



CITY OF LONDON CORPORATION – EMPLOYEE PROFILE MARCH 2021

TABLE OF CONTENTS

CITY OF LONDON CORPORATION – EMPLOYEE PROFILE MARCH 2021	1
1 Introduction	3
2 Scope	3
3 Overview of the Workforce	4
3.1 Sex	4
3.2 Age	4
3.3 Ethnicity	5
3.4 Disability	6
3.5 Religion and Belief	7
3.6 Sexual Orientation	8
4 Salary and Grade Profile	9
4.1 Sex and Grade Profile	10
4.2 Age and grade profile	11
4.3 Ethnicity and grade profile	12
4.4 Disability indicator and grade profile	13
4.5 Religion and belief and grade profile	14
4.6 Sexual orientation and grade profile	15
5 Top 5% of Earners and Gender, Ethnicity and Disability Pay Gaps	16
5.1 Top 5% earners by sex	16
5.2 Top 5% earners by age	17
5.3 Top 5% earners by Ethnicity	18
5.4 Top 5% earners by disability indicator	18
5.5 Top 5% earners by religion and belief	18
5.6 Top 5% earners by sexual orientation	19
5.7 Pay Gaps - Gender, Ethnicity and Disability	21

The Corporation's Gender Pay Gap ("snapshot" date of 31 March 2020)	21
5.7.1 Pay Rates	21
5.7.2 Pay Quartiles	21
5.7.3 Bonus Pay	21
The Corporation's Ethnicity Pay Gap ("snapshot" date of 31 March 2020)	22
5.7.4 Pay Rates	22
5.7.5 Pay Quartiles	22
5.7.6 Workforce Composition	23
5.7.7 Bonus Pay	23
The Corporation's Disability Pay Gap ("snapshot" date of 31 March 2020)	25
5.7.8 Pay Rates	25
5.7.9 Pay Quartiles	25
5.7.10 Workforce Composition	26
5.7.11 Bonus Pay	26
6 Turnover	28
6.1 Recruitment by sex	28
6.2 Recruitment by age	29
6.3 Recruitment by ethnicity	30
6.4 Recruitment by disability indicator	30
6.5 Recruitment by religion and belief	31
6.6 Recruitment by sexual orientation	32
7 Starter information April 2020 – March 2021	33
7.1 Starters by sex	33
7.2 Starters by age	33
7.3 Starters by ethnicity	34
7.4 Starters by disability indicator	35
7.5 Starters by religion and belief	35
7.6 Starters by sexual orientation	36
8 Leaver information April 2020 – March 2021	37
8.1 Leavers by sex	37
8.2 Leavers by age	37
8.3 Leavers by ethnicity	38
8.4 Leavers by disability indicator	39
8.5 Leavers by religion and belief	39
8.6 Leavers by sexual orientation	40

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 Freeman'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 2021, 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

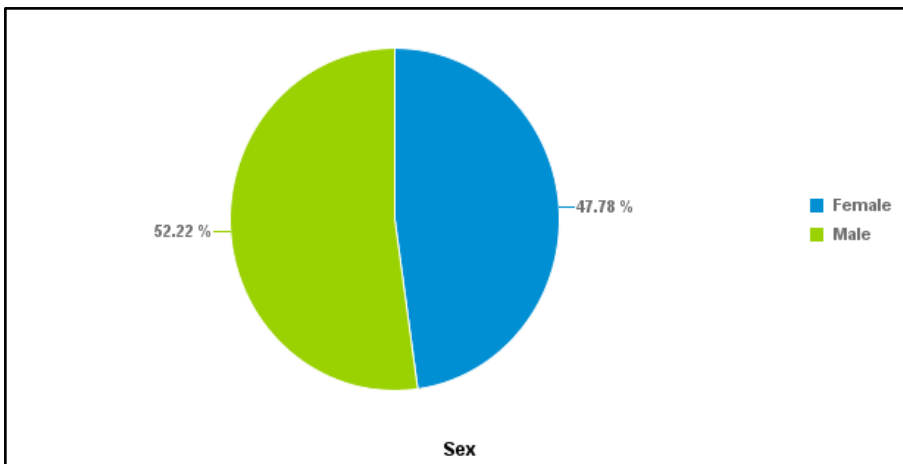
As at 31 March 2021 there were a total of 3644 employees across the departments and functions in scope, covering a wide range of service areas. There have been 318 starters including fixed term workers and 344 leavers including fixed term workers during the reporting period. Fixed term work may be for a number of reasons such as cover for maternity leave, fixed term/grant funding, finite project work, secondments and traineeships etc. 16.63% of staff are part time (defined as employees working less than 85% of a full time equivalent (FTE) post). For ease of reference it should be noted that 1 employee is equivalent to approximately 0.0274% of the workforce and 1% of the total workforce is approximately 36.4 employees.

3.1 SEX

Data is held on 100% of the workforce.

As shown below, 47.78% of the workforce is female and 52.22% are male. This is a comparable to the split for 2019/20 (47.31% female and 52.69% 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). 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 70.3% and 29.7%. 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).

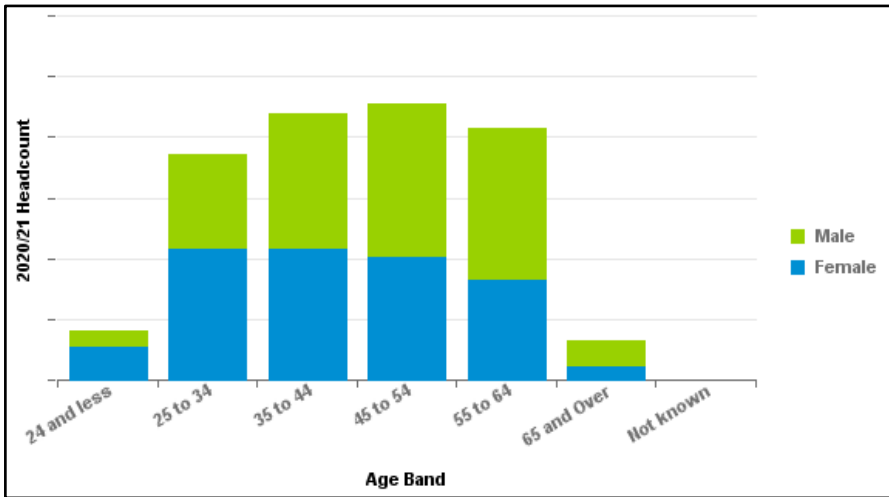


Sex	Headcount 2019/2020	% 2019/2020	Headcount 2020/2021	% 2020/2021
Female	1725	47.31%	1741	47.78%
Male	1921	52.69%	1903	52.22%

3.2 AGE

Age data is held on 100% of the workforce.

The age distribution is essentially unchanged from the previous year.



Age Band	2019/20 % Female	2019/20 % Male	2020/21 Headcount Female	2020/21 % Female	2020/21 Headcount Male	2020/21 % Male	2020/21 % Total Workforce
>24	6.61%	3.90%	106	6.09%	55	2.89%	4.42%
25-34	25.28%	17.60%	430	24.70%	310	16.29%	20.31%
35-44	24.46%	22.96%	432	24.81%	445	23.38%	24.07%
45-54	23.83%	27.12%	401	23.03%	508	26.69%	24.95%
55-64	17.51%	24.99%	329	18.90%	501	26.33%	22.78%
65+	2.32%	3.44%	43	2.47%	84	4.41%	3.49%
Total	100%	100%	1741	100%	1903	100%	100%

3.3 ETHNICITY

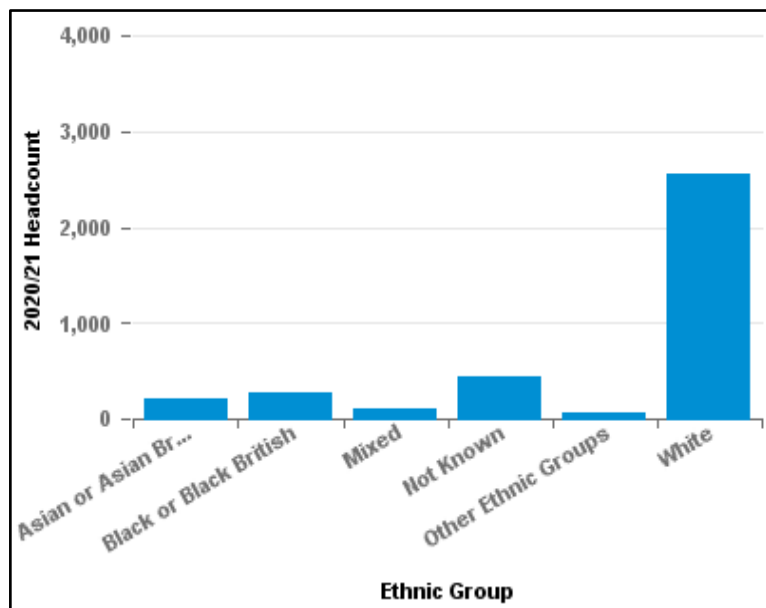
Ethnicity data is held on 87.82% of the workforce.

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. Trend information is included in appendix 2. 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 70.12% White; 17.69% (BAME) and 12.18% 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.



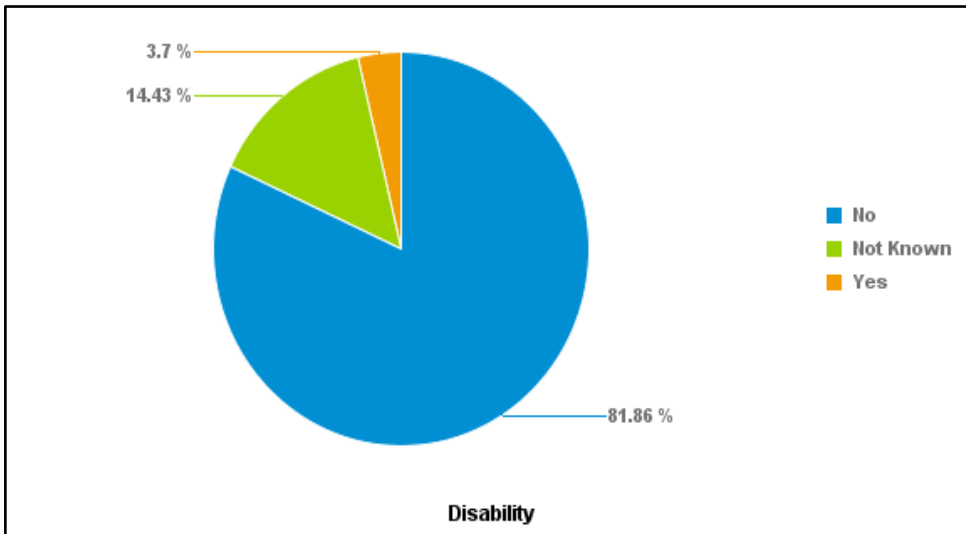
Ethnic Group	2019/20 Headcount	2019/20 %	2020/21 Headcount	2020/21 %
Asian or Asian British	197	5.40%	202	5.54%
Black or Black British	274	7.52%	272	7.46%
Mixed	105	2.88%	102	2.80%
Not Known	461	12.64%	444	12.18%
Other Ethnic Group	61	1.67%	69	1.89%
White	2548	69.89%	2555	70.12%
Total	3646	100%	3644	100.00%

3.4 DISABILITY

Disability data is held on 85.57% of the workforce.

