



**City, University of London  
Staff and Student Equality Monitoring Report  
2020-2021**

## **Staff and Student Equality Monitoring Report Key Headlines**

The Staff and Student Equality Monitoring Report provides an overview of staff and student equality data at City. The following protected characteristics are considered in the analysis provided through this report.

- Age
- Disability
- Ethnicity
- Gender
- Maternity
- Religion & Belief
- Sexual Orientation

Below is an overview of the headlines that have been identified in the 2020/21 Staff and Student Equality Monitoring Report. The data highlighted in this report will be used to shape the implementation of City's EDI Strategy.

### **Age**

- The largest proportion of City's staff are aged 35-44, comprising 30.7% of staff
- For professional services staff, the 25-34 age group has the highest proportion of staff on fixed-term contracts, 38.5%. For academics the 35-44 age group has the highest proportion of staff on fixed-term contracts, 41.9%.
- The highest proportion of staff working part-time for academic staff is the 35-44 age group, 27.1%. The highest proportion of professional services staff working part-time is 35-44, 30.8%.
- The average age of City's students have risen over time, with an increase for all groups aged over 21 and a decrease in students aged 18-20.

### **Disability**

- The proportion of staff disclosing a disability at City has increased from 5.2% in 2017/18 to 6.6% in 2020/21.
- The highest disability types to be disclosed was a specific learning difficulty (i.e. Dyslexia or Dyspraxia) 28.1%, a long standing illness or health condition 21.2% and a mental health condition, 19.2%.
- A higher proportion of disabled candidates that do not apply under City's Guaranteed Interview Scheme are hired, 25.5%, compared to 11.7% of disabled candidates that apply under the Guaranteed Interview Scheme.
- We have seen an increase in the proportion of students with a disclosed disability to 9.3% of students in 2020/21
- This is still lower than the national average of 13.9%
- The highest represented disability is still Specific Learning Difference (SpLD) at 3.4%, followed by Mental Health Condition at 1.8%

### **Ethnicity**

- 27.5% of City staff disclosed as BAME in 2020/21.
- For professional services staff group the proportion of BAME staff was 34.1 which is unchanged from the previous year. For academic staff 18.5% of academics identified as BAME in 2020/21. This has slightly risen from 16.6% in 2019/20.

- When looking at the breakdown of different ethnic groups 80% of City academics identified as White, 7% identified as Asian, 4% identified as Chinese and 2% identified as Black. 64% of City's professional services staff identified as White, 12% identified as Asian, 1% identified as Chinese, 2% as Mixed, and 11% identified as Black. This evidences clear differences in the ethnicity of City's academic staff and professional services staff.
- The percentage of BAME applicants has slightly increased from 36.6% in 2019/20 to 39% in 2020/21. The proportion of those interviewed that were BAME has increased from 34.8% in 2019/20 to 42.2% in 2020/21. The proportion of appointments that were BAME has increased from 27.9% in 2019/20 to 31.7% in 2020/21.
- By role the proportion of BAME academic staff decreases from 22.8% at Senior Lecturer level to 13.1% of Professors. The proportion of Professors who are BAME has slightly increased from 11.6% in 2019/20 to 13.1% in 2020/21.
- For Professional Services Staff the largest proportion of BAME staff were at Grade 3, 67.2%. Above Grade 3 the proportion of BAME staff by grade continues to decrease, particularly in senior level roles where the proportion of BAME staff at Grade 8 is 9.2% and the proportion of BAME staff at Grade 9 is 8.8%.
- For academic BAME staff, 13.6% work part-time, compared to 24.2% of white academic staff.
- BAME students make up 63.2% of our student population, continuing the increase in numbers of students from these backgrounds.
- White students account for 34.9% of the student population. When BAME identities are disaggregated, White students, as a distinct ethnic group, continue to account for the highest proportion of City's students

### **Gender (sex)**

- In 2020/21 52.8% of City's staff were women.
- 46.1% of City's academic staff were women.
- 46.1% of City's academic staff were women. The proportion of women academic staff decreases with increasing seniority. 27.4% of professorial staff were women in 2021/21. This has slightly increased since 2018/19, 26.2%.
- 57.8% of professional services staff were women in 2020/21. The highest proportion of women were at Grade 4, 66.4%. Above Grade 4 the proportion of women by grade continues to decrease to 44.1% of women at Grade 9.
- Of the academic staff working part-time in 2020/21, 57% were women. Of the professional services staff working part-time in 2020/21, 79.2% were women.
- A higher proportion of women attend training at City than men, 46.4% of women, compared to 27.8% of men.
- 57.9% of students identify as women, a slight increase on the previous year (57.3%)
- This is broadly in line with the wider sector where women represent 57.2% of the student population

### **Maternity, shared parental, parental and paternity leave**

- The proportion of staff returning after maternity leave is 91.8%, this has increased from 86.8% in 2018/19.
- 28 members of staff took shared parental, parental and paternity leave in 2020/21, this has increased from 19 members of staff in 2018/19.
- The number of men that have taken shared parental leave has increased from 0 in 2019/20 to 6 in 2020/21.

**Religion and Belief**

- Staff who state they have no religion are the highest proportion of staff, 34.8% in 2020/21
- 22.9% of staff identified as Christian in 2020/21
- 6.3% of staff identified as Muslim in 2020/21.

**Sexual Orientation**

- 6% of City staff disclosed themselves as either bisexual, gay man or gay woman/lesbian. This represents an increase from 5.7 in 2018/19 and a further increase from 4.4% in 2016/17.

