.3%	0.5%
Grade E-H	0.1%	11.0%	0.4%	0.2%	0.6%	11.7%	5.6%	1.0%	0.3%	0.3%
Grade I & above	0.0%	0.7%	0.0%	0.0%	0.0%	0.5%	0.3%	0.0%	0.0%	0.0%
Other	0.0%	1.1%	0.1%	0.0%	0.0%	1.0%	1.4%	0.7%	0.0%	0.0%
Teachers Grade	0.0%	2.0%	0.0%	0.0%	0.0%	1.2%	4.4%	0.0%	0.0%	0.0%
<b>All Staff Total 2021/22</b>	<b>0.3%</b>	<b>32.5%</b>	<b>1.1%</b>	<b>0.6%</b>	<b>2.8%</b>	<b>33.9%</b>	<b>23.9%</b>	<b>3.4%</b>	<b>0.6%</b>	<b>0.9%</b>
All Staff Total 2020/21	0.4%	36.3%	1.3%	0.7%	2.6%	35.8%	17.04%	4.2%	0.7%	1.1%

#### 4.6 Sexual orientation and grade profile



Grade Grouping	Declined to specify	Heterosexual	LGB	Not Known
Apprentice	0.1%	0.9%	0.2%	0.2%
Grade A-D	3.2%	32.7%	3.0%	15.1%
Grade E-H	2.3%	20.3%	1.6%	6.9%
Grade I & above	0.1%	1.0%	0.1%	0.3%
Other	0.8%	1.7%	0.3%	1.6%
Teachers Grade	0.2%	2.2%	0.1%	5.0%
<b>All Staff Total 2021/22</b>	<b>6.8%</b>	<b>58.9%</b>	<b>5.3%</b>	<b>29.0%</b>
All Staff Total 2020/21	8.0%	64.2%	5.1%	22.8%

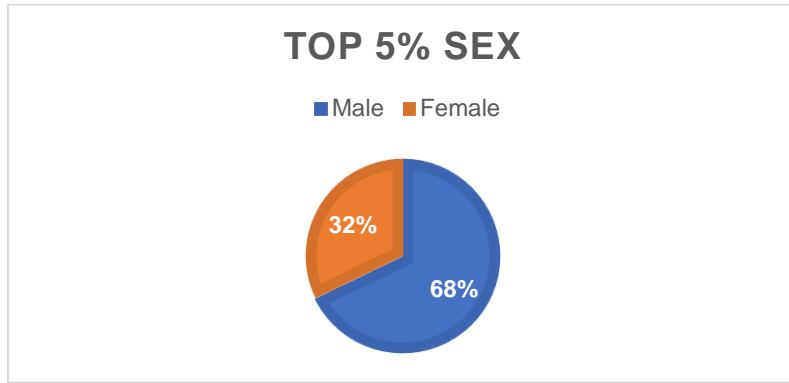
## 5 TOP 5% OF EARNERS AND GENDER, ETHNICITY AND DISABILITY PAY GAPS

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 163 employees in the top 5% of earners in the City of London Corporation as at 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 2021. 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 and Inclusion Action Plan.

### 5.1 Top 5% earners by sex

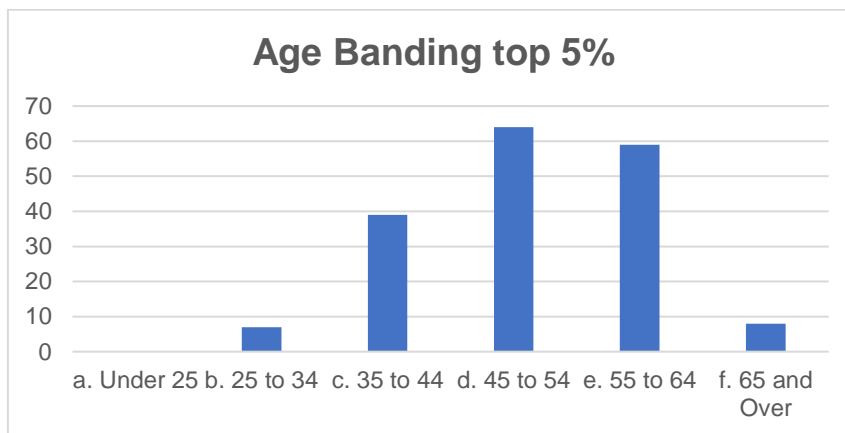
Sex	2021/22 Number	2021/22 %	2021/22 All Staff %	2020/21 Number	2020/21 %
Male	120	67.8%	51.5%	114	69.9%
Female	57	32.2%	48.5%	49	30.1%
<b>Total</b>	<b>177</b>	<b>100%</b>	<b>100%</b>	<b>163</b>	<b>100%</b>





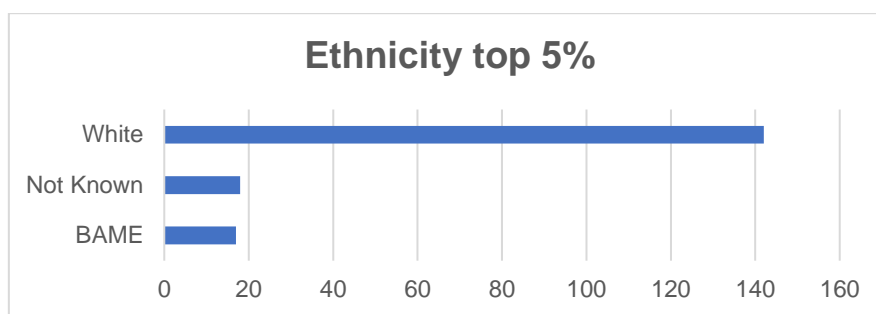
## 5.2 Top 5% earners by age

Age band	2021/22 Number	2021/22 %	2021/22 All Staff %	2020/21 Number	2020/21 %
a. Under 25	0	0.0%	2.6%	0	0.0%
b. 25 to 34	7	4.0%	19.8%	5	3.1%
c. 35 to 44	39	22.0%	24.9%	33	20.3%
d. 45 to 54	64	36.2%	25.7%	56	34.4%
e. 55 to 64	59	33.3%	23.4%	63	38.7%
f. 65 & Over	8	4.5%	3.6%	6	3.7%
<b>Total</b>	<b>177</b>	<b>100%</b>	<b>100%</b>	<b>163</b>	<b>100%</b>



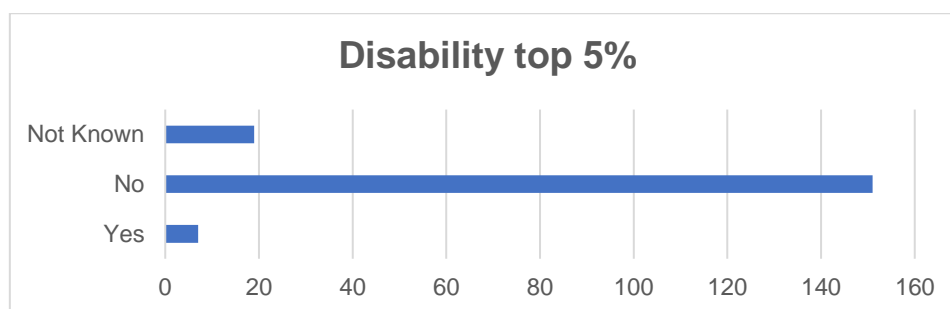
### 5.3 Top 5% earners by Ethnicity

Ethnicity	2021/22 Number	2021/22 %	2021/22 All Staff %	2020/21 Number	2020/21 %
BAME	17	9.6%	18.1%	13	8.0%
Not Known	18	10.2%	14.0%	12	7.4%
White	142	80.2%	67.9%	138	84.7%
<b>Total</b>	<b>177</b>	<b>100%</b>	<b>100%</b>	<b>163</b>	<b>100%</b>