3.7% 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.

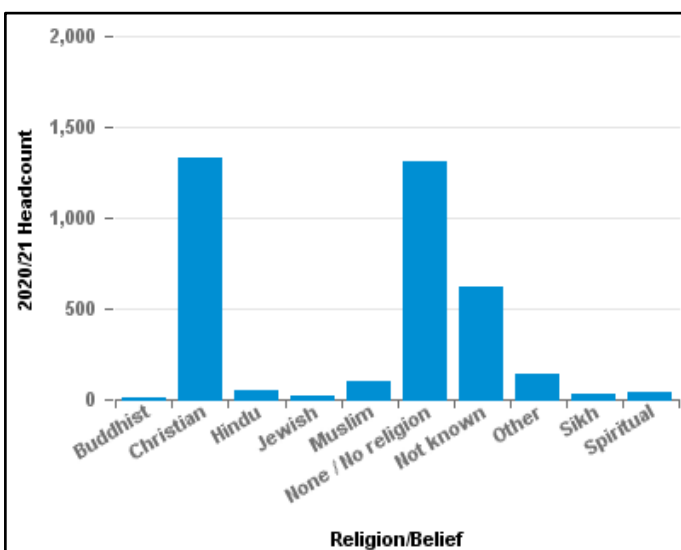


Disability	2019/20 Headcount	2019/20 %	2020/21 Headcount	2020/21 %
No	2984	81.84%	2983	81.86%
Not Known	538	14.76%	526	14.43%
Yes	124	3.40%	135	3.70%
Total	3646	100%	3644	100.00%

3.5 RELIGION AND BELIEF

Religion and belief information is held on 82.88% of the workforce.

Of the overall workforce 36.42% is Christian. 35.95% stated that they have None/No religion or belief which has increased slightly since last year. Total other religions and beliefs is 10.15% and not known 17.12%.



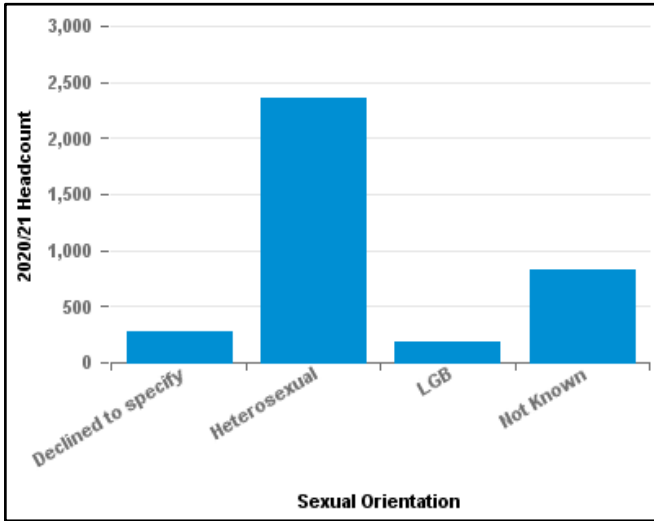
Religion / Belief	2019/20 Headcount	2019/20 %	2020/21 Headcount	2020/21%
Buddhist	13	0.35%	13	0.36%
Christian	1348	36.97%	1327	36.42%
Hindu	45	1.23%	47	1.29%
Jewish	23	0.63%	25	0.69%
Muslim	99	2.72%	97	2.66%
None/No Religion	1264	34.67%	1310	35.95%
Not known	654	17.94%	624	17.12%
Other	134	3.68%	136	3.73%
Sikh	30	0.82%	26	0.71%
Spiritual	36	0.99%	39	1.07%
Total	3646	100%	3644	100.00%

3.6 SEXUAL ORIENTATION

Sexual orientation information is held 69.54% 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 30.46% employees whose sexual orientation is unknown, this includes 7.6% 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	2019/20 Headcount	2019/20 %	2020/21 Headcount	2020/21 %
Declined to specify	273	7.49%	277	7.60%
Heterosexual	2319	63.60%	2351	64.52%
LGB	168	4.61%	183	5.02%
Not known	886	24.30%	833	22.86%
Total	3646	100%	3644	100.00%

4 SALARY AND GRADE PROFILE

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

Salary Scales

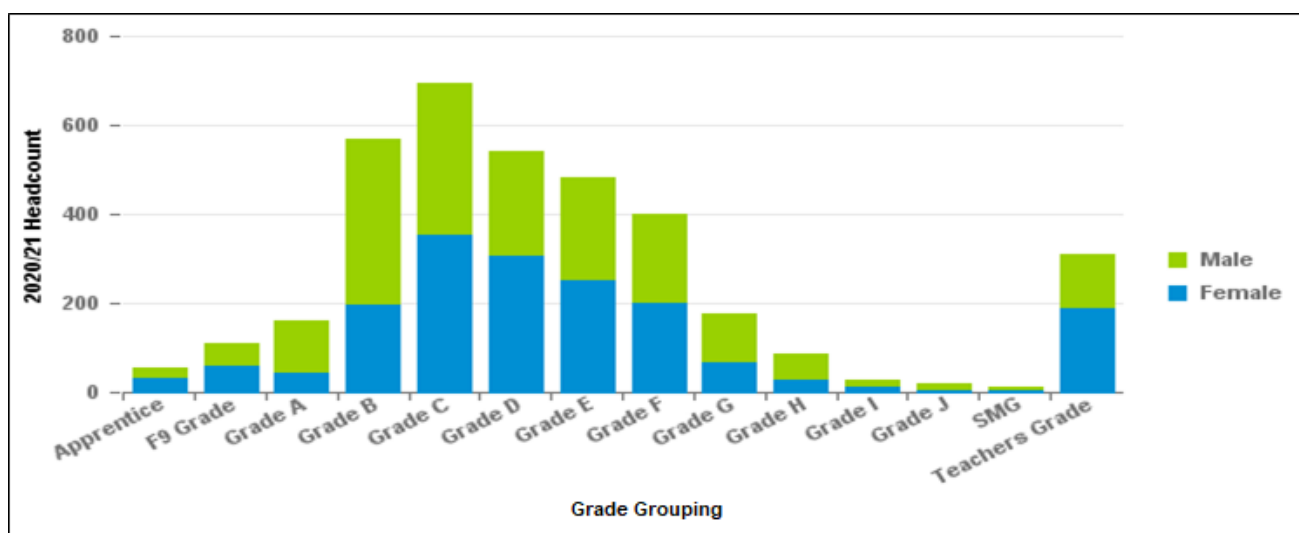
The pay of City Corporation employees is determined locally. This differs from most other Local Authorities whose pay is governed by the National Joint Council for Local Government (NJC).

Grade	Min Salary (£)	Max Salary (£)	2020/21 Workforce headcount	2020/21 Workforce %	2020/21 Female Headcount	2020/21 Female %	2020/21 Male Headcount	2020/21 Male %
Apprentice	19,800	20,200	55	1.51%	32	58.18%	23	41.82%
Grade A	16,400	17,400	159	4.37%	43	27.04%	116	72.96%
Grade B	17,900	20,790	568	15.60%	198	34.86%	370	65.14%
Grade C	23,370	27,120	694	19.06%	351	50.58%	343	49.42%
Grade D	29,350	34,040	541	14.86%	306	56.56%	235	43.44%
Grade E	34,040	39,440	482	13.24%	252	52.28%	230	47.72%
Grade F	43,100	49,980	401	11.01%	201	50.12%	200	49.88%
Grade G	51,460	59,690	178	4.89%	68	38.20%	110	61.80%
Grade H	59,690	69,170	86	2.36%	26	30.23%	60	69.77%
Grade I	69,170	80,170	27	0.74%	11	40.74%	16	59.26%
Grade J	82,590	95,760	19	0.52%	4	21.05%	15	78.95%
Chief Officers*	84,240	258,970	11	0.30%	2	18.18%	9	81.82%
F9 Grade	No fixed values	No fixed values	111	3.05%	57	51.35%	54	48.65%
Teachers	29,490	60,250	309	8.49%	190	61.49%	119	38.51%

Figures exclude London Weighting and other allowances

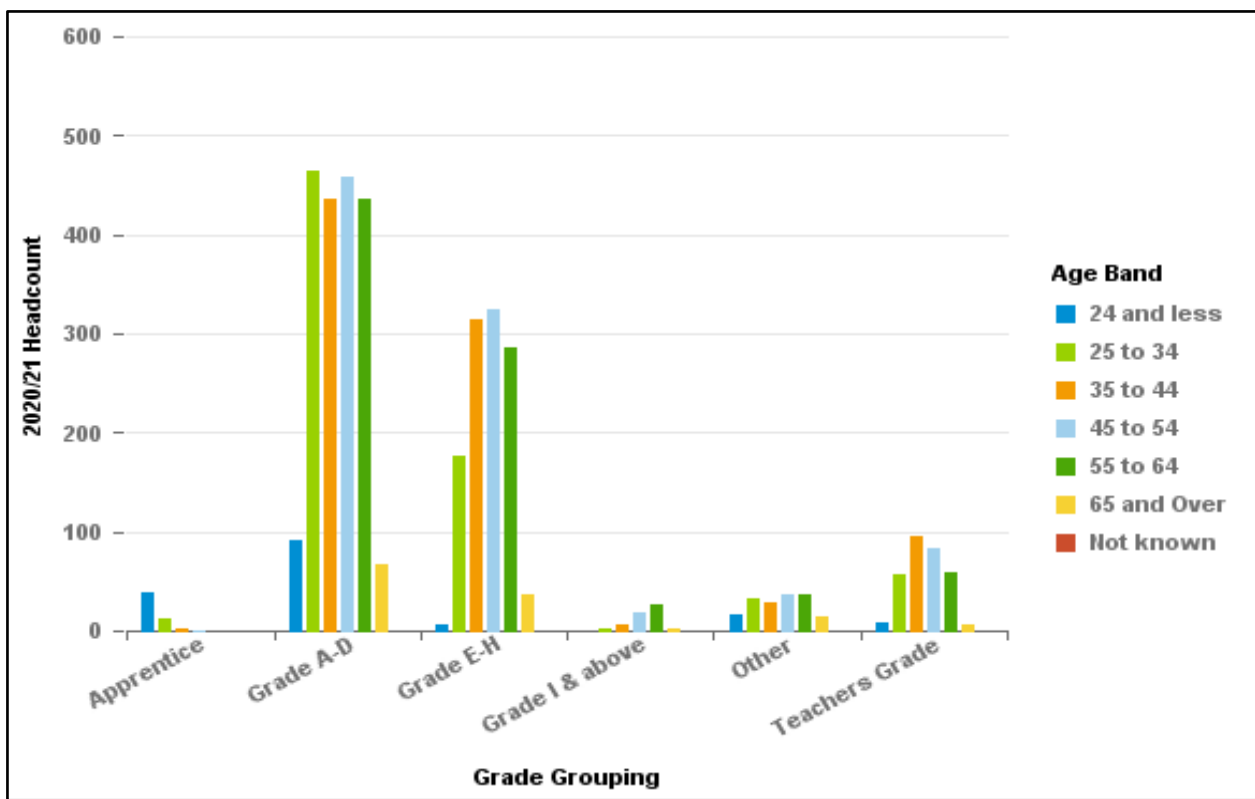
*Chief Officers have individual salary scales within this range and includes Head Teachers