## **INTRODUCTION**

### **Equality Act 2010 - Public Sector Equality Duties**

The Public Sector Equality Duty (PSED) came into force on 5th April 2010. In England the Equality Act 2010 (specific duties and public authorities) Regulations came into force on 31 March 2017 replacing the Equality Act 2010 (specific duties) Regulations 2011.

### **Aims of the General Duty**

In the exercise of their functions public authorities of which City is one, must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who do and do not share a protected characteristic
- Foster good relations between people who do and do not share a protected characteristic.

### **Management Information Data**

The commentary and data outlined below shows City, University of London's activity and monitoring information. City is committed to improving and extending the gathering of data across its functions, to enable continued monitoring of the impact of decisions and practices for staff with protected characteristics.

### **Equality Objectives**

As a Higher Education Institution we have specific equality duties, as outlined by the Equality Act (2010). These require public authorities to tackle discrimination, victimisation and harassment, advance equality and foster good relations. It is also our responsibility to publish our equality information on an annual basis to review and publish specific and measurable equality objectives every four years. In 2016/17 City set a number of Equality Objectives:

#### **Objective 1**

To promote Gender Equality and impact positively on other equality areas, including intersectionality, in order to build and maintain an inclusive environment that supports and values the diversity of students, staff and the wider community.

Arising from the Athena SWAN Bronze Award and Action Plan, there are two Performance Indicators that support this objective:

Performance Indicator 1. Increasing the representation of women in senior roles:

- The proportion (of base population) of Professorial staff will be ~30% women by 2020/21
- The proportion of Grade 9 Professional Services staff will be ~50% women by 2020/21.

Performance Indicator 2. Increasing the representation of women on executive/institutional committees:

- We expect diverse membership on our executive/institutional committees, with a minimum of 30% women and 30% men on each committee.

#### **Objective 2**

- To consider and prepare for Advance HE's Race Equality Charter with a view to submitting an application in February 2021.

In support of Objective 2, a Race Equality Charter (REC) Manager was recruited to lead on this work. In addition to this, an Assistant Vice-President for Race Equality role was created to lead on EDI work at senior level. A Race Equality Charter Self-Assessment Team has been established and are working towards submitting City's REC application for July 2022.

## Part 1: Staff

### The data:

This section presents City's staff equality data for the academic years 2018/19 to 2020/21. City currently monitors eight protected characteristics defined by the Equality Act 2010. The characteristics covered are Gender/Sex, Maternity, Race, Disability, Sexual Orientation, Religion and Belief, Age and Gender Reassignment. The proportion of staff disclosing as being in a gender identity different to that assigned at birth was insufficient for statistical analysis and is not included in this report.

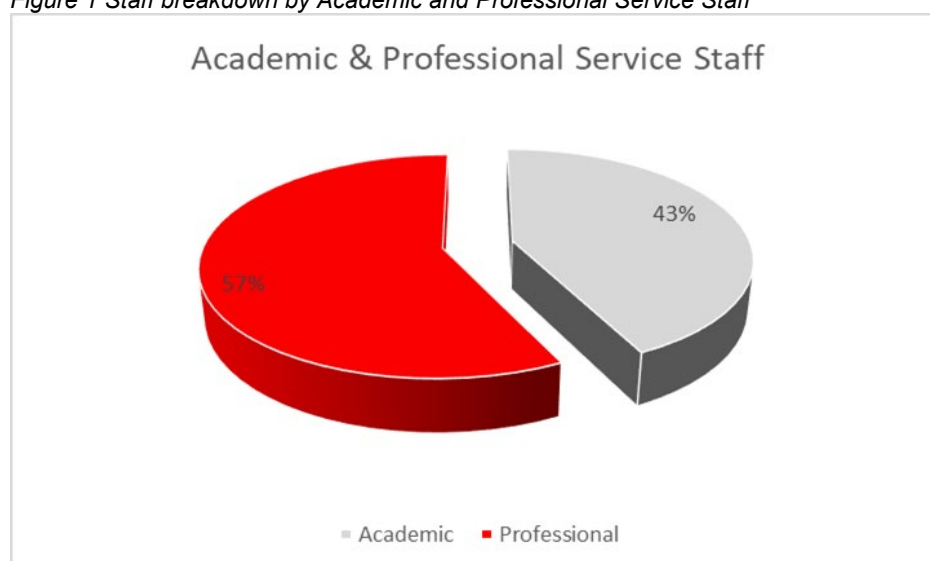
The data used for this report includes all salaried staff who were employed at City at the 31<sup>st</sup> July each academic year. Turnover data calculations use average headcount at the institution throughout the year.

In the tables throughout the staff report \* indicates where staff numbers are fewer than five.

### Section 1: Overview

In 2020/21 City employed 2,199 staff comprising 935 Academic and Research (43%) and 1264 Professional Service Staff (57%).