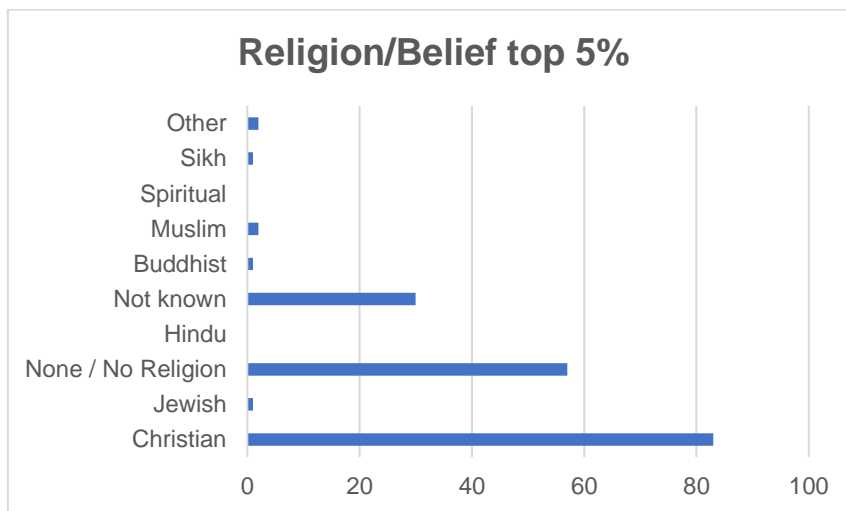
### 5.4 Top 5% earners by disability indicator

Disability	2021/22 Number	2021/22 %	2021/22 All Staff %	2020/21 Number	2020/21 %
Yes	7	4.5%	4.5%	3	1.8%
No	151	77.0%	77.0%	149	91.4%
Not Known	19	18.5%	18.5%	11	6.8%
<b>Total</b>	<b>177</b>	<b>100%</b>	<b>100%</b>	<b>163</b>	<b>100%</b>



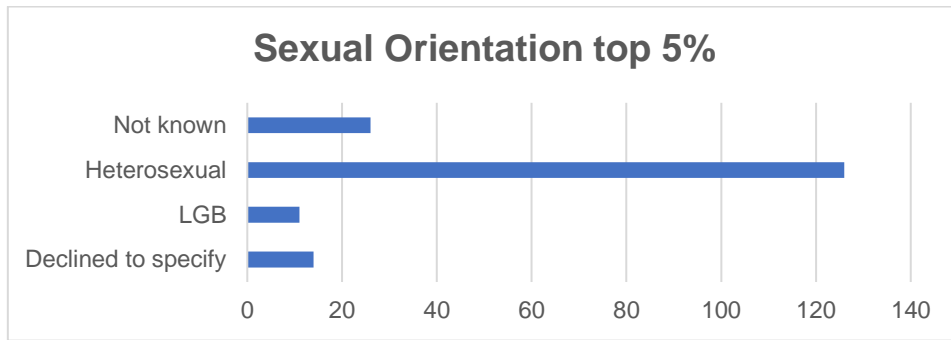
## Top 5% earners by religion and belief

Religion / Belief	2021/22 Number	2021/22 %	2021/22 All Staff %	2020/21 Number	2020/21 %
Christian	83	46.9%	33.4%	84	51.5%
Jewish	1	0.6%	0.7%	2	1.2%
None/No Religion	57	32.2%	35.8%	50	30.7%
Hindu	0	0.0%	1.1%	0	0.0%
Not Known	30	17.0%	20.2%	23	14.1%
Buddhist	1	0.6%	0.4%	0	0.0%
Muslim	2	1.1%	3.0%	1	0.6%
Spiritual	0	0.0%	1.0%	0	0.0%
Sikh	1	0.6%	0.7%	1	0.6%
Other	2	1.1%	3.8%	2	1.2%
<b>Total</b>	<b>177</b>	<b>100%</b>	<b>100%</b>	<b>163</b>	<b>100%</b>



## 5.5 Top 5% earners by sexual orientation

Sexual Orientation	2021/22 Number	2021/22 %	2021/22 All Staff %	2020/21 Number	2020/21 %
Declined to specify	14	7.9%	7.2%	12	7.6%
LGB	11	6.2%	5.6%	9	5.7%
Heterosexual	126	71.2%	61.8%	123	77.4%
Not known	26	14.7%	25.5%	19	12.0%
<b>Total</b>	<b>177</b>	<b>100%</b>	<b>100%</b>	<b>163</b>	<b>102.5%</b>



## 5.6 Pay Gaps - Gender, Ethnicity and Disability

### THE CORPORATION'S GENDER PAY GAP ("SNAPSHOT" DATE OF 31 MARCH 2021)

\* Bracketed figures represent the 31 March 2020 pay gap.

#### 5.6.1 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	7.1% (5.6%)
Median hourly rate	2.2% (0.0%)

#### 5.6.2 Pay Quartiles

Pay Quartiles	Women	Men	Total
Proportion of women and men in the <b>upper quartile</b> (paid above the 75th percentile point)	43.9% (43.9%)	56.1% (56.1%)	(100%)
Proportion of women and men in the <b>upper middle quartile</b> (paid above the median and at or below the 75th percentile point)	50.5% (53.2%)	49.5% (46.8%)	(100%)
Proportion of women and men in the <b>lower middle quartile</b> (paid above the 25th percentile point and at or below the median)	50.9% (52.2%)	49.1% (47.8%)	(100%)
Proportion of women and men in the <b>lower quartile</b> (paid below the 25th percentile point)	49.4% (45.7%)	50.6% (54.3%)	(100%)

#### 5.6.3 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	5.4% (15.7%)
Median bonus	-14% Higher i.e. male employees have lower bonuses than female employees (0.5% Lower)

Bonus Pay	Women	Men
Who received bonus pay	26% (13.1%)	34.5% (14.1%)

## THE CORPORATION'S ETHNICITY PAY GAP ("SNAPSHOT" DATE OF 31 MARCH 2021)

### 5.6.4 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	16.8% (19.1%)	83.3% (80.9%)	£22.13 (£20.62)	£26.58 (£25.49)	£4.45 (£4.87)
Median hourly rate	15.7% (17.1%)	84.3% (82.9%)	£19.69 (£18.02)	£23.37 (£21.73)	£3.68 (£3.71)

### 5.6.5 Pay Quartiles

Pay Quartiles	BAME	White	Total
Proportion of BAME and white employees in the <b>upper quartile</b> (paid above the 75th percentile point)	8.2% (6.8%)	75% (74%)	83.2% (80.8%)
Proportion of BAME and white employees in the <b>upper middle quartile</b> (paid above the median and at or below the 75th percentile point)	14.9% (14.4%)	71.4% (72.9%)	86.3% (87.3%)
Proportion of BAME and white employees in the <b>lower middle quartile</b> (paid above the 25th percentile point and at or below the median)	20.9% (21.4%)	62.7% (63.3%)	83.6% (84.7%)
Proportion of BAME and white employees in the <b>lower quartile</b> (paid below the 25th percentile point)	16.9% (18.2%)	54.7% (55.7%)	71.6% (73.9%)