4.1 SEX AND GRADE PROFILE



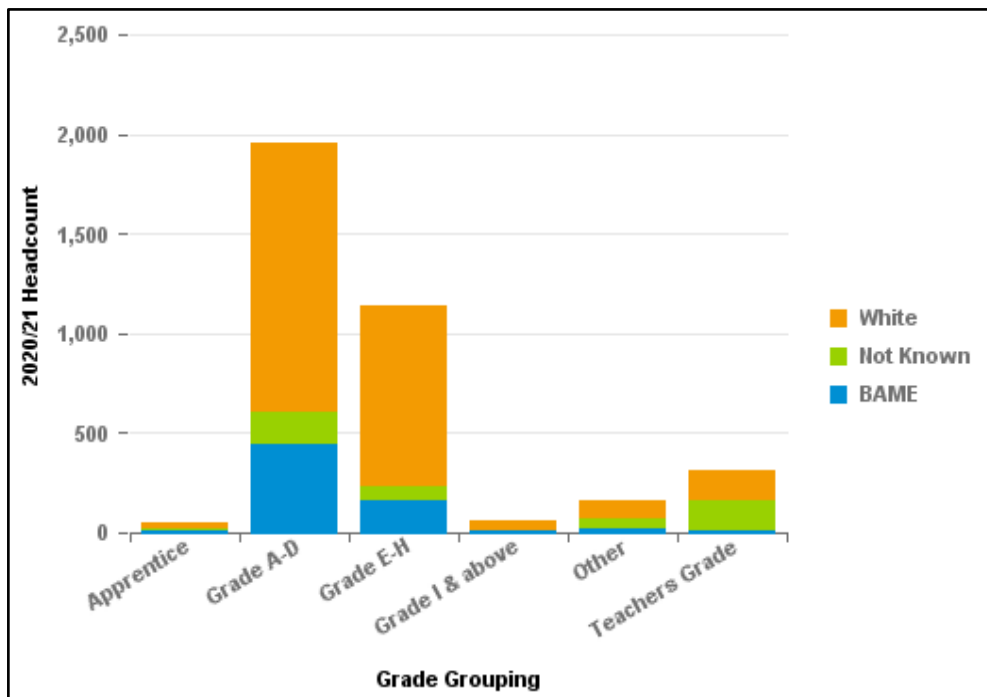
Grade Grouping	2019/20 Female Headcount	2019/20 Female %	2019/20 Male Headcount	2019/20 Male %	2020/21 Female Headcount	2020/21 Female %	2020/21 Male Headcount	2020/21 Male %
Apprentice	38	50.00%	38	50.00%	32	58.18%	23	41.82%
A-D	907	45.83%	1072	54.17%	890	45.62%	1061	54.38%
E-H	523	47.33%	582	52.67%	545	47.72%	597	52.28%
I and above	21	33.33%	42	66.67%	17	29.82%	40	70.18%
Other	61	51.69%	57	48.31%	57	51.35%	54	48.65%
Teachers	175	58.72%	123	41.28%	190	61.49%	119	38.51%

4.2 AGE AND GRADE PROFILE



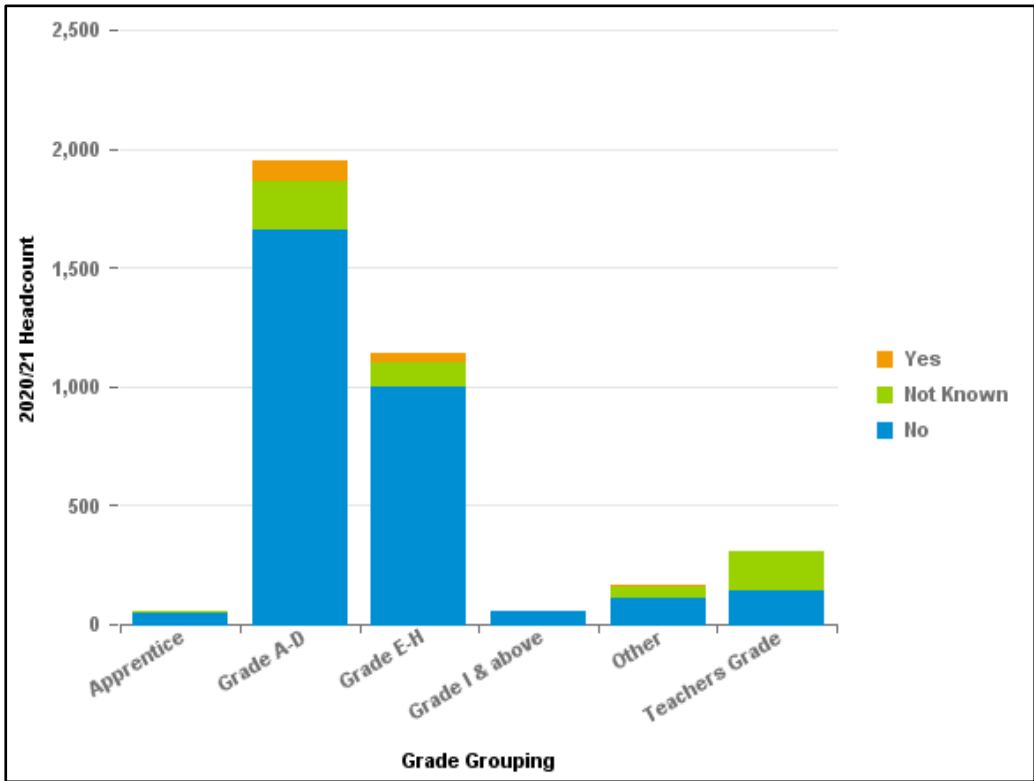
Grade Grouping	24 and less	25 to 34	35 to 44	45 to 54	55 to 64	65 and Over
Apprentice	1.03%	0.35%	0.08%	0.03%	0.00%	0.00%
Grade A-D	2.50%	12.61%	11.82%	12.45%	11.82%	1.82%
Grade E-H	0.16%	4.78%	8.53%	8.81%	7.75%	1.01%
Grade I & above	0.00%	0.05%	0.19%	0.52%	0.71%	0.08%
Other	0.46%	0.90%	0.76%	0.98%	0.98%	0.41%
Teachers Grade	0.22%	1.52%	2.61%	2.26%	1.60%	0.19%
All Staff Total 2020/21	4.38%	20.22%	24.00%	25.03%	22.86%	3.51%
All Staff Total 2019/20	5.14%	21.08%	23.68%	25.71%	21.45%	2.94%

4.3 ETHNICITY AND GRADE PROFILE



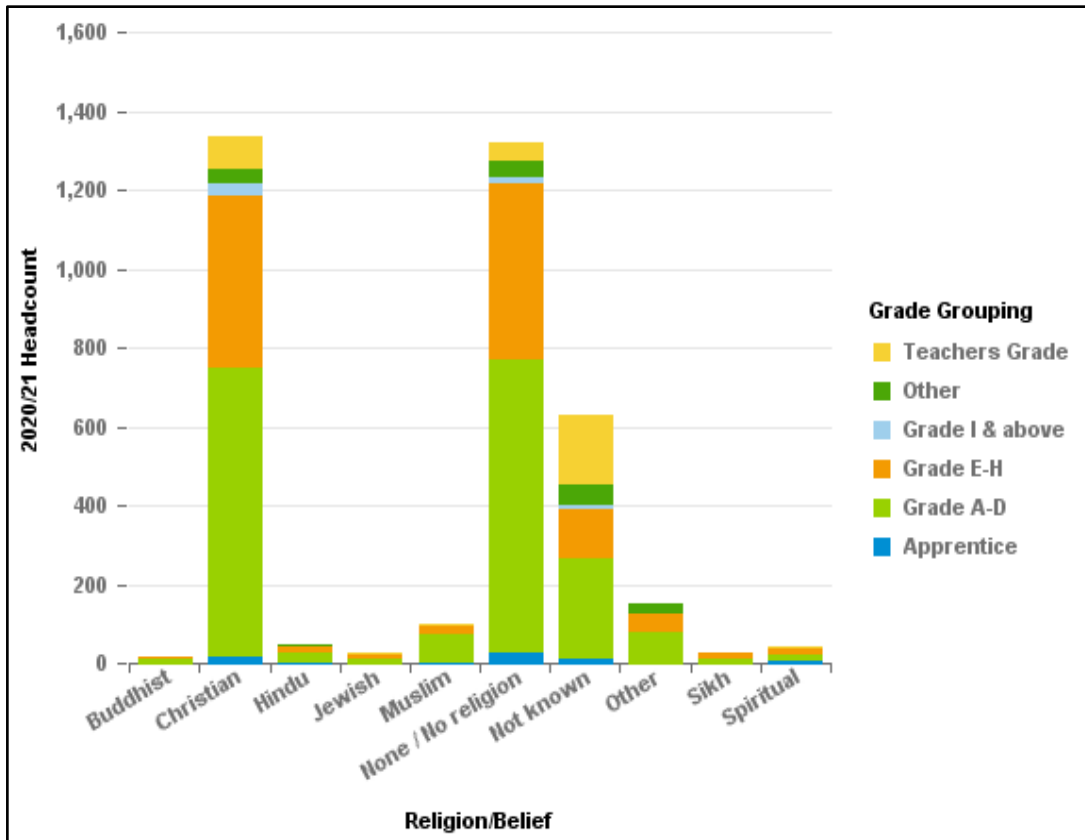
Grade Grouping	BAME	Not known	White
Apprentice	21.82%	12.73%	65.45%
Grade A-D	22.60%	8.35%	69.04%
Grade E-H	13.92%	6.13%	79.95%
Grade I+	10.53%	10.53%	78.95%
Other	10.91%	29.70%	59.39%
Teachers	3.24%	49.51%	47.25%
All Staff Total 20/21	17.70%	12.18%	70.12%
All Staff Total 19/20	17.47%	12.64%	69.89%