*Figure 1 Staff breakdown by Academic and Professional Service Staff*



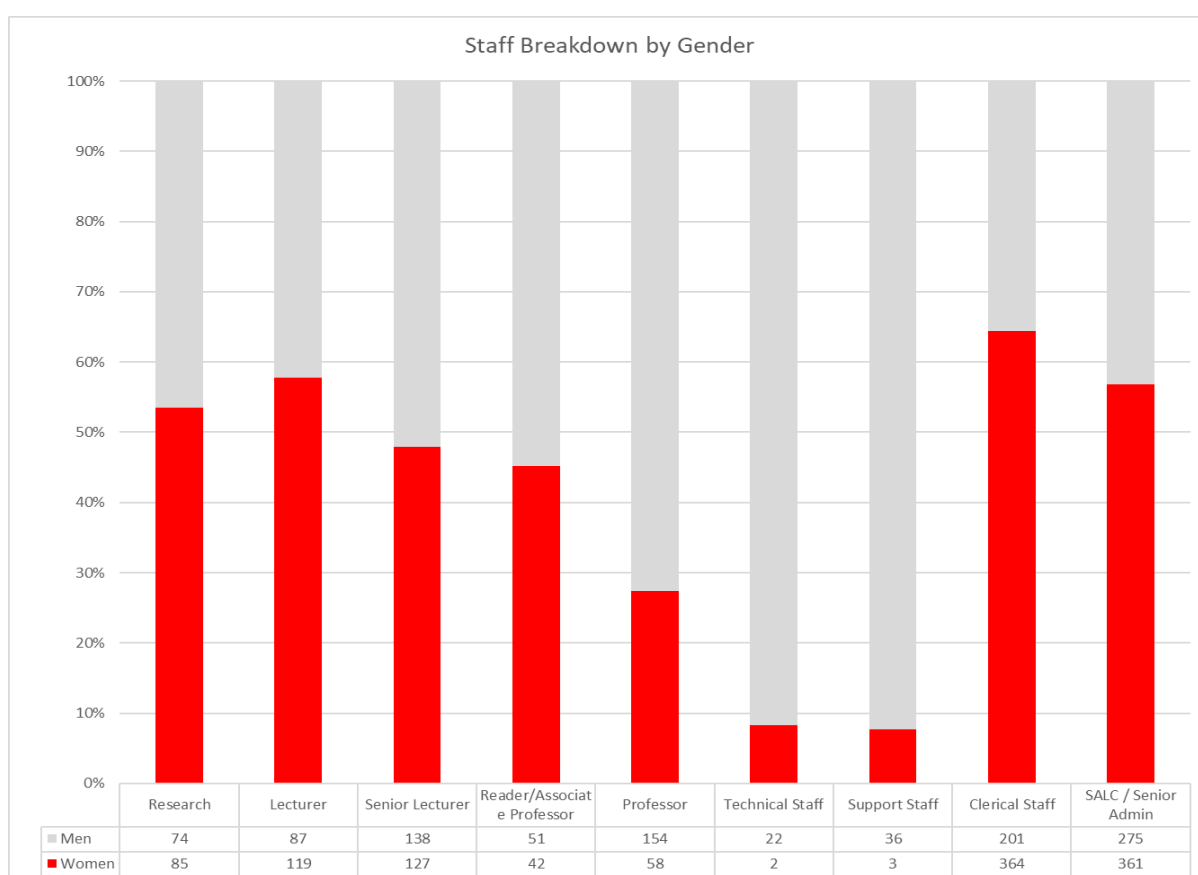
### Section 2: Gender

Beginning in 2012/13, the staff record, HESA replaced the gender field with the legal sex field, of which the possible options are male and female. For the purposes of this report, data from the legal sex field is referred to as 'gender' and we refer to 'men' and 'women' throughout the report.

Table 1 - Gender: Academic and Professional Service Staff by Role (2018-2021)												
	2018/19				2019/20				2020/2021			
	Women	Men	Women %	Women %*	Women	Men	Women %	Women %*	Women	Men	Women %	Women %*
<b>Academic</b>	<b>437</b>	<b>515</b>	<b>45.9%</b>	<b>100.0%</b>	<b>440</b>	<b>506</b>	<b>46.5%</b>	<b>100.0%</b>	<b>431</b>	<b>504</b>	<b>46.1%</b>	<b>100.0%</b>
Research	93	83	52.8%	21.3%	99	63	61.1%	22.5%	85	74	53.5%	19.7%
Lecturer	127	106	54.5%	29.1%	122	106	53.5%	27.7%	119	87	57.8%	27.6%
Senior Lecturer	136	133	50.6%	31.1%	127	133	48.8%	28.9%	127	138	47.9%	29.5%
Reader	26	38	40.6%	5.9%	36	47	43.4%	8.2%	42	51	45.2%	9.7%
Professor	55	155	26.2%	12.6%	56	157	26.3%	12.7%	58	154	27.4%	13.5%
<b>Professional Services</b>	<b>699</b>	<b>523</b>	<b>57.2%</b>	<b>100.0%</b>	<b>723</b>	<b>547</b>	<b>56.9%</b>	<b>100.0%</b>	<b>730</b>	<b>534</b>	<b>57.8%</b>	<b>100.0%</b>
Technical	*	21	12.5%	0.4%	*	23	11.5%	0.4%	*	22	8.3%	0.3%
Support	*	15	6.3%	0.1%	*	31	8.8%	0.4%	*	36	7.7%	0.4%
Clerical	363	224	61.8%	51.9%	373	218	63.1%	51.6%	364	201	64.4%	49.9%
SALC / Senior Admin	332	263	55.8%	47.5%	344	275	55.6%	47.6%	361	275	56.8%	49.5%
<b>Total</b>	<b>1136</b>	<b>1038</b>	<b>52.3%</b>	<b>100.0%</b>	<b>1163</b>	<b>1053</b>	<b>52.5%</b>	<b>100.0%</b>	<b>1161</b>	<b>1038</b>	<b>52.8%</b>	<b>100.0%</b>

\*% Women in each role measured against all women staff within Academic and Professional Services respectively

Figure 2 – Staff breakdown by role and gender



Overall in 2020/21 52.8% of staff were women. This has increased from 52.3% in 2018/19.

In 2020/21 46.1% of City's academic staff were women. The proportion of women academic staff decreases with increasing role seniority, 27.4% of professorial staff were women in 2020/21. This has slightly increased since 2018/19 (26.2%). 57.8% of professional service staff were women in 2020/21.