### 5.6.6 Workforce Composition

Workforce Composition	BAME headcount	White headcount	Non-disclosed headcount	Total headcount
Proportion of BAME and white employees in the <b>upper quartile</b> (paid above the 75th percentile point)	104 (85)	957 (930)	215 (242)	1276 (1257)
Proportion of BAME and white employees in the <b>upper middle quartile</b> (paid above the median and at or below the 75th percentile point)	190 (181)	911 (917)	175 (160)	1276 (1258)
Proportion of BAME and white employees in the <b>lower middle quartile</b> (paid above the 25th percentile point and at or below the median)	266 (269)	800 (796)	210 (193)	1276 (1258)
Proportion of BAME and white employees in the <b>lower quartile</b> (paid below the 25th percentile point)	217 (229)	699 (700)	361 (328)	1277 (1258)

### 5.6.7 Bonus Pay

Bonus Pay	Bonus BAME Pay Gap - the difference between 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	22.2% (23.1%)	78% (76.9%)	£853.80 (£1,081.26)	£1,097.50 (£1,406.85)	£243.70 (£325.59)
Median bonus	49.9% (31.9%)	50% (68.1%)	£500 (£652.80)	£998.70 (£958.40)	£498.70 (£305.60)

Who received bonus pay:

- BAME paid bonus as % of all BAME: 30.9% (9.9%)
- White paid bonus as % of all White staff: 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). 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.



## The Corporation's Disability Pay Gap ("snapshot" date of 31 March 2021)

### 5.6.8 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	8.9% (10.3%)	93% (89.7%)	£23.86 (£22.06)	£25.64 (£24.59)	£1.78 (£2.53)
Median hourly rate	7.1% (9.4%)	93% (90.6%)	£20.73 (£19.68)	£22.31 (£21.73)	£1.58 (£2.05)

### 5.6.9 Pay Quartiles

Pay Quartiles	Disabled	Not disabled	Total
Proportion of disabled and not disabled employees in the <b>upper quartile</b> (paid above the 75th percentile point)	2.1% (2%)	74.8% (73.4%)	76.9% (75.3%)
Proportion of disabled and not disabled employees in the <b>upper middle quartile</b> (paid above the median and at or below the 75th percentile point)	3.9% (3.5%)	77.6% (78.5%)	81.5% (82%)
Proportion of disabled and not disabled employees in the <b>lower middle quartile</b> (paid above the 25th percentile point and at or below the median)	4.6% (4%)	73.8% (75.7%)	78.4% (79.7%)
Proportion of disabled and not disabled employees in the <b>lower quartile</b> (paid below the 25th percentile point)	3.8% (4%)	66.9% (68.6%)	70.7% (72.6%)

### 5.6.10 Workforce Composition

Workforce Composition	Disabled headcount	Not disabled headcount	Non-disclosed headcount	Total headcount
Proportion of disabled and not disabled employees in the <b>upper quartile</b> (paid above the 75th percentile point)	27 (22)	954 (922)	295 (310)	1276 (1257)
Proportion of disabled and not disabled employees in the <b>upper middle quartile</b> (paid above the median and at or below the 75th percentile point)	50 (44)	990 (987)	236 (227)	1276 (1258)
Proportion of disabled and not disabled employees in the <b>lower middle quartile</b> (paid above the 25th percentile point and at or below the median)	58 (50)	942 (952)	276 (256)	1276 (1258)
Proportion of disabled and not disabled employees in the <b>lower quartile</b> (paid below the 25th percentile point)	49 (50)	854 (862)	374 (345)	1277 (1258)

### 5.6.11 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	-4.3% Higher (-14.8% Higher)	-4% (114.8%)	£1,106.73 (£1,611.31)	£1,060.98 (£1,403.97)	£45.75 (£207.34)
Median bonus	16.8% (3.9%)	83% (96.1%)	£830.99 (£920.88)	£998.70 (£958.40)	£176.71 (£37.52)

Who received bonus pay:

- Disabled paid bonus as % of all disabled: 27.2% (11.8%)
- Non-disabled paid bonus as % of all non-disabled staff: 34.9% (15.8%)

**Note**

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

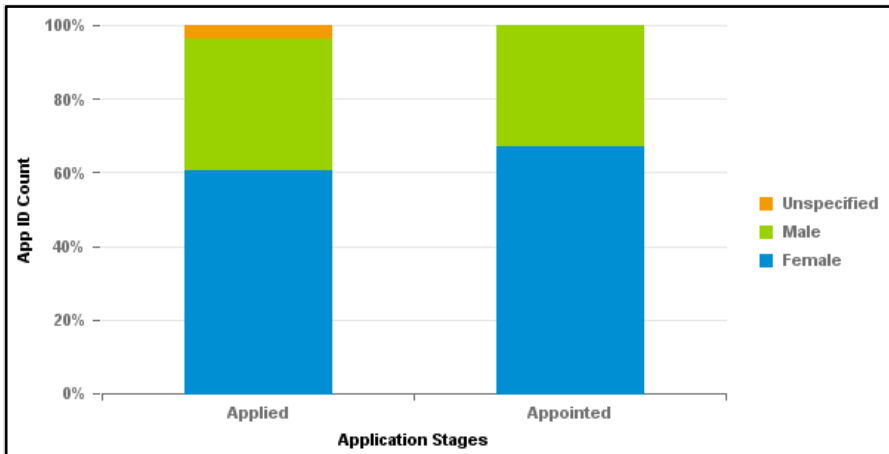
## 6 TURNOVER

Recruitment Data April 2021 – March 2022

The turnover rate including leavers who were on a fixed term contract is 9.4%. This is a significant fall from the 2020/2021 figure of 13.1%.

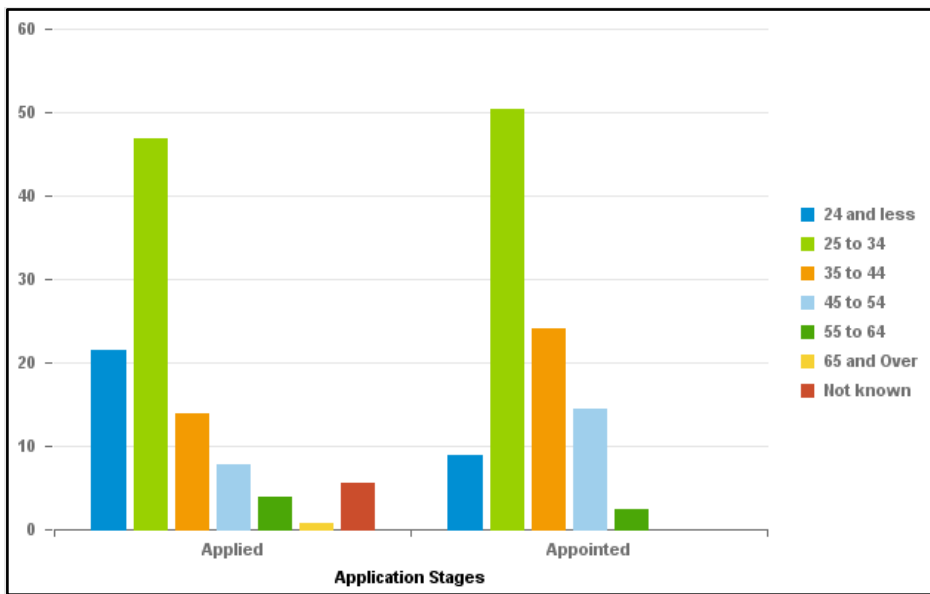
The following charts do not include all recruitment such as recruitment in schools and specialist recruitment where search and select organisations have been commissioned. There was a total of 5690 applicants for posts of which 89 were internal applicants. This compares to 9975 applicants, 210 of which were internal in the previous reporting period.