4.4 DISABILITY INDICATOR AND GRADE PROFILE



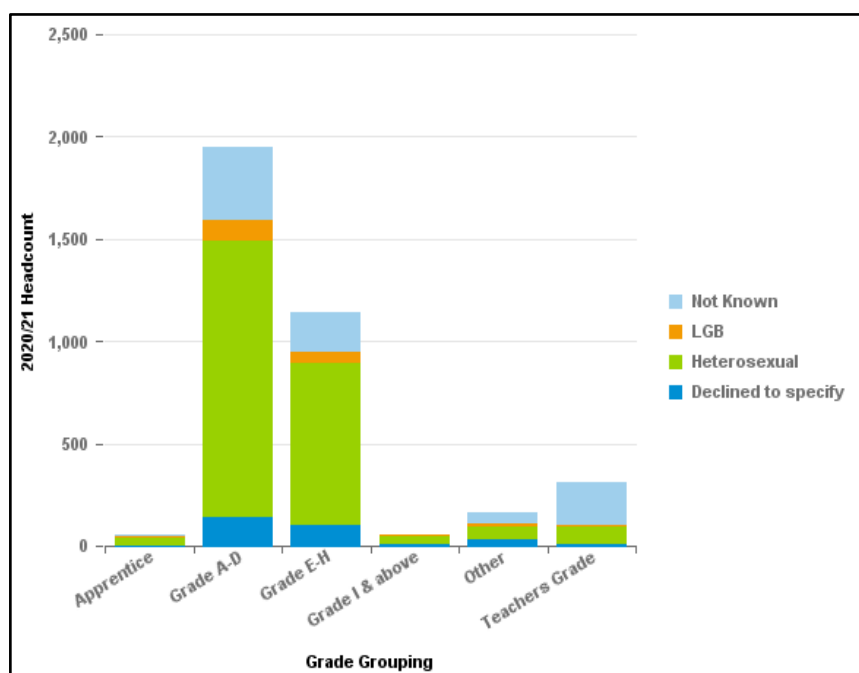
Grade Grouping	No	Not Known	Yes
Apprentice	87.27%	10.91%	1.82%
Grade A-D	84.98%	10.51%	4.51%
Grade E-H	87.30%	9.28%	3.42%
Grade I+	91.23%	7.02%	1.75%
Other	68.48%	28.48%	3.03%
Teachers	46.93%	52.10%	0.97%
All Staff Total 20/21	81.86%	14.43%	3.70%
All Staff Total 19/20	81.84%	14.76%	3.40%

4.5 RELIGION AND BELIEF AND GRADE PROFILE



Grade Grouping	Buddhist	Christian	Hindu	Jewish	Muslim	None / No religion	Not known	Other	Sikh	Spiritual
Apprentice	0.00%	0.35%	0.03%	0.00%	0.03%	0.76%	0.24%	0.00%	0.00%	0.08%
Grade A-D	0.27%	19.92%	0.63%	0.24%	1.98%	20.17%	6.90%	2.07%	0.33%	0.52%
Grade E-H	0.08%	11.93%	0.54%	0.35%	0.60%	12.12%	3.40%	1.28%	0.33%	0.41%
Grade I & above	0.00%	0.82%	0.00%	0.00%	0.00%	0.43%	0.27%	0.00%	0.03%	0.00%
Other	0.00%	1.03%	0.08%	0.03%	0.00%	1.06%	1.47%	0.79%	0.03%	0.00%
Teachers Grade	0.00%	2.23%	0.00%	0.05%	0.03%	1.25%	4.76%	0.03%	0.00%	0.05%
All Staff Total 2020/21	0.35%	36.29%	1.28%	0.68%	2.64%	35.80%	17.04%	4.16%	0.71%	1.06%
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%

4.6 SEXUAL ORIENTATION AND GRADE PROFILE



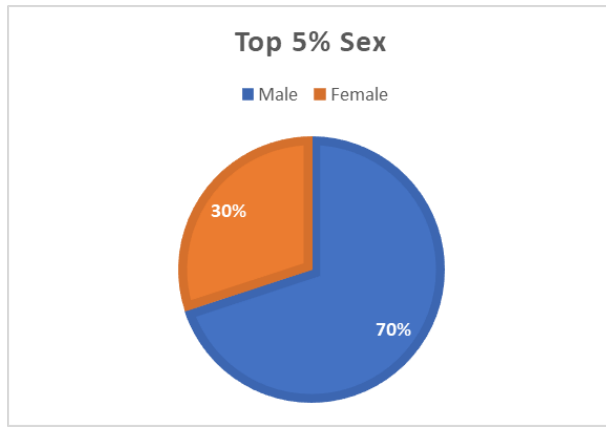
Grade Grouping	Declined to specify	Heterosexual	LGB	Not Known
Apprentice	0.08%	1.06%	0.16%	0.19%
Grade A-D	3.83%	36.64%	2.69%	9.87%
Grade E-H	2.80%	21.39%	1.63%	5.22%
Grade I & above	0.14%	1.14%	0.11%	0.16%
Other	0.87%	1.69%	0.33%	1.60%
Teachers Grade	0.24%	2.31%	0.14%	5.71%
All Staff Total 2020/21	7.96%	64.23%	5.06%	22.75%
All Staff Total 2019/20	7.73%	63.37%	4.65%	24.25%

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 2021. 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 2020. 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.

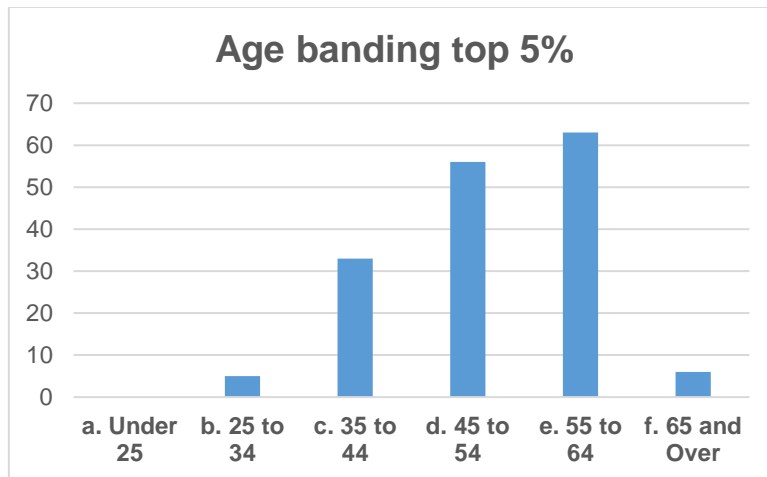
5.1 TOP 5% EARNERS BY SEX

Sex	2020/21 Number	2020/21 %	2020/21 All Staff %	2019/20 Number	2019/20 %
Male	114	69.94%	53.90%	111	68.52%
Female	49	30.06%	46.10%	51	31.48%
Total	163	100.00%	100.00%	162	100.00%



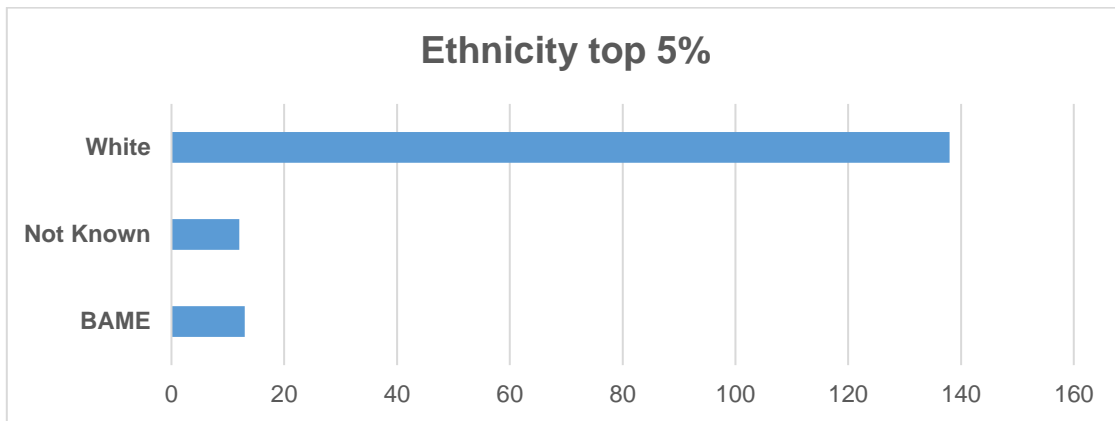
5.2 TOP 5% EARNERS BY AGE

Age band	2020/21 Number	2020/21 %	2020/21 All Staff %	2019/20 Number	2019/20 %
a. Under 25	0	0.00%	3.22%	0	0.00%
b. 25 to 34	5	3.07%	20.28%	5	3.09%
c. 35 to 44	33	20.25%	23.65%	31	19.14%
d. 45 to 54	56	34.36%	25.33%	60	37.04%
e. 55 to 64	63	38.65%	23.99%	59	36.42%
f. 65 & Over	6	3.68%	3.53%	7	4.32%
Total	163	100.00%	100.00%	162	100.00%



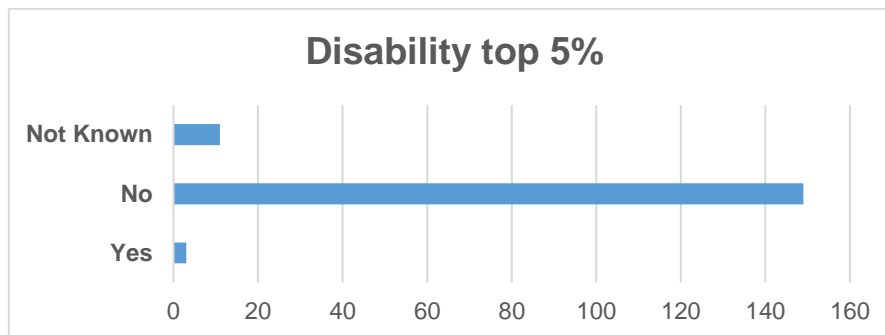
5.3 TOP 5% EARNERS BY ETHNICITY

Ethnicity	2020/21 Number	2020/21 %	2020/21 All Staff %	2019/20 Number	2019/20 %
BAME	13	7.98%	19.01%	13	8.02%
Not Known	12	7.36%	7.65%	11	6.79%
White	138	84.66%	73.34%	138	85.19%
Total	163	100.00%	100.00%	162	100.00%