Table 2 - Gender: Academic and Professional Service Staff by Grade - 2020/21				
	Women	Men	Women	Women %*
<b>Academic</b>	<b>431</b>	<b>504</b>	<b>46.1%</b>	<b>100.0%</b>
Grade 5B	24	20	54.5%	5.6%
Grade 6	52	33	61.2%	12.1%
Grade 7	120	104	53.6%	27.8%
Grade 8	176	191	48.0%	40.8%
Professor	59	156	27.4%	13.7%
<b>Professional Services</b>	<b>730</b>	<b>534</b>	<b>57.8%</b>	<b>100.0%</b>
Grade 1	*	15	0.0%	0.0%
Grade 2	6	10	37.5%	0.8%
Grade 3	24	36	40.0%	3.3%
Grade 4	87	44	66.4%	11.9%
Grade 5	252	147	63.2%	34.5%
Grade 6	195	133	59.5%	26.7%
Grade 7	116	99	54.0%	15.9%
Grade 8	35	31	53.0%	4.8%
Grade 9	15	19	44.1%	2.1%
<b>Total</b>	<b>1161</b>	<b>1038</b>	<b>52.8%</b>	<b>100.0%</b>

\*% Women at each grade measured against all women staff within Academic and Professional Services respectively

For professional services staff the largest proportion of women were at Grade 4, 66.4% in 2020/21. Above Grade 4 the proportion of women by grade continues to decrease to 44.1% women at Grade 9.

Table 3 - Gender: Academic and Professional Service Staff by School				
	2020/21			
	Women	Men	Women	Women %*
<b>Academic</b>	<b>431</b>	<b>504</b>	<b>46.1%</b>	<b>100.0%</b>
Bayes Business School	62	126	33.0%	14.4%
School of Arts and Social Sciences	122	105	53.7%	28.3%
School of Health Sciences	156	61	71.9%	36.2%
School of Mathematics, Computer Science and Engineering	36	152	19.1%	8.4%
The City Law School	48	52	48.0%	11.1%
Professional Services	7	8	46.7%	1.6%
<b>Professional Services</b>	<b>730</b>	<b>534</b>	<b>57.8%</b>	<b>100.0%</b>
Bayes Business School	126	62	67.0%	17.3%
School of Arts and Social Sciences	44	20	68.8%	6.0%
School of Health Sciences	72	23	75.8%	9.9%
School of Mathematics, Computer Science and Engineering	39	35	52.7%	5.3%
The City Law School	24	9	72.7%	3.3%
Professional Services	425	385	52.5%	58.2%
<b>Total</b>	<b>1161</b>	<b>1038</b>	<b>52.8%</b>	<b>100.0%</b>

\*% Women within each School measured against all Women in Academic and Professional Services respectively



The School of Health Sciences (SHS) has the largest proportion of women academic staff, 71.9% in 2020/21. The School of Mathematics, Computer Science and Engineering (SMCSE) has the lowest proportion of women academic staff, 19.1% in 2020/21 (Table 3).

Across all five Schools there is a high proportion of women professional services staff. SHS has the highest proportion of women professional services staff, 75%. The School of Mathematics, Computer Science and Engineering (SMCSE) has the lowest proportion of women professional services staff, 52.7%.

#### Contract type

<b>Table 4 - Gender: Academic and Professional Service Staff by Contract Type</b>				
	<b>2020/21</b>			
	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Women*</b>
<b>Academic</b>	<b>431</b>	<b>504</b>	<b>46.1%</b>	<b>100.0%</b>
Fixed term	20	11	64.5%	4.6%
Permanent	411	493	45.5%	95.4%
<b>Professional Services</b>	<b>730</b>	<b>534</b>	<b>57.8%</b>	<b>100.0%</b>
Fixed term	71	33	68.3%	9.7%
Permanent	659	501	56.8%	90.3%
<b>Total</b>	<b>1161</b>	<b>1038</b>	<b>52.8%</b>	<b>100.0%</b>

*\*% Women within each contract type measured against all Women in Academic and Professional Services respectively*

In 2020/21 of academics on permanent contracts 45.5% were women. For academic women staff, 4.6% were on fixed-term contracts.

For professional services staff of those on fixed-term contracts 68.3% were women in 2020/21. For those on permanent contracts 56.8% were women.

#### Full-time or Part-time Status

<b>Table 5 - Gender: Academic and Professional Service Staff by Full-time/Part-time status</b>				
	<b>2020/21</b>			
	<b>Women</b>	<b>Male</b>	<b>Women</b>	<b>Women*</b>
<b>Academic</b>	<b>431</b>	<b>504</b>	<b>46.1%</b>	<b>100.0%</b>
Full time	309	412	42.9%	71.7%
Part time	122	92	57.0%	28.3%
<b>Professional Services</b>	<b>730</b>	<b>534</b>	<b>57.8%</b>	<b>100.0%</b>
Full time	608	502	54.8%	83.3%
Part time	122	32	79.2%	16.7%
<b>Total</b>	<b>1161</b>	<b>1038</b>	<b>52.8%</b>	<b>100.0%</b>

*\*% Women with Full-time/ Part-time status measured against all Women in Academic and Professional Services respectively*

Of the academic staff working part-time in 2020/21, 57% were women. Of the professional services staff working part-time in 2020/21, 79.2% were women.