### 6.1 Recruitment by sex



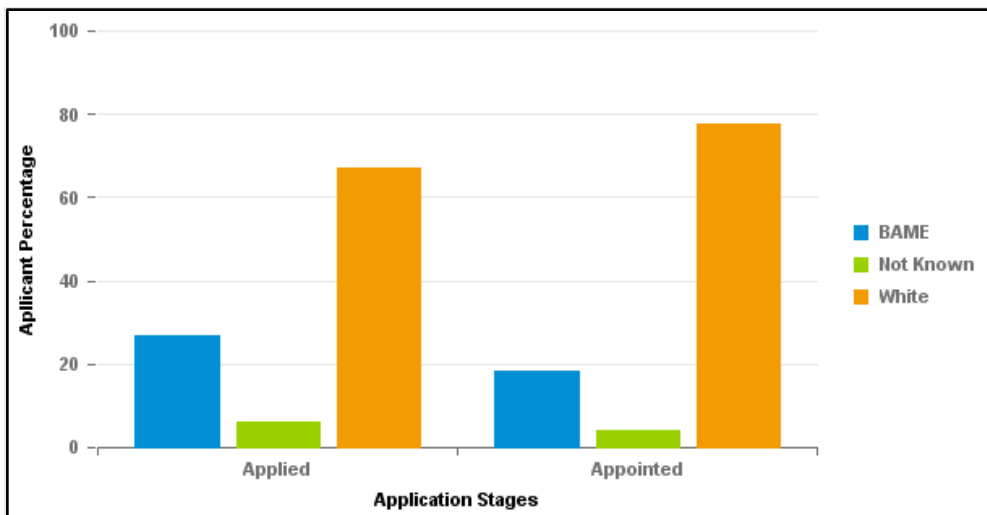
Application Stage	Female %	Male %	Unspecified %
Applied	60.5%	35.7%	3.8%
Appointed	67.2%	32.8%	0.0%

## 6.2 Recruitment by age



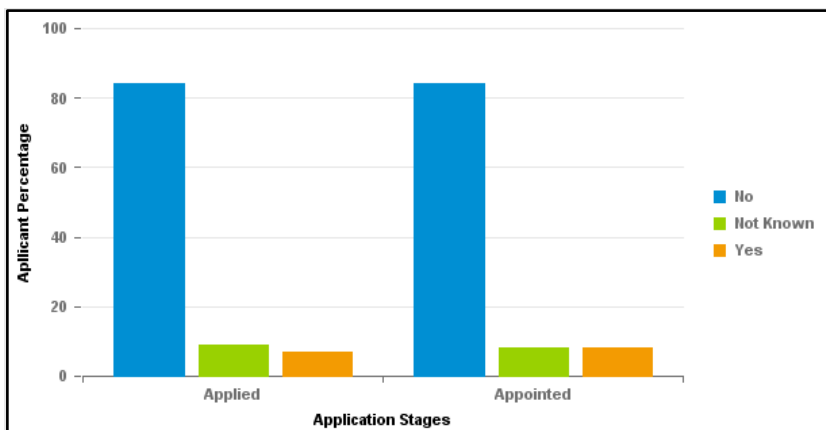
Age	Applied	Appointed
<b>24 and less</b>	21.5%	8.8%
<b>25 to 34</b>	46.8%	50.4%
<b>35 to 44</b>	13.8%	24.0%
<b>45 to 54</b>	7.7%	14.4%
<b>55 to 64</b>	3.8%	2.4%
<b>65 and Over</b>	0.8%	0.0%
<b>Not known</b>	5.5%	0.0%
<b>Total</b>	<b>100%</b>	<b>100%</b>

### 6.3 Recruitment by ethnicity



Ethnicity	Applied	Appointed
BAME	27.0%	18.4%
Not Known	6.0%	4.0%
White	67.0%	77.6%
<b>Total</b>	<b>100%</b>	<b>100%</b>

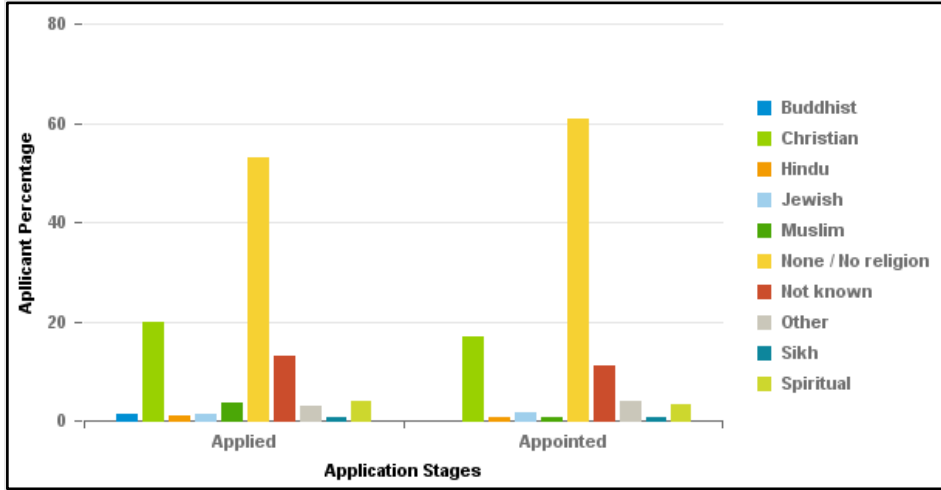
### 6.4 Recruitment by disability indicator



Disability	Applied	Appointed
No	84.3%	84.0%
Not Known	8.8%	8.0%
Yes	6.9%	8.0%

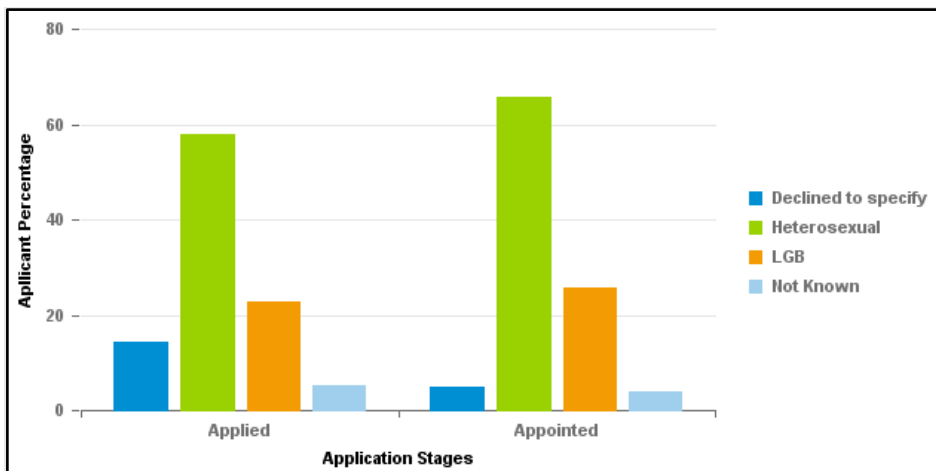
<b>Total</b>	<b>100%</b>	<b>100%</b>
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## 6.5 Recruitment by religion and belief