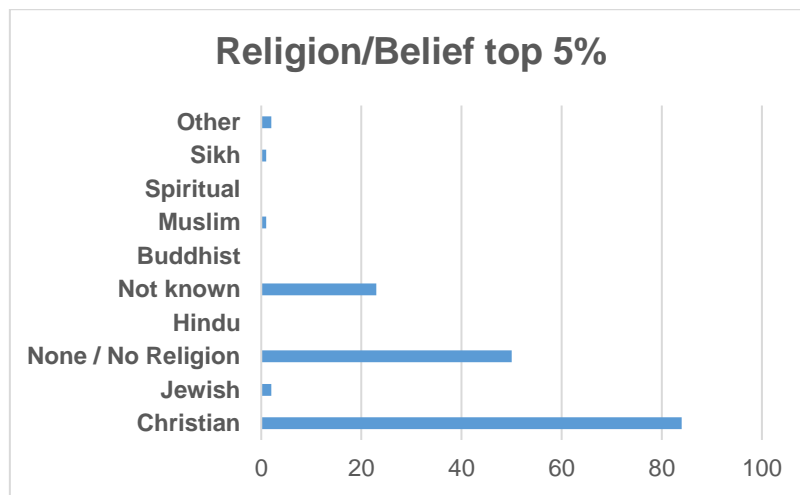
5.4 TOP 5% EARNERS BY DISABILITY INDICATOR

Disability	2020/21 Number	2020/21 %	2020/21 All Staff %	2019/20 Number	2019/20 %
Yes	3	1.84%	4.09%	3	1.85%
No	149	91.41%	86.01%	152	93.83%
Not Known	11	6.75%	9.91%	7	4.32%
Total	163	100.00%	100.00%	162	100.00%



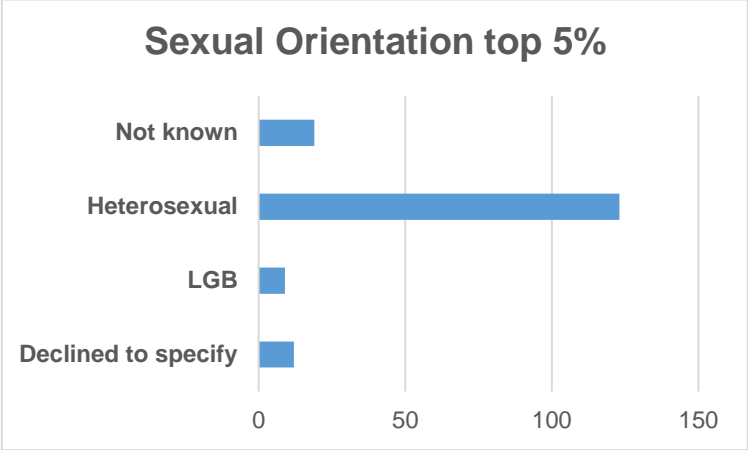
5.5 TOP 5% EARNERS BY RELIGION AND BELIEF

Religion / Belief	2020/21 Number	2020/21 %	2020/21 All Staff %	2019/20 Number	2019/20 %
Christian	84	51.53%	37.83%	88	54.32%
Jewish	2	1.23%	0.74%	1	0.62%
None/No Religion	50	30.67%	37.99%	47	29.01%
Hindu	0	0.00%	1.36%	1	0.62%
Not Known	23	14.11%	12.26%	20	12.35%
Buddhist	0	0.00%	0.37%	0	0.00%
Muslim	1	0.61%	2.94%	2	1.23%
Spiritual	0	0.00%	1.08%	0	0.00%
Sikh	1	0.61%	0.77%	0	0.00%
Other	2	1.23%	4.64%	3	1.85%
Total	163	100.00%	100.00%	162	100.00%



5.6 TOP 5% EARNERS BY SEXUAL ORIENTATION

Sexual Orientation	2020/21 Number	2020/21 %	2020/21 All Staff %	2019/20 Number	2019/20 %
Declined to specify	12	7.55%	8.58%	13	8.02%
LGB	9	5.66%	5.14%	7	4.32%
Heterosexual	123	77.36%	68.36%	128	79.02%
Not known	19	11.95%	17.93%	14	8.64%
Total	163	102.52%	100.00%	162	100%



5.7 PAY GAPS - GENDER, ETHNICITY AND DISABILITY

THE CORPORATION'S GENDER PAY GAP ("SNAPSHOT" DATE OF 31 MARCH 2020)

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	5.6% Lower (5.5% Lower)
Median hourly rate	0.0% (-0.9% Higher)

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)	43.9% (43.8%)	56.1% (56.2%)	(100%)
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)	53.2% (53%)	46.8% (47%)	(100%)
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	52.2% (50.6%)	47.8% (49.4%)	(100%)
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	45.7% (45.6%)	54.3% (54.4%)	(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	15.7% Lower (17.2% Lower)
Median bonus	0.5% Lower (21.1% Lower)

Bonus Pay	Women	Men
Who received bonus pay	13.1% (12.3%)	14.1% (12.7%)

THE CORPORATION'S ETHNICITY PAY GAP ("SNAPSHOT" DATE OF 31 MARCH 2020)

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	19.1% Lower (19.7% Lower)	80.9% (80.3%)	£20.62 (£19.78)	£25.49 (£24.64)	-£4.87 (£4.86)
Median hourly rate	17.1% Lower (17.4% Lower)	82.9% (82.6%)	£18.02 (£17.51)	£21.73 (£21.21)	-£3.18 (£3.70)

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)	6.8% (7.2%)	74% (73.8%)	80.8% (81%)
Proportion of BAME and white employees in the upper middle quartile (paid above the median and at or below the 75th percentile point)	14.4% (13.6%)	72.9% (74.4%)	87.3% (88%)
Proportion of BAME and white employees in the lower middle quartile (paid above the 25th percentile point and at or below the median)	21.4% (20.4%)	63.3% (63.4%)	84.7% (83.8%)
Proportion of BAME and white employees in the lower quartile (paid below the 25th percentile point)	18.2% (19%)	55.7% (54.2%)	73.9% (73.2%)

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)	85 (90)	930 (923)	242 (237)	1257 (1250)
Proportion of BAME and white employees in the upper middle quartile (paid above the median and at or below the 75th percentile point)	181 (170)	917 (930)	160 (150)	1258 (1250)
Proportion of BAME and white employees in the lower middle quartile (paid above the 25th percentile point and at or below the median)	269 (255)	796 (793)	193 (202)	1258 (1250)
Proportion of BAME and white employees in the lower quartile (paid below the 25th percentile point)	229 (238)	700 (677)	328 (335)	1258 (1250)

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	23.1% Lower (18.2% Lower)	76.9% (81.8%)	£1,081.26 (£1,351.18)	£1,406.85 (£1,652.23)	£325.59 (£301.05)
Median bonus	31.9% Lower (18.4% Lower)	68.1% (81.6%)	£652.80 (£1,104.01)	£958.40 (£1,353.05)	£305.60 (£249.04)

Who received bonus pay:

- BAME paid bonus as % of all BAME: 9.9% (8%)
- White paid bonus as % of all White staff: 16.9% (16%)

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 2020)

5.7.8 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	10.3% Lower (7.9% Lower)	89.7% (92.1%)	£22.06 (£21.95)	£24.59 (£23.82)	£2.53 (£1.87)
Median hourly rate	9.4% Lower (7.3% Lower)	90.6% (92.7%)	£19.68 (£19.17)	£21.73 (£20.69)	£2.05 (£1.52)

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% (2.1%)	73.4% (76%)	75.3% (78.1%)
Proportion of disabled and not disabled employees in the upper middle quartile (paid above the median and at or below the 75th percentile point)	3.5% (3%)	78.5% (79.2%)	82% (82.2%)
Proportion of disabled and not disabled employees in the lower middle quartile (paid above the 25th percentile point and at or below the median)	4% (4%)	75.7% (76%)	79.7% (80%)
Proportion of disabled and not disabled employees in the lower quartile (paid below the 25th percentile point)	4% (3.2%)	68.6% (68.2%)	72.6% (71.4%)

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)	22 (26)	922 (950)	310 (274)	1257 (1250)
Proportion of disabled and not disabled employees in the upper middle quartile (paid above the median and at or below the 75th percentile point)	44 (38)	987 (990)	227 (222)	1258 (1250)
Proportion of disabled and not disabled employees in the lower middle quartile (paid above the 25th percentile point and at or below the median)	50 (50)	952 (950)	256 (250)	1258 (1250)
Proportion of disabled and not disabled employees in the lower quartile (paid below the 25th percentile point)	50 (40)	862 (853)	345 (357)	1258 (1250)

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	-14.8% Higher (-11.9% Higher)	114.8% (111.9%)	£1611.31 (£1,828.24)	£1403.97 (£1,633.92)	-£207.34 (-£194.32)
Median bonus	3.9% Lower (19.7% Lower)	96.1% (80.3%)	£920.88 (£1,036.79)	£958.40 (£1,291.08)	£37.52 (£254.29)

Who received bonus pay:

- Disabled paid bonus as % of all Disabled: 11.8% (10.4%)
- Non-disabled paid bonus as % of all Non-disabled staff: 15.8% (14.9%)

Note

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

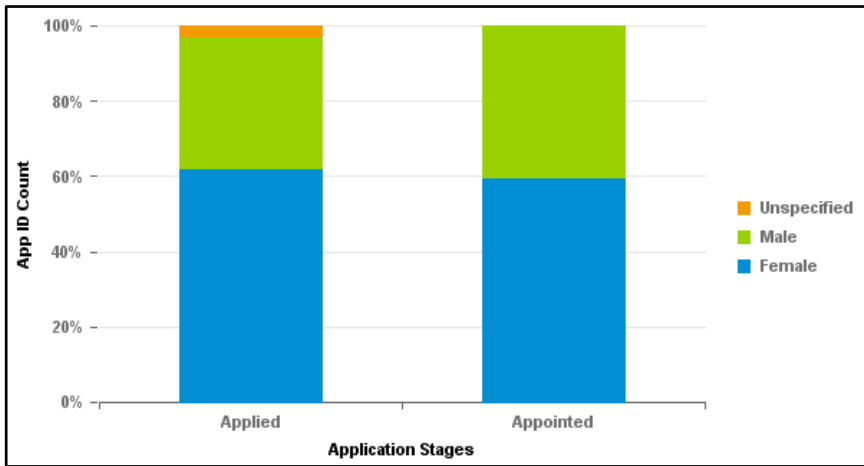
6 TURNOVER

Recruitment Data April 2020- March 2021

The turnover rate including leavers who were on a fixed term contract is 9.44% this is a significant fall from the 19/21% figure of 13.11%.