## Turnover and Reasons for leaving

Table 6 - Gender: Academic and Professional Services Staff Turnover by Role - 2020/21									
	Women Turnover			Men Turnover			Overall Turnover		
	Headcount	Leavers	%	Headcount	Leavers	%	Headcount	Leavers	%
<b>Academic</b>	<b>431</b>	<b>74</b>	<b>17.2%</b>	<b>504</b>	<b>59</b>	<b>11.7%</b>	<b>935</b>	<b>133</b>	<b>14.2%</b>
Research	85	50	58.8%	74	27	36.5%	159	77	48.4%
Lecturer	119	10	8.4%	87	9	10.3%	206	19	9.2%
Senior Lecturer	127	10	7.9%	138	9	6.5%	265	19	7.2%
Reader/Associate Professor	42	*	2.4%	51	*	2.0%	93	*	2.2%
Professor	58	*	5.2%	154	13	8.4%	212	16	7.5%
<b>Professional Services</b>	<b>730</b>	<b>81</b>	<b>11.1%</b>	<b>534</b>	<b>63</b>	<b>11.8%</b>	<b>1264</b>	<b>144</b>	<b>11.4%</b>
Technical Staff	*	*	0.0%	22	*	4.5%	24	*	4.2%
Support Staff	*	*	0.0%	36	*	0.0%	39	*	0.0%
Clerical Staff	364	51	14.0%	201	34	16.9%	565	85	15.0%
SALC / Senior Admin	361	30	8.3%	275	28	10.2%	636	58	9.1%
<b>Total</b>	<b>1161</b>	<b>155</b>	<b>13.4%</b>	<b>1038</b>	<b>122</b>	<b>11.8%</b>	<b>2199</b>	<b>277</b>	<b>12.6%</b>

\*% Women leavers measured against all leavers

The annualised total turnover rate for City was 12.6% during 2020/21 (Table 6). The turnover for Research staff was the highest, 48.4%, as would be expected given the nature of fixed-term funding for these roles. The staff group of Readers/Associate Professors had the lowest turnover at 2.2%. Overall the turnover of women staff is higher than men, 13.4% compared to 11.8%.

Table 7 - Gender: Academic and Professional Services Staff by Leaving reason - 2020/21				
	Women	Men	Women	Women %
<b>Academic</b>	<b>74</b>	<b>59</b>	<b>55.6%</b>	<b>100.0%</b>
Expiry of Contract	41	21	66.1%	55.4%
Redundancy	*	*	42.9%	4.1%
Resignation	21	25	45.7%	28.4%
Retirement	8	8	50.0%	10.8%
Other	*	*	50.0%	1.4%
<b>Professional Services</b>	<b>81</b>	<b>63</b>	<b>56.3%</b>	<b>100.0%</b>
Expiry of Contract	29	17	63.0%	35.8%
Redundancy	5	7	41.7%	6.2%
Resignation	44	39	53.0%	54.3%
Retirement	*	*	100.0%	2.5%
Other	*	*	100.0%	1.2%
<b>Total</b>	<b>155</b>	<b>122</b>	<b>56.0%</b>	<b>100.0%</b>

The most frequent reason for leaving was resignation (Table 7). For academic staff the proportion of women leavers was 55.6% which is higher than the proportion of women academics at City, (46.1%, 2020/21 – Table 1). For professional services staff 56.3% of leavers were women, which is lower than their representation at City (57.8%, 2020/21 – Table 1)

### Maternity, paternity, shared parental and adoption leave

<b>Table 8 - Staff Returning from Maternity Leave</b>			
<b>Year</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>
<b>% Returned</b>	<b>86.8%</b>	<b>95.3%</b>	<b>91.8%</b>

*Reflects those whose maternity leave ended in that academic year*

The proportion of staff returning after maternity leave in 2020/21 was 91.8%, this has increased from 86.8% in 2018/19.

<b>Table 9 - Shared Parental, Parental &amp; Paternity Leave - 2018-2021</b>			
<b>Year</b>	<b>Women</b>	<b>Men</b>	<b>Total</b>
<b>2018/19</b>	<b>0</b>	<b>19</b>	<b>19</b>
Parental Leave			<b>0</b>
Paternity Leave		18	<b>18</b>
Shared Parental		*	<b>*</b>
<b>2019/20</b>	<b>*</b>	<b>26</b>	<b>27</b>
Parental Leave			<b>0</b>
Paternity Leave		26	<b>26</b>
Shared Parental	*	0	<b>*</b>
<b>2020/21</b>	<b>*</b>	<b>26</b>	<b>28</b>
Parental Leave			<b>0</b>
Paternity Leave		20	<b>20</b>
Shared Parental	*	6	<b>8</b>
<b>Total</b>	<b>*</b>	<b>71</b>	<b>74</b>

28 members of staff took shared parental, parental and paternity leave in 2020/21, this has increased from 19 members of staff in 2018/19. Notably, the number of men that have taken shared parental leave has increased from 0 in 2019/20 to 6 in 2020/21.

### **Section 3: Ethnicity**

Throughout this section data are presented by ethnicity, and split by White, BAME and Refused/Not known. BAME includes staff who disclose as Black, Asian, or Minority Ethnic. Calculations include only those who have disclosed an ethnicity e.g., Refused/Not known are excluded.

In this report we have referred to BAME staff throughout these tables, which is consistent with HESA data which use that phrasing, and with government data and reports. We do acknowledge the significant limitations of the term and of grouping staff in this way. In particular we recognise that 'BAME' people are individuals, and not a homogenous group. Further analysis by ethnic group will be conducted as part of our Race Equality Charter assessment process.