Religion / Belief	Applied	Appointed
Buddhist	1.2%	0.0%
Christian	19.7%	16.8%
Hindu	1.0%	0.8%
Jewish	1.2%	1.6%
Muslim	3.7%	0.8%
None / No religion	52.9%	60.8%
Not known	13.0%	11.2%
Other	2.9%	4.0%
Sikh	0.6%	0.8%
Spiritual	3.9%	3.2%
<b>Total</b>	<b>100%</b>	<b>100%</b>

## 6.6 Recruitment by sexual orientation



Sexual Orientation	Applied	Appointed
Declined to specify	14.4%	4.8%
Heterosexual	57.8%	65.6%
LGB	22.8%	25.6%
Not Known	5.2%	4.0%
<b>Total</b>	<b>100%</b>	<b>100%</b>

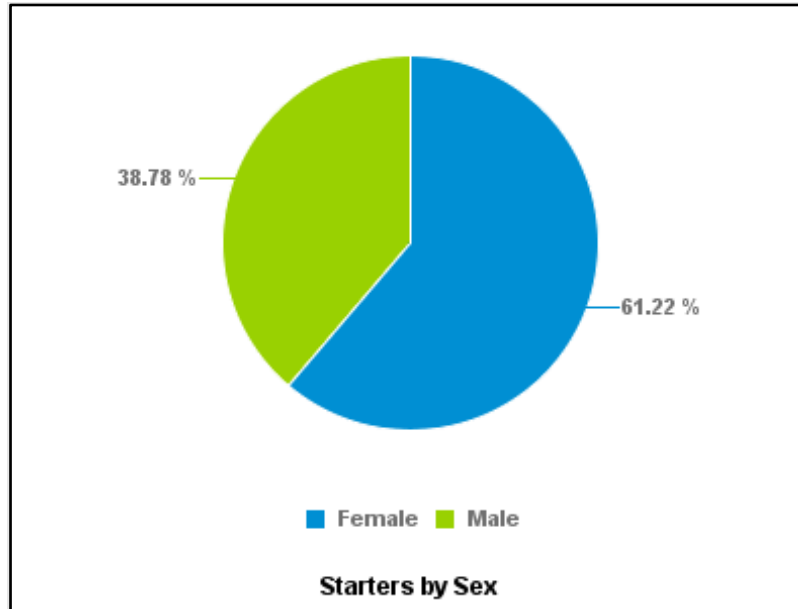


## 7 STARTER INFORMATION APRIL 2021 – MARCH 2022

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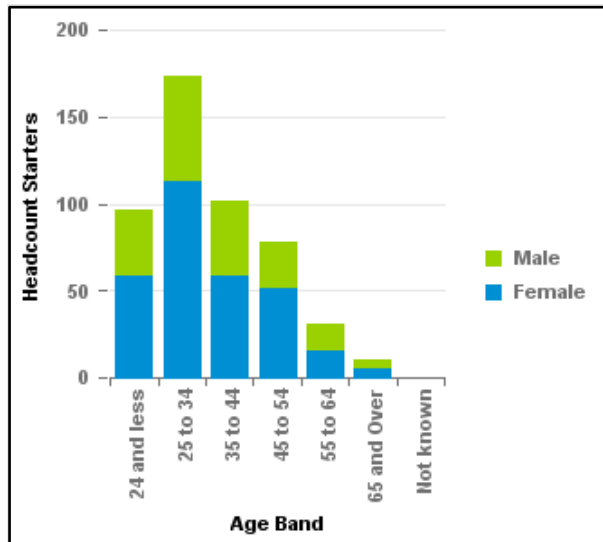
The tables below give a breakdown of the 318 new starters to the organisation including fixed/temporary terms employees. This data does not include those employees who already work for the City Corporation but have changed jobs. There have been 344 leavers in the same period.

### 7.1 Starters by sex



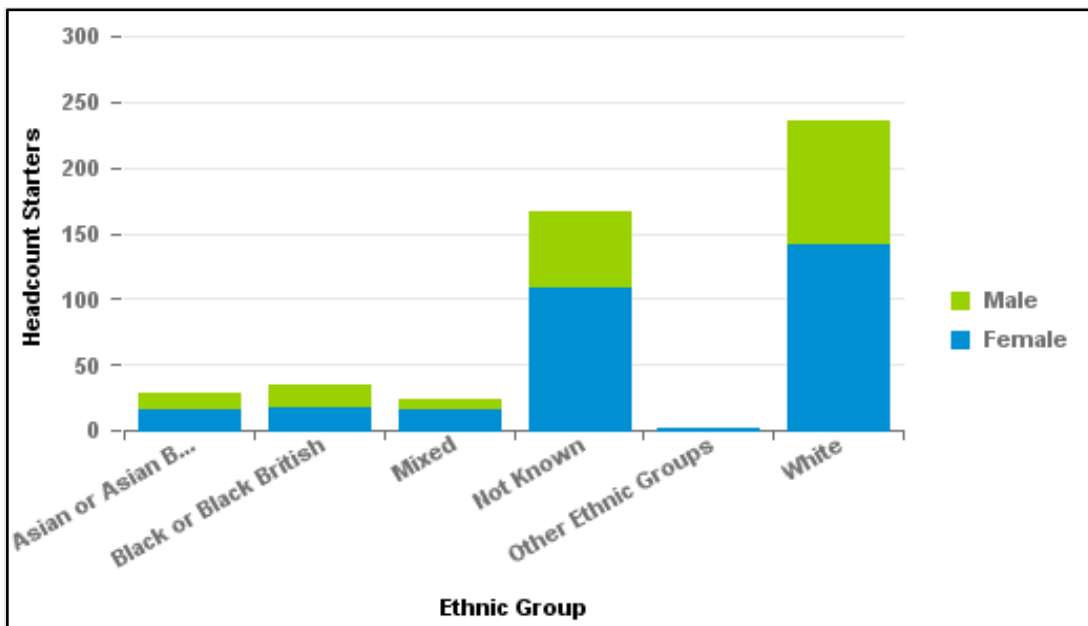
Sex	Headcount	%
Female	300	61.2%
Male	190	38.8%
Total	490	100%