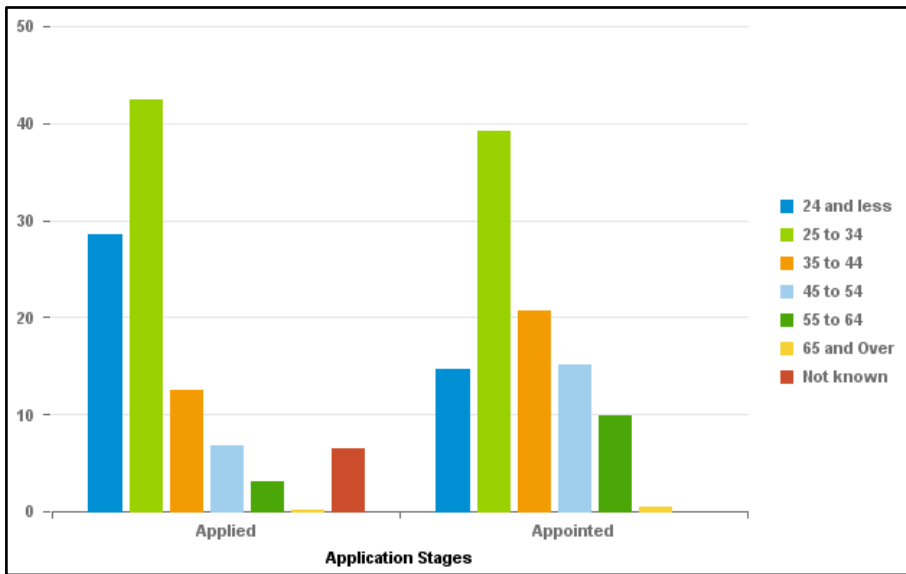
The following charts do not include all recruitment such as recruitment in schools and specialist recruitment where search and select organisations have been commissioned. There was a total of 5690 applicants for posts of which 89 were internal applicants. This compares to 9975 applicants, 210 of which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

6.1 RECRUITMENT BY SEX



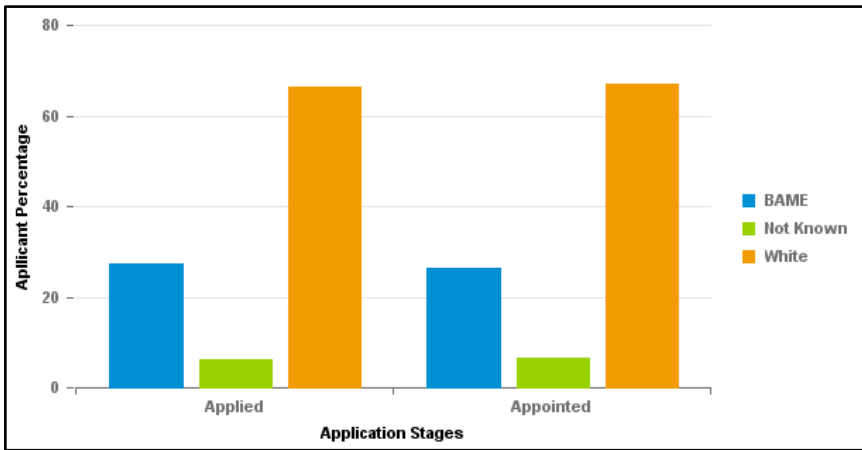
Application Stage	Female %	Male %	Unspecified %
Applied	61.73%	35.04%	3.24%
Appointed	59.43%	40.57%	0.00%

6.2 RECRUITMENT BY AGE



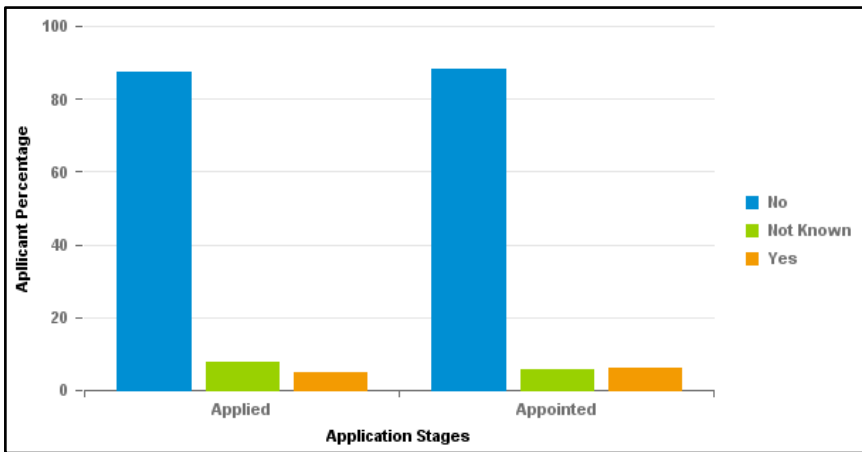
Age	Applied	Appointed
24 and less	28.56%	14.62%
25 to 34	42.50%	39.15%
35 to 44	12.46%	20.75%
45 to 54	6.83%	15.09%
55 to 64	3.05%	9.91%
65 and Over	0.11%	0.47%
Not known	6.50%	0.00%
Total	100.00%	100.00%

6.3 RECRUITMENT BY ETHNICITY



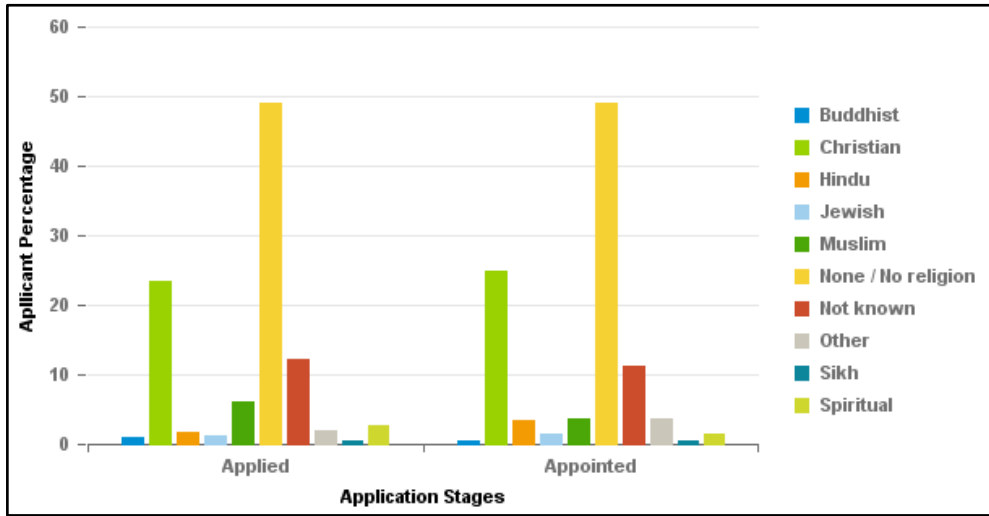
Ethnicity	Applied	Appointed
BAME	27.43%	26.42%
Not Known	6.21%	6.60%
White	66.36%	66.98%
Total	100.00%	100.00%

6.4 RECRUITMENT BY DISABILITY INDICATOR



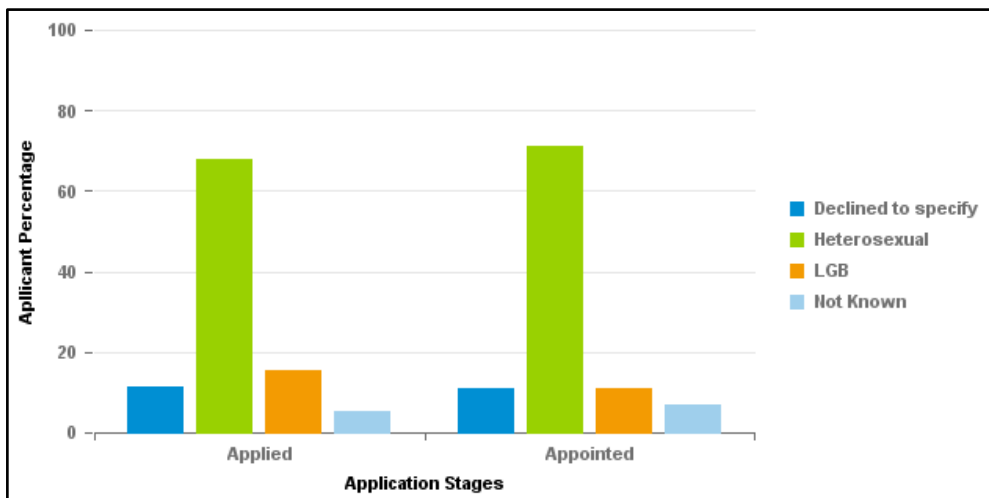
Disability	Applied	Appointed
No	87.34%	88.21%
Not Known	7.90%	5.66%
Yes	4.75%	6.13%
Total	100.00%	100.00%

6.5 RECRUITMENT BY RELIGION AND BELIEF



Religion / Belief	Applied	Appointed
Buddhist	0.88%	0.47%
Christian	23.50%	25.00%
Hindu	1.80%	3.30%
Jewish	1.23%	1.42%
Muslim	6.11%	3.77%
None / No religion	48.93%	49.06%
Not known	12.27%	11.32%
Other	2.04%	3.77%
Sikh	0.51%	0.47%
Spiritual	2.73%	1.42%
Total	100.00%	100.00%

6.6 RECRUITMENT BY SEXUAL ORIENTATION

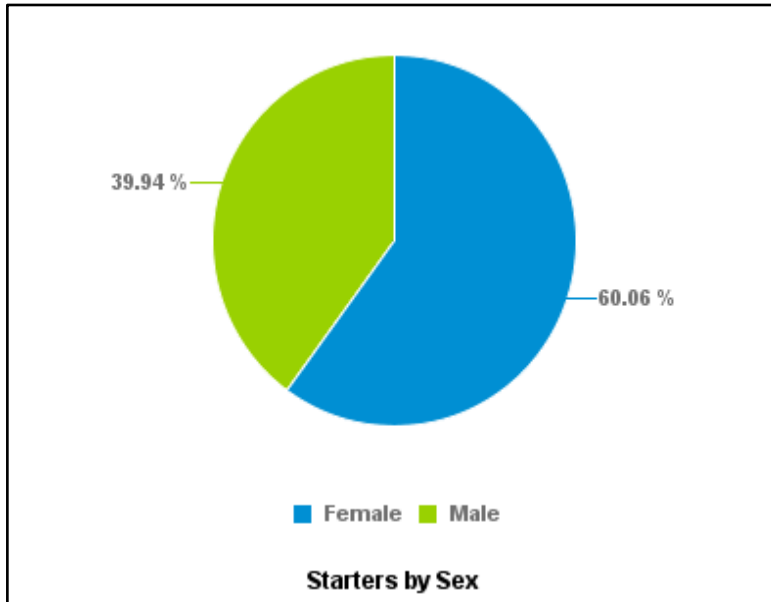


Sexual Orientation	Applied	Appointed
Declined to specify	11.44%	10.85%
Heterosexual	67.76%	71.23%
LGB	15.48%	10.85%
Not Known	5.32%	7.08%
Total	100.00%	100.00%

7 STARTER INFORMATION APRIL 2020 – MARCH 2021

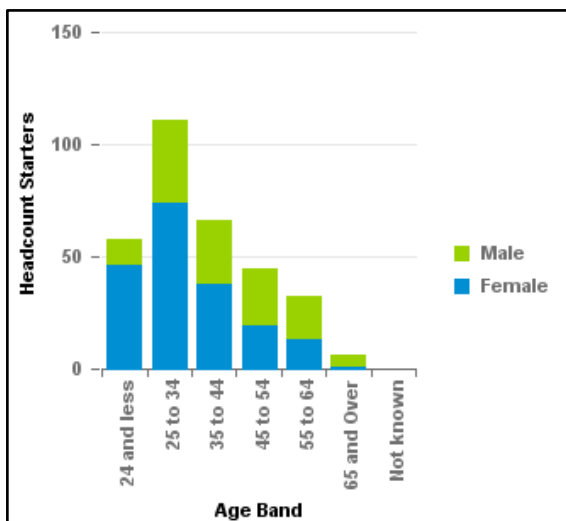
The tables below give a breakdown of the 318 new starters to the organisation including fixed/temporary terms employees. This data does not include those employees who already work for the City Corporation but have changed jobs. There have been 344 leavers in the same period.