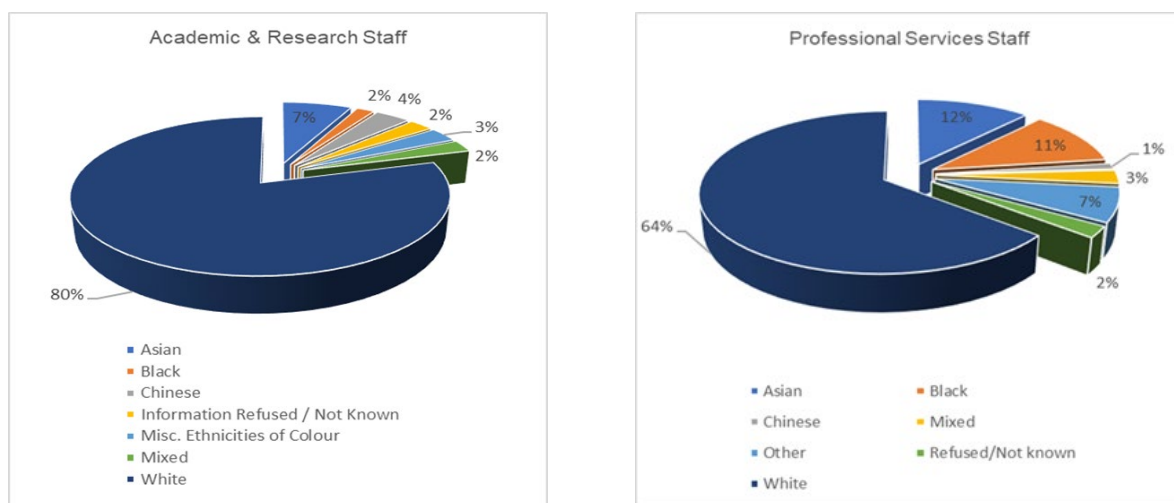
Table 10 - Ethnicity: Academic and Professional Service Staff by Residency Status -2020/21							
	BAME	White	Refused / Not known	% BAME	% BAME^	% White	% White^
<b>Academic</b>	<b>169</b>	<b>743</b>	<b>23</b>	<b>18.5%</b>	<b>100.0%</b>	<b>81.5%</b>	<b>100.0%</b>
UK	80	444	11	15.3%	47.3%	84.7%	59.8%
NON UK	89	299	12	22.9%	52.7%	77.1%	40.2%
<b>Professional Services</b>	<b>421</b>	<b>812</b>	<b>31</b>	<b>34.1%</b>	<b>100.0%</b>	<b>65.9%</b>	<b>100.0%</b>
UK	373	672	25	35.7%	88.6%	64.3%	82.8%
NON UK	48	140	6	25.5%	11.4%	74.5%	17.2%
<b>Total</b>	<b>590</b>	<b>1555</b>	<b>54</b>	<b>27.5%</b>	<b>100.0%</b>	<b>72.5%</b>	<b>100.0%</b>

\*Calculations include only those who have disclosed their ethnicity

^ Measured against all BAME or white staff within Academic and Professional Services respectively

Overall 27.5% of City staff disclosed as BAME in 2020/21. The Professional Services staff group has a higher proportion of BAME staff, 34.1%, compared to 18.5% of academics.

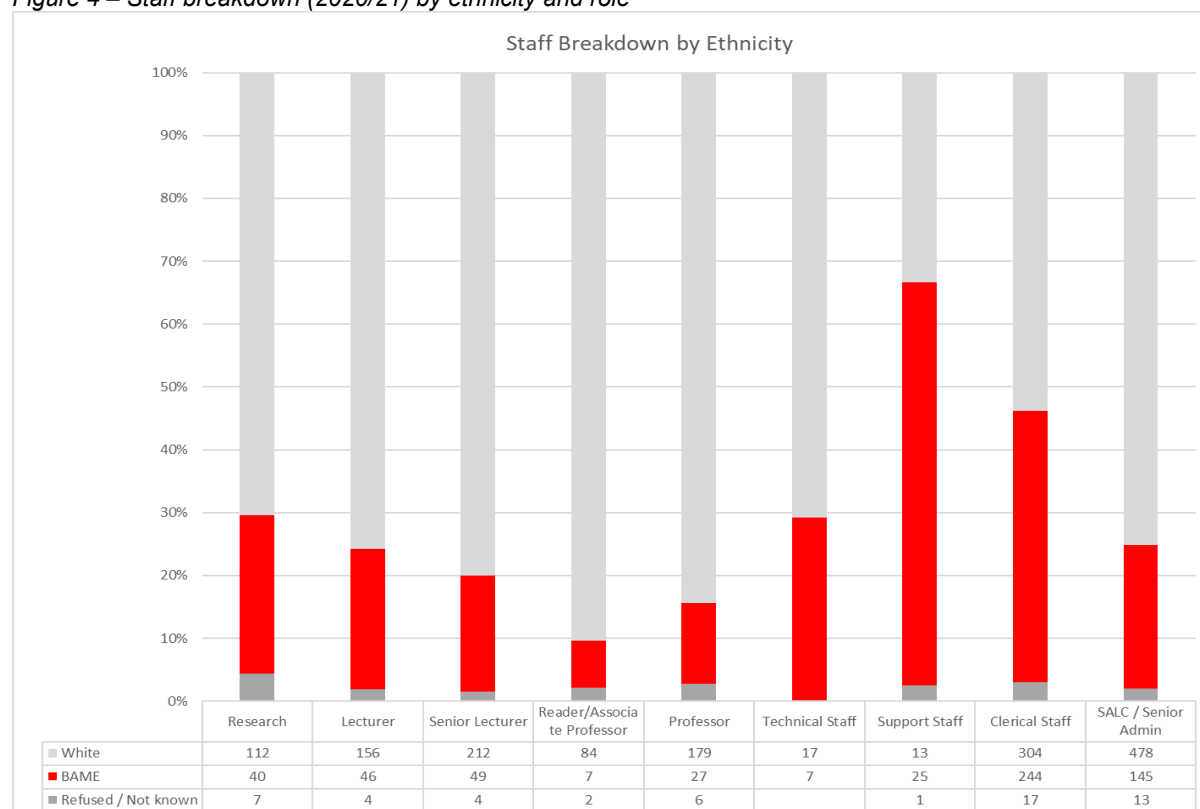
Figure 3 – Academic & Research and Professional Service Staff by ethnicity – 2020/21 \*Arab is included in Asian



When looking at the breakdown of different ethnic groups, it is noted that for Academic staff 7% are Asian and 2 % are Black, whilst for professional services staff in 2020/21, 12% of staff were Asian and 11% were Black. Further analysis is needed to understand distribution by grade, which will be carried out part of the Race Equality Charter.