### 7.2 Starters by age



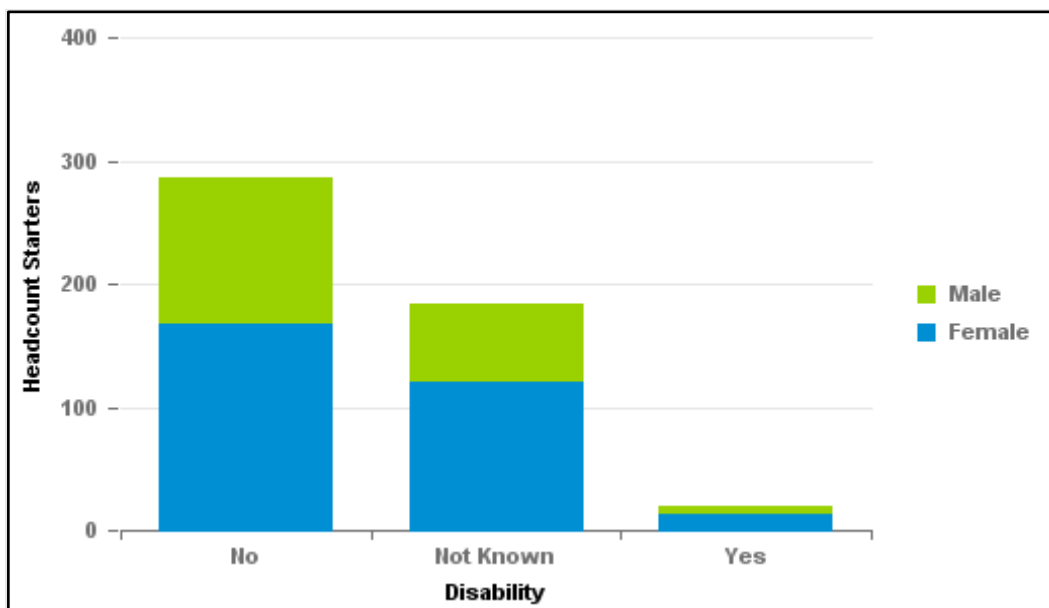
Age Band	Headcount Female	% Female	Headcount Male	% Male
24 and less	58	11.8%	38	7.8%
25 to 34	113	23.1%	60	12.2%
35 to 44	58	11.8%	44	9.0%
45 to 54	51	10.4%	27	5.5%
55 to 64	15	3.1%	16	3.3%
65 and over	5	1.0%	5	1.0%
<b>Total</b>	<b>300</b>	<b>61.2%</b>	<b>190</b>	<b>38.8%</b>

### 7.3 Starters by ethnicity



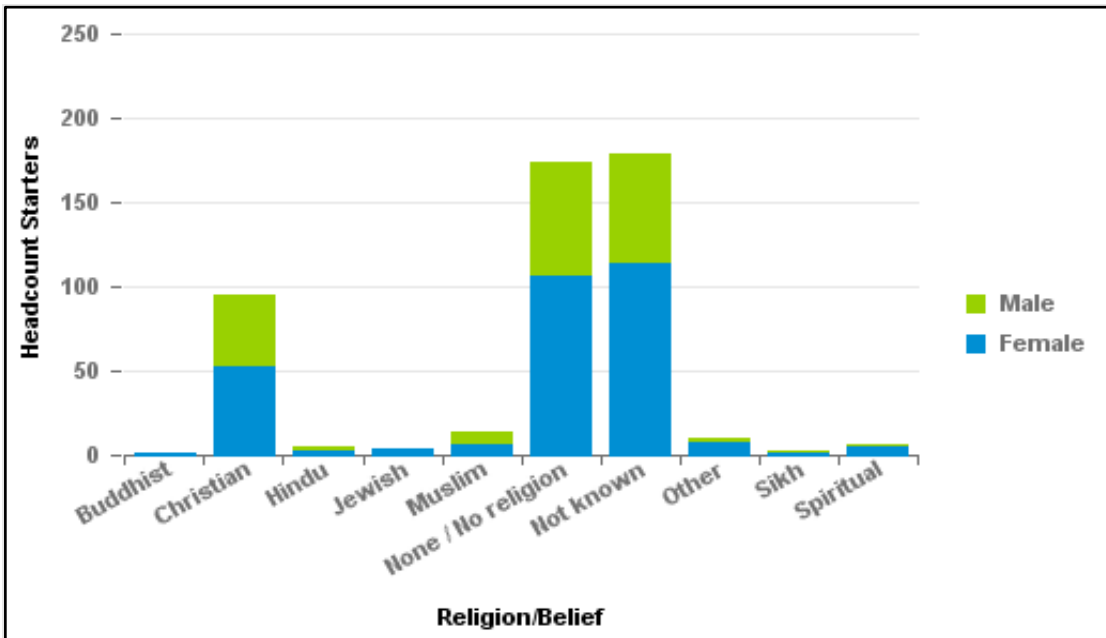
<b>Ethnicity</b>	<b>Headcount Female</b>	<b>% Female</b>	<b>Headcount Male</b>	<b>% Male</b>
<b>Asian or Asian British</b>	15	3.1%	13	2.7%
<b>Black or Black British</b>	18	3.7%	16	3.3%
<b>Mixed</b>	16	3.3%	7	1.4%
<b>Not Known</b>	108	22.0%	59	12.0%
<b>Other Ethnic Groups</b>	1	0.2%	1	0.2%
<b>White</b>	142	29.0%	94	19.2%
<b>Total</b>	<b>300</b>	<b>61.2%</b>	<b>190</b>	<b>38.8%</b>

## 7.4 Starters by disability indicator



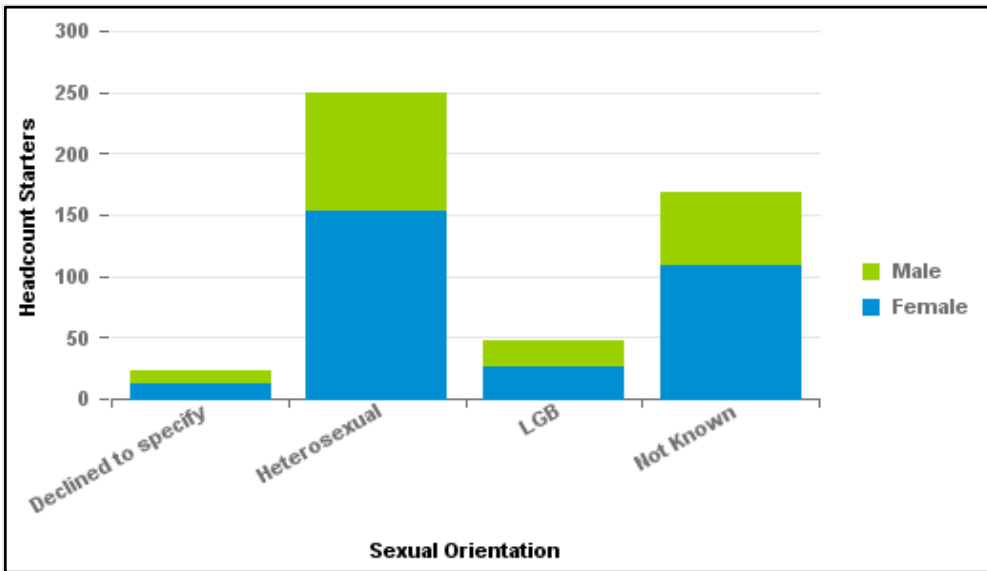
Disability	Headcount Female	% Female	Headcount Male	% Male
No	167	34.1%	119	24.3%
Not Known	120	24.5%	64	13.1%
Yes	13	2.7%	7	1.4%
<b>Total</b>	<b>300</b>	<b>61.2%</b>	<b>190</b>	<b>38.8%</b>

## 7.5 Starters by religion and belief



Religion / Belief	Headcount Female	% Female	Headcount Male	% Male
Buddhist	1	0.2%	0	0.0%
Christian	52	10.6%	43	8.8%
Hindu	3	0.6%	2	0.4%
Jewish	4	0.8%	0	0.0%
Muslim	6	1.2%	8	1.6%
None / No religion	106	21.6%	68	13.9%
Not known	114	23.3%	65	13.3%
Other	8	1.6%	2	0.4%
Sikh	1	0.2%	1	0.2%
Spiritual	5	1.0%	1	0.2%
<b>Total</b>	<b>300</b>	<b>61.2%</b>	<b>190</b>	<b>38.8%</b>