7.1 STARTERS BY SEX



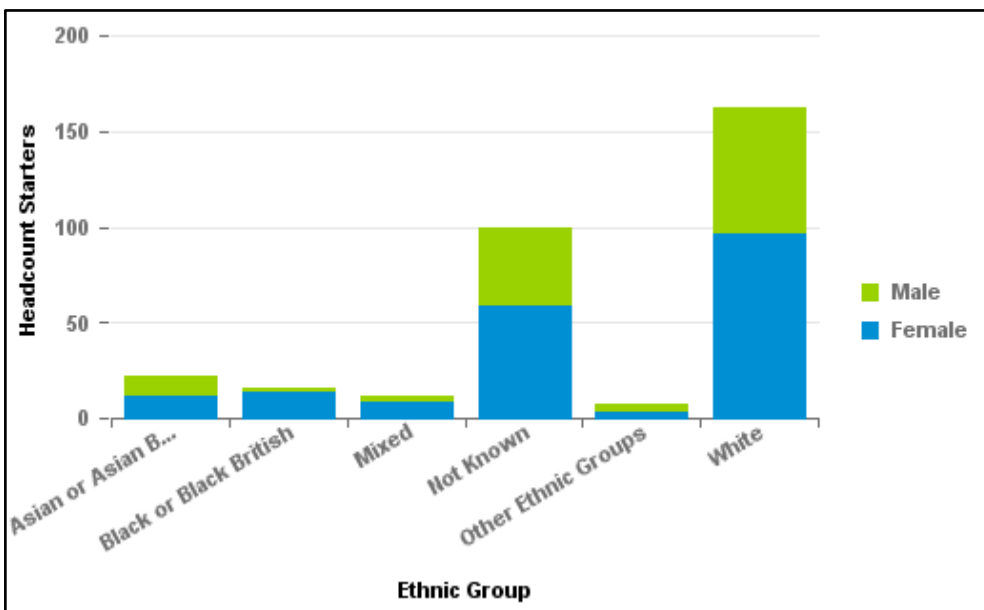
Sex	Headcount	%
Female	191	60.06%
Male	127	39.94%
Total	318	100.00%

7.2 STARTERS BY AGE



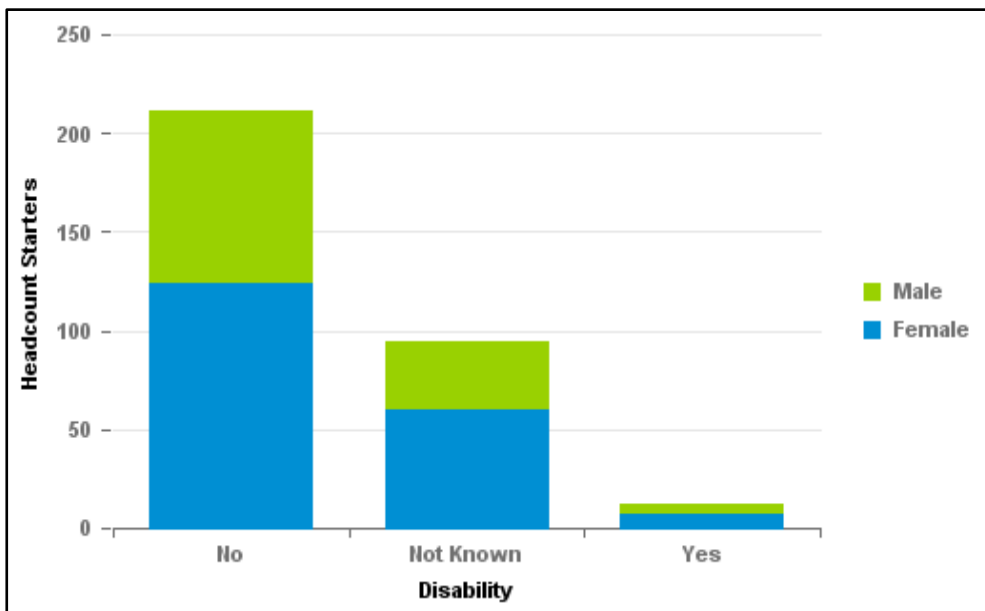
Age Band	Headcount Female	% Female	Headcount Male	% Male
24 and less	46	14.47%	12	3.77%
25 to 34	74	23.27%	37	11.64%
35 to 44	38	11.95%	28	8.81%
45 to 54	19	5.97%	26	8.18%
55 to 64	13	4.09%	19	5.97%
65 and Over	1	0.31%	5	1.57%
Total	191	60.06%	127	39.94%

7.3 STARTERS BY ETHNICITY



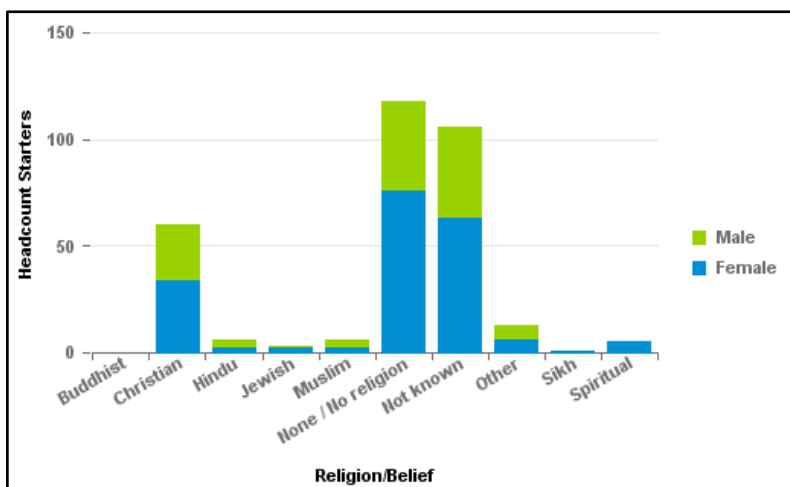
Ethnicity	Headcount Female	% Female	Headcount Male	% Male
Asian or Asian British	11	3.46%	11	3.46%
Black or Black British	14	4.40%	2	0.63%
Mixed	8	2.52%	4	1.26%
Not Known	59	18.55%	40	12.58%
Other Ethnic Groups	3	0.94%	4	1.26%
White	96	30.19%	66	20.75%
Total	191	60.06%	127	39.94%

7.4 STARTERS BY DISABILITY INDICATOR



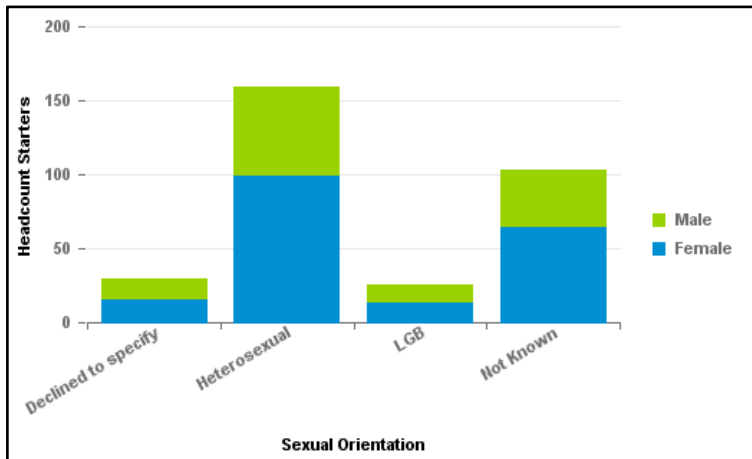
Disability	Headcount Female	% Female	Headcount Male	% Male
No	124	38.99%	87	27.36%
Not Known	60	18.87%	35	11.01%
Yes	7	2.20%	5	1.57%
Total	191	60.06%	127	39.94%

7.5 STARTERS BY RELIGION AND BELIEF



Religion / Belief	Headcount Female	% Female	Headcount Male	% Male
Buddhist	0	0.00%	0	0.00%
Christian	34	10.69%	26	8.18%
Hindu	2	0.63%	4	1.26%
Jewish	2	0.63%	1	0.31%
Muslim	2	0.63%	4	1.26%
None / No religion	76	23.90%	42	13.21%
Not known	63	19.81%	43	13.52%
Other	6	1.89%	7	2.20%
Sikh	1	0.31%	0	0.00%
Spiritual	5	1.57%	0	0.00%
Total	191	60.06%	127	39.94%

7.6 STARTERS BY SEXUAL ORIENTATION

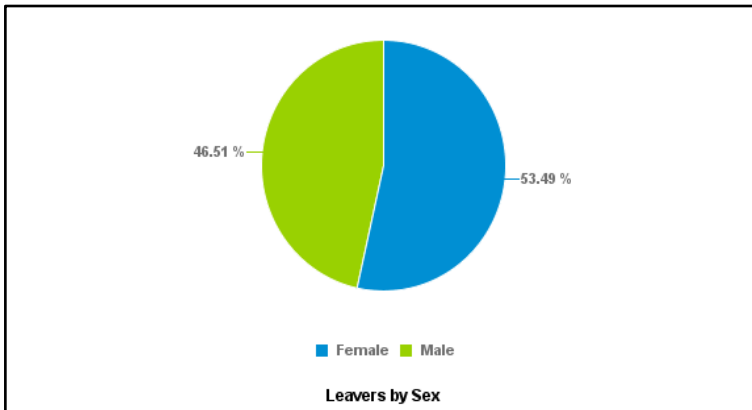


Sexual Orientation	Headcount Female	% Female	Headcount Male	% Male
Declined to specify	15	4.72%	15	4.72%
Heterosexual	99	31.13%	60	18.87%
LGBT	13	4.09%	13	4.09%
Not Known	64	20.13%	39	12.26%
Total	191	60.06%	127	39.94%