Table 11 - Ethnicity: Academic and Professional Service Staff by Role (2018/21)												
	2018/19				2019/20				2020/21			
	BAME	White	Refused / Not known	% BAME	BAME	White	Refused / Not known	% BAME	BAME	White	Refused / Not known	% BAME
<b>Academic</b>	<b>161</b>	<b>768</b>	<b>23</b>	<b>17.3%</b>	<b>153</b>	<b>768</b>	<b>25</b>	<b>16.6%</b>	<b>169</b>	<b>743</b>	<b>23</b>	<b>18.5%</b>
Research	44	125	7	26.0%	32	122	8	20.8%	40	112	7	26.3%
Lecturer	50	179	*	21.8%	49	174	5	22.0%	46	156	*	22.8%
Senior Lecturer	36	229	*	13.6%	42	215	*	16.3%	49	212	*	18.8%
Reader	7	55	*	11.3%	6	74	*	7.5%	7	84	*	7.7%
Professor	24	180	6	11.8%	24	183	6	11.6%	27	179	6	13.1%
<b>Professional Services</b>	<b>393</b>	<b>801</b>	<b>28</b>	<b>32.9%</b>	<b>427</b>	<b>814</b>	<b>29</b>	<b>34.4%</b>	<b>421</b>	<b>812</b>	<b>31</b>	<b>34.1%</b>
Clerical	242	329	16	42.4%	260	315	16	45.2%	244	304	17	44.5%
Support	11	*	*	73.3%	21	12	*	63.6%	25	13	*	65.8%
Technical	7	17	*	29.2%	9	17	*	34.6%	7	17	*	29.2%
SALC / Senior Admin	133	451	11	22.8%	137	470	12	22.6%	145	478	13	23.3%
<b>Total</b>	<b>554</b>	<b>1569</b>	<b>51</b>	<b>26.1%</b>	<b>580</b>	<b>1582</b>	<b>54</b>	<b>26.8%</b>	<b>590</b>	<b>1555</b>	<b>54</b>	<b>27.5%</b>

Figure 4 – Staff breakdown (2020/21) by ethnicity and role



For academic staff 18.5% were BAME in 2020/21. This has risen from 16.6% in 2019/20. By role the proportion of BAME academic staff decreases from 22.8% at Lecturer level to 13.1% of Professors. The proportion of Professors who are BAME has increased from 11.6% in 2019/20 to 13.1% in 2020/21. This is an area of focus through the EDI Strategy and the REC action planning. For professional services staff 34.1% were BAME in 2020/21, which is unchanged from the previous year. The proportion of clerical professional services staff who are BAME is 44.5% whilst the proportion of SALC/ senior admin professional services staff who are BAME is 23.3%.

Table 12 - Ethnicity: Academic and Professional Service Staff by Grade - 2020/21				
	BAME	White	BAME %	White %
<b>Academic</b>	<b>169</b>	<b>743</b>	<b>18.5%</b>	<b>81.5%</b>
Grade 5B	5	36	12.2%	87.8%
Grade 6	31	51	37.8%	62.2%
Grade 7	50	169	22.8%	77.2%
Grade 8	56	305	15.5%	84.5%
Professor	27	182	12.9%	87.1%
<b>Professional Services</b>	<b>421</b>	<b>812</b>	<b>34.1%</b>	<b>65.9%</b>
Grade 1	5	10	33.3%	66.7%
Grade 2	6	9	40.0%	60.0%
Grade 3	39	19	67.2%	32.8%
Grade 4	59	68	46.5%	53.5%
Grade 5	165	223	42.5%	57.5%
Grade 6	91	229	28.4%	71.6%
Grade 7	47	164	22.3%	77.7%
Grade 8	6	59	9.2%	90.8%
Grade 9	*	31	8.8%	91.2%
<b>Total</b>	<b>590</b>	<b>1555</b>	<b>27.5%</b>	<b>72.5%</b>

*\*Calculations include only those who have disclosed their ethnicity*

For academic staff the largest proportion of BAME staff were at Grade 6, 37.8%. Above Grade 6 the proportion of BAME staff by grade continues to decrease to 15.5% at Grade 8 and 12.9% at Professor level.

For professional services staff the largest proportion of BAME staff were at Grade 3, 67.2%. Above Grade 3 the proportion of BAME staff by grade continues to decrease, particularly in senior level roles where the proportion of BAME staff at Grade 8 is 9.2% and the proportion of BAME staff at Grade 9 is 8.8%.