## 7.6 Starters by sexual orientation

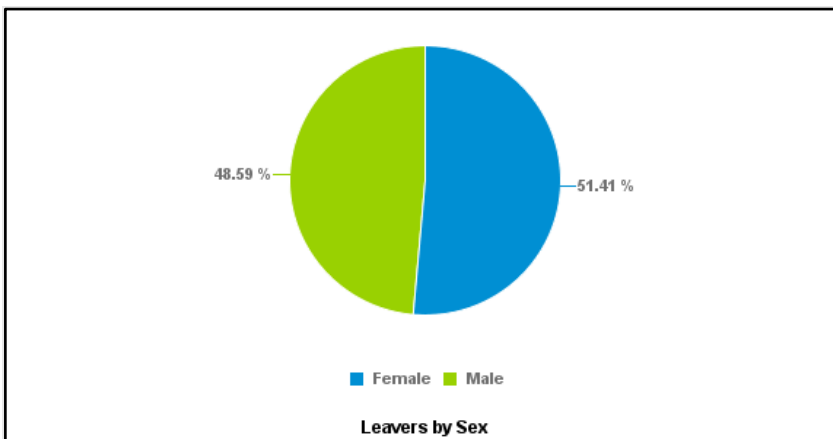


Sexual Orientation	Headcount Female	% Female	Headcount Male	% Male
Declined to specify	12	2.5%	11	2.2%
Heterosexual	153	31.2%	97	19.8%
LGB	26	5.3%	22	4.5%
Not Known	109	22.2%	60	12.2%
<b>Total</b>	<b>300</b>	<b>61.2%</b>	<b>190</b>	<b>38.8%</b>

## 8 LEAVER INFORMATION APRIL 2021 – MARCH 2022

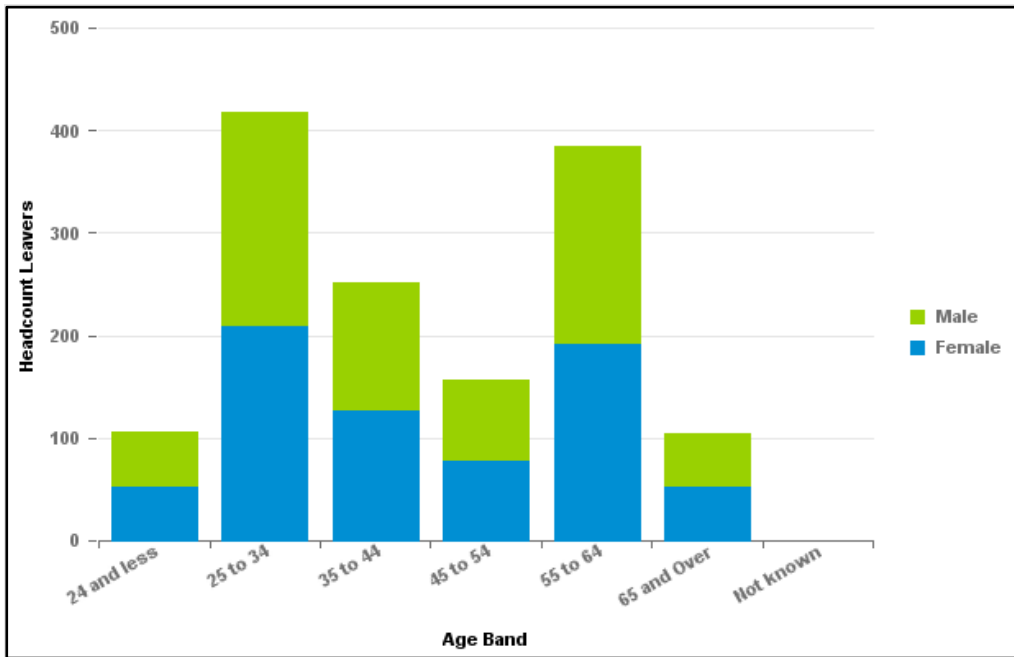
The tables below give a breakdown of the 344 leavers from the organisation.

### 8.1 Leavers by sex



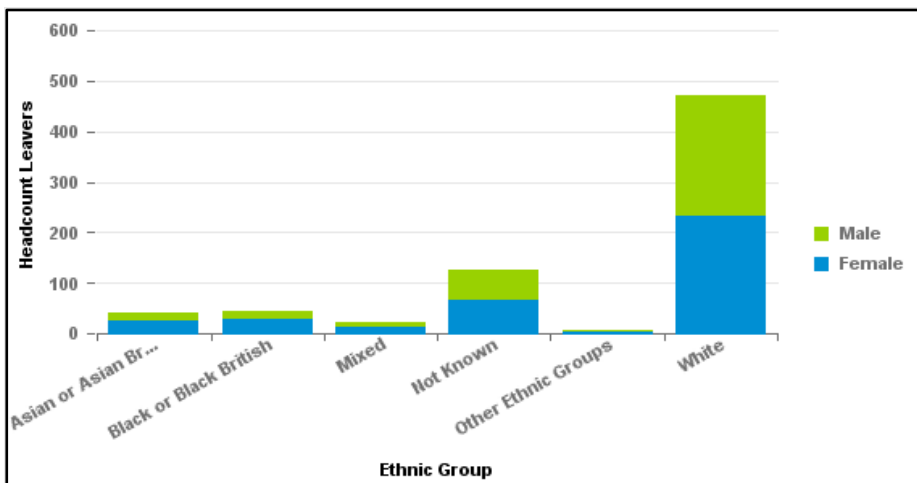
Sex	Headcount	%
Female	365	51.4%
Male	345	48.6%
<b>Total</b>	<b>710</b>	<b>100%</b>

## 8.2 Leavers by age



Age Band	Headcount Female	% Female	Headcount Male	% Male
24 and less	35	4.9%	18	2.5%
25 to 34	130	18.3%	79	11.1%
35 to 44	64	9.0%	62	8.7%
45 to 54	37	5.2%	41	5.8%
55 to 64	81	11.4%	111	15.6%
65 and Over	18	2.5%	34	4.8%
Not Known	0	0.0%	0	0.0%
<b>Totals</b>	<b>365</b>	<b>51.4%</b>	<b>345</b>	<b>48.6%</b>

### 8.3 Leavers by ethnicity

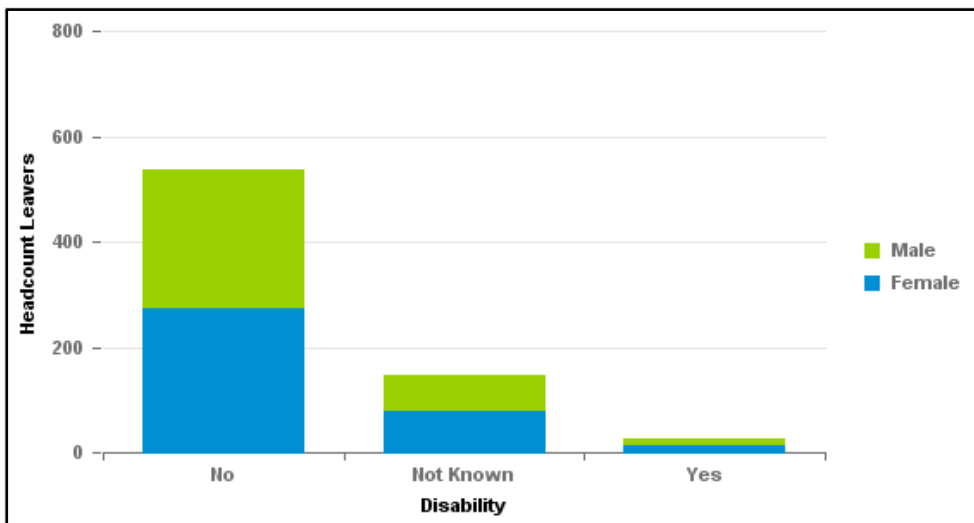


Age Band	Headcount Female	% Female	Headcount Male	% Male
Asian or Asian British	24	3.4%	16	2.3%
Black or Black British	27	3.8%	16	2.3%
Mixed	11	1.6%	12	1.7%
Not Known	66	9.3%	59	8.3%
Other Ethnic Groups	3	0.4%	4	0.6%
White	234	33.0%	238	33.5%
<b>Total</b>	<b>365</b>	<b>51.4%</b>	<b>345</b>	<b>48.6%</b>