8 LEAVER INFORMATION APRIL 2020 – MARCH 2021

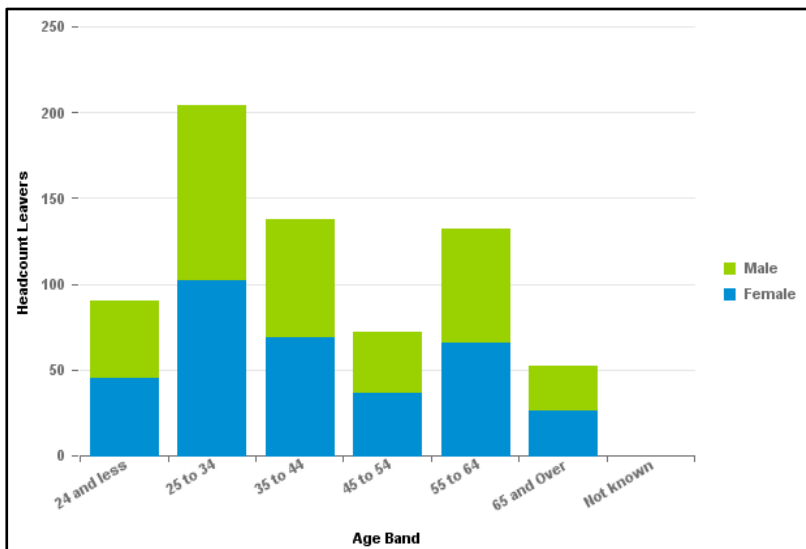
The tables below give a breakdown of the 344 leavers from the organisation.

8.1 LEAVERS BY SEX



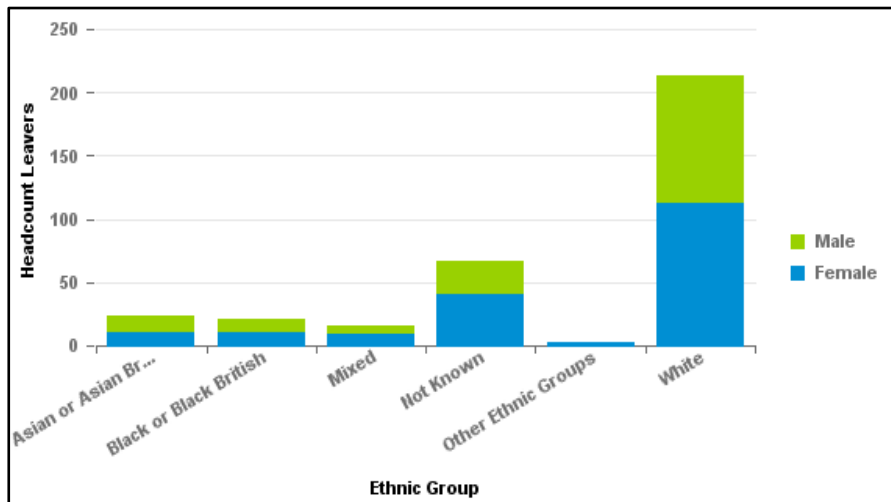
Sex	Headcount	%
Female	184	53.49%
Male	160	46.51%
Total	344	100.00%

8.2 LEAVERS BY AGE



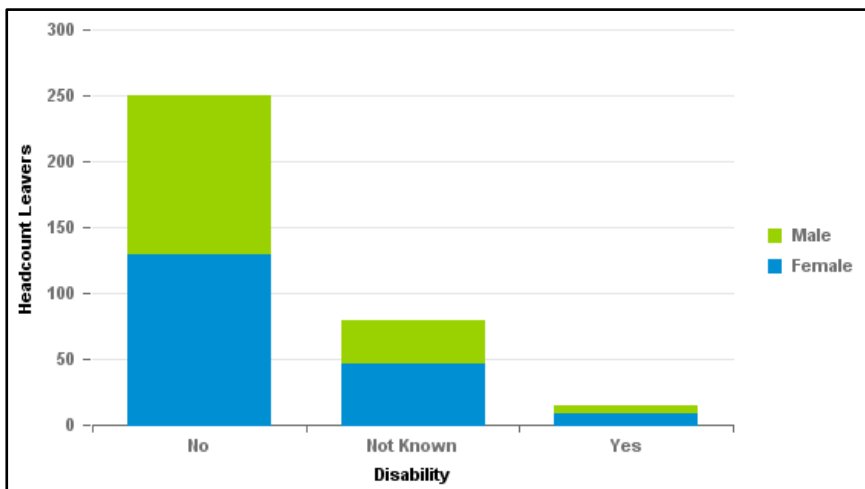
Age Band	Headcount Female	% Female	Headcount Male	% Male
24 and less	30	8.72%	15	4.36%
25 to 34	68	19.77%	34	9.88%
35 to 44	38	11.05%	31	9.01%
45 to 54	17	4.94%	19	5.52%
55 to 64	20	5.81%	46	13.37%
65 and Over	11	3.20%	15	4.36%
Not Known	0	0.00%	0	0.00%
Totals	184	53.49%	160	46.51%

8.3 LEAVERS BY ETHNICITY



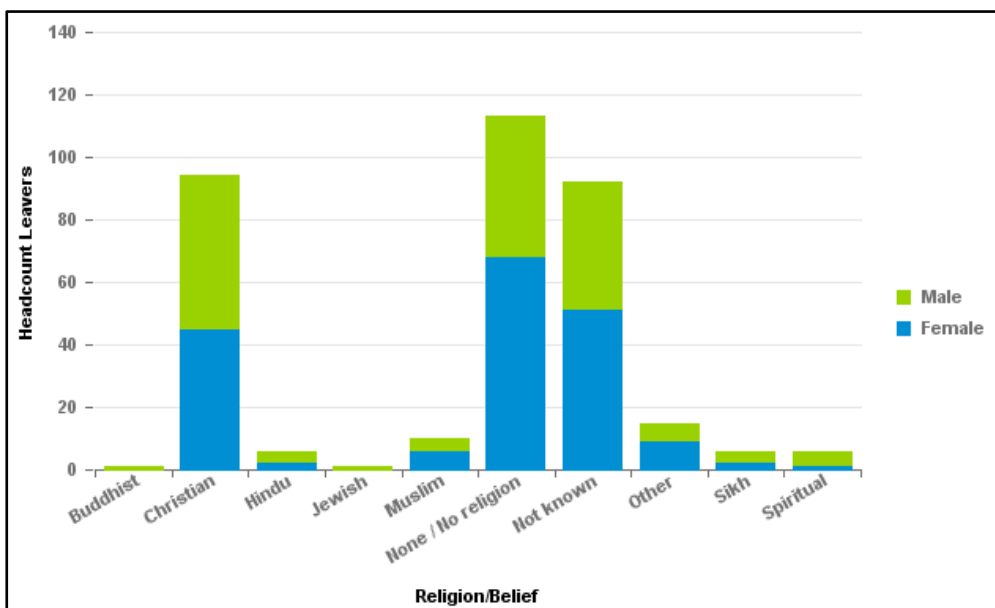
Ethnic Group	Headcount Female	% Female	Headcount Male	% Male
Asian or Asian British	11	3.20%	13	3.78%
Black or Black British	10	2.91%	11	3.20%
Mixed	9	2.62%	7	2.03%
Not Known	40	11.63%	27	7.85%
Other Ethnic Groups	2	0.58%	1	0.29%
White	112	32.56%	101	29.36%
Total	184	53.49%	160	46.51%

8.4 LEAVERS BY DISABILITY INDICATOR



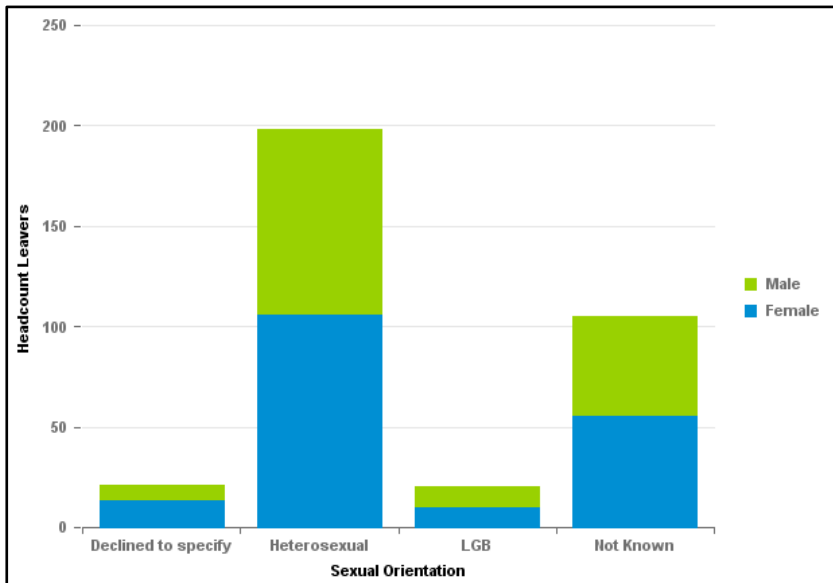
Disability	Headcount Female	% Female	Headcount Male	% Male
No	129	37.50%	121	35.17%
Not Known	46	13.37%	33	9.59%
Yes	9	2.62%	6	1.74%
Total	184	53.49%	160	46.51%

8.5 LEAVERS BY RELIGION AND BELIEF



Religion	Headcount Female	% Female	Headcount Male	% Male
Buddhist	0	0.00%	1	0.29%
Christian	45	13.08%	49	14.24%
Hindu	2	0.58%	4	1.16%
Jewish	0	0.00%	1	0.29%
Muslim	6	1.74%	4	1.16%
None / No religion	68	19.77%	45	13.08%
Not known	51	14.83%	41	11.92%
Other	9	2.62%	6	1.74%
Sikh	2	0.58%	4	1.16%
Spiritual	1	0.29%	5	1.45%
Total	184	53.49%	160	46.51%

8.6 LEAVERS BY SEXUAL ORIENTATION



Sexual Orientation	Headcount Female	% Female	Headcount Male	% Male
Declined to specify	13	3.78%	8	2.33%
Heterosexual	106	30.81%	92	26.74%
LGB	10	2.91%	10	2.91%
Not Known	55	15.99%	50	14.53%
Total	184	53.49%	160	46.51%