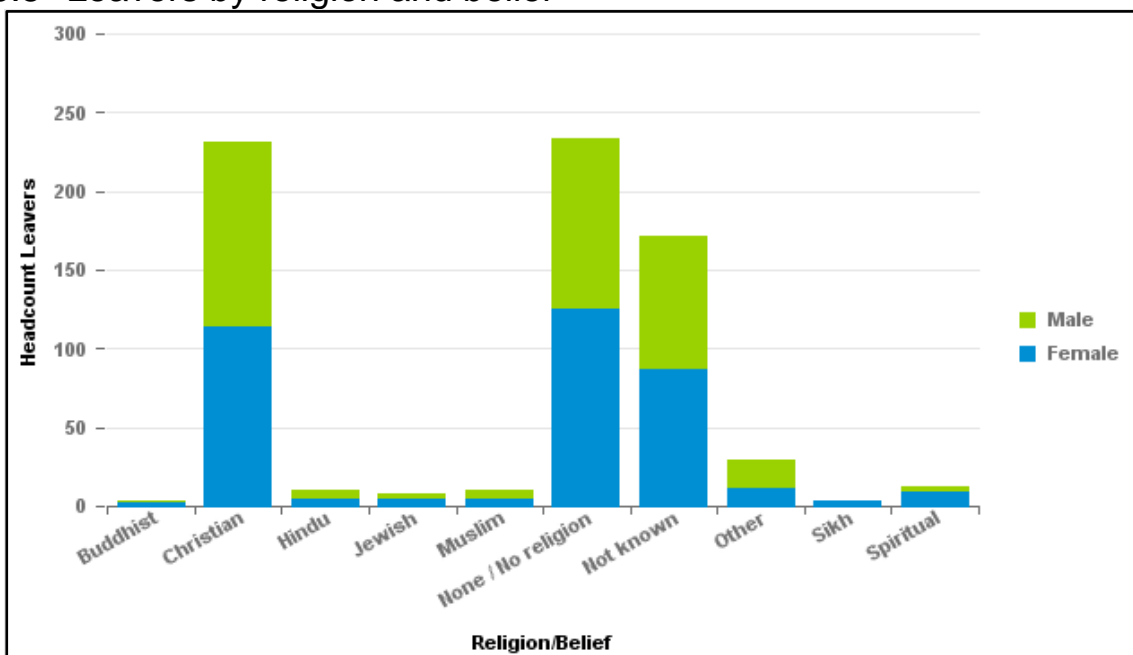


## 8.4 Leavers by disability indicator



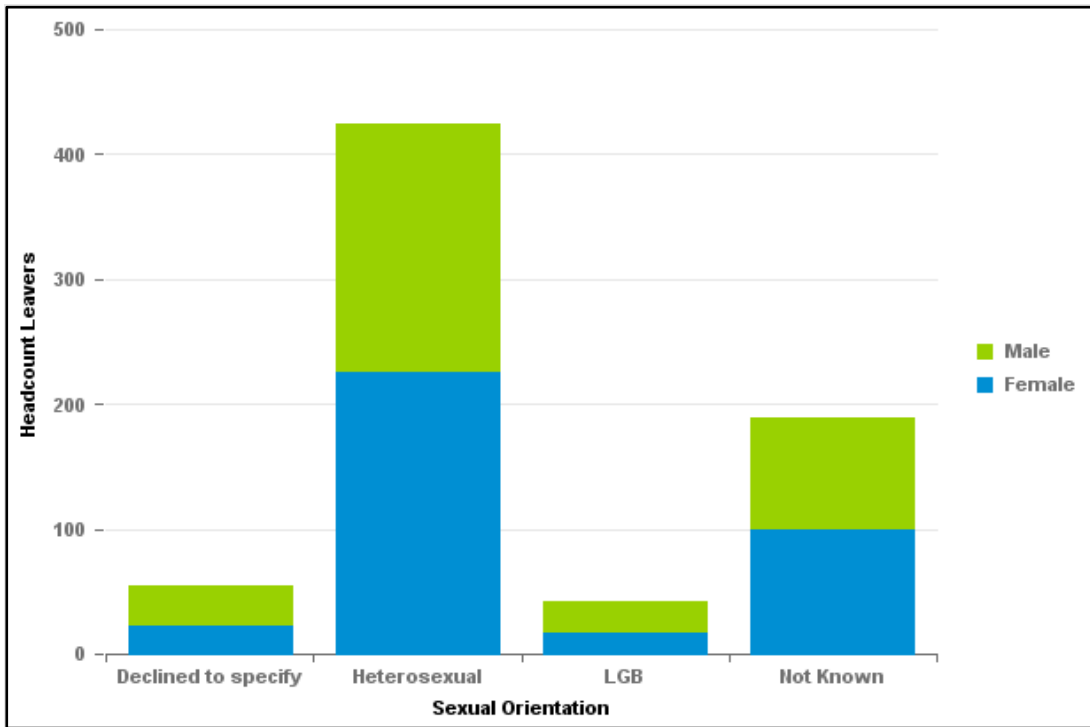
Disability	Headcount Female	% Female	Headcount Male	% Male
No	274	38.6%	262	36.9%
Not Known	78	11.0%	69	9.7%
Yes	13	1.8%	14	2.0%
<b>Total</b>	<b>365</b>	<b>51.4%</b>	<b>345</b>	<b>48.6%</b>

## 8.5 Leavers by religion and belief



Religion	Headcount Female	% Female	Headcount Male	% Male
Buddhist	2	0.3%	1	0.1%
Christian	114	16.1%	117	16.5%
Hindu	4	0.6%	6	0.9%
Jewish	5	0.7%	3	0.4%
Muslim	5	0.7%	5	0.7%
None / No religion	125	17.6%	108	15.2%
Not known	87	12.3%	84	11.8%
Other	11	1.6%	18	2.5%
Sikh	3	0.4%	0	0.0%
Spiritual	9	1.3%	3	0.4%
<b>Total</b>	<b>365</b>	<b>51.4%</b>	<b>345</b>	<b>48.6%</b>

## 8.6 Leavers by sexual orientation



Sexual Orientation	Headcount Female	% Female	Headcount Male	% Male
Declined to specify	23	3.2%	32	4.5%
Heterosexual	226	31.8%	198	27.9%
LGB	17	2.4%	25	3.5%
Not Known	99	13.9%	90	12.7%
<b>Total</b>	<b>365</b>	<b>51.4%</b>	<b>345</b>	<b>48.6%</b>