### Contract Type

Table 13 - Ethnicity: Academic and Professional Services by Contract Type - 2020/21							
	BAME	White	Refused / Not known	% BAME	% BAME^	% White	% White^
<b>Academic</b>	<b>153</b>	<b>768</b>	<b>25</b>	<b>18.5%</b>	<b>29%</b>	<b>81.5%</b>	<b>47.8%</b>
Fixed term	13	36	*	22.6%	4.1%	77.4%	3.2%
Permanent	140	732	24	18.4%	95.9%	81.6%	96.8%
<b>Professional Services</b>	<b>427</b>	<b>814</b>	<b>29</b>	<b>34.1%</b>	<b>100%</b>	<b>65.9%</b>	<b>100.0%</b>
Fixed term	73	86	6	37.1%	8.6%	62.9%	7.5%
Permanent	354	728	23	33.9%	91.4%	66.1%	92.5%
<b>Total</b>	<b>580</b>	<b>1582</b>	<b>54</b>	<b>27.5%</b>	<b>100.0%</b>	<b>72.5%</b>	<b>100.0%</b>

*\*Calculations include only those who have disclosed their ethnicity*

*^ Measured against all BAME or White staff within Academic and Professional Services respectively*

For BAME academic staff 4.1% were on fixed term contracts, which is higher than the proportion of white academic staff on fixed term contracts (3.2%). For professional services staff there was a higher proportion of BAME staff on fixed-term contracts 8.6% compared to 7.5% of white staff.

## Part-time work

Table 14 - Ethnicity: Academic and Professional Services by Full-time / Part-time -2020/21							
	BAME	White	Refused / Not known	% BAME	% BAME^	% White	% White^
<b>Academic</b>	<b>169</b>	<b>743</b>	<b>23</b>	<b>18.5%</b>	<b>100.0%</b>	<b>81.5%</b>	<b>100.0%</b>
Full time	146	563	12	20.6%	86.4%	79.4%	75.8%
Part time	23	180	11	11.3%	13.6%	88.7%	24.2%
<b>Professional Services</b>	<b>421</b>	<b>812</b>	<b>31</b>	<b>34.1%</b>	<b>100.0%</b>	<b>65.9%</b>	<b>100.0%</b>
Full time	383	704	23	35.2%	91.0%	64.8%	86.7%
Part time	38	108	8	26.0%	9.0%	74.0%	13.3%
<b>Total</b>	<b>590</b>	<b>1555</b>	<b>54</b>	<b>27.5%</b>	<b>100.0%</b>	<b>72.5%</b>	<b>100.0%</b>

\*Calculations include only those who have disclosed their ethnicity

^ Measured against all BAME or white within Academic and Professional Services respectively

For academic BAME staff, 13.6% work part-time, compared to 24.2% of white academic staff. Of BAME professional services staff 9% work part-time compared to 13.3% of white professional services staff.

## Turnover and Reasons for leaving

Table 15 - Ethnicity: Academic and Professional Services Staff by Role & Turnover -2020/21												
	BAME Turnover			White Turnover			Refused / Not Known Turnover			Total Turnover		
	BAME	Leaver	%	White	Leaver	%	Refused	Leaver	%	Total	Leaver	%
<b>Academic</b>	<b>169</b>	<b>30</b>	<b>17.8%</b>	<b>743</b>	<b>97</b>	<b>13.1%</b>	<b>23</b>	<b>6</b>	<b>26.1%</b>	<b>935</b>	<b>133</b>	<b>14.2%</b>
Research	40	20	50.0%	112	53	47.3%	7	*	57.1%	159	77	48.4%
Lecturer	46	6	13.0%	156	12	7.7%	*	*	25.0%	206	19	9.2%
Senior Lecturer	49	*	8.2%	212	15	7.1%	*	*	0.0%	265	19	7.2%
Reader/Associate Professor	7	*	0.0%	84	*	2.4%	*	*	0.0%	93	*	2.2%
Professor	27	*	0.0%	179	15	8.4%	6	*	16.7%	212	16	7.5%
<b>Professional Services</b>	<b>421</b>	<b>59</b>	<b>14.0%</b>	<b>812</b>	<b>80</b>	<b>9.9%</b>	<b>31</b>	<b>5</b>	<b>16.1%</b>	<b>1264</b>	<b>144</b>	<b>11.4%</b>
Technical Staff	7	*	14.3%	17	*	0.0%	*	*	0.0%	24	*	4.2%
Support Staff	25	*	0.0%	13	*	0.0%	*	*	0.0%	39	*	0.0%
Clerical Staff	244	42	17.2%	304	39	12.8%	17	*	23.5%	565	85	15.0%
SALC / Senior Admin	145	16	11.0%	478	41	8.6%	13	*	7.7%	636	58	9.1%
<b>Total</b>	<b>590</b>	<b>89</b>	<b>15.1%</b>	<b>1555</b>	<b>177</b>	<b>11.4%</b>	<b>54</b>	<b>11</b>	<b>20.4%</b>	<b>2199</b>	<b>277</b>	<b>12.6%</b>

The turnover rate for BAME staff was 15.1%. This is higher than the turnover for White staff, 11.4%. Table 16 shows the reasons for leaving.

Table 16 - Ethnicity: Academic and Professional Services Staff by Reason for Leaving -2020/21				
	BAME	White	Refused / Not known	% BAME
<b>Academic</b>	<b>30</b>	<b>97</b>	<b>6</b>	<b>23.6%</b>
Expiry of Contract	17	42	*	28.8%
Redundancy	*	6	*	14.3%
Resignation	10	34	*	22.7%
Retirement	*	14	*	6.7%
Other	*	*	*	50.0%
<b>Professional Services</b>	<b>59</b>	<b>80</b>	<b>5</b>	<b>42.4%</b>
Expiry of Contract	27	16	*	62.8%
Redundancy	*	8	*	33.3%
Resignation	27	54	*	33.3%
Retirement	*	*	*	50.0%
Other	*	*	*	0.0%
<b>Total</b>	<b>89</b>	<b>177</b>	<b>11</b>	<b>33.5%</b>

\*Calculations include only those who have disclosed their ethnicity



When looking at the largest numbers of BAME staff leaving, this is either due to resignation or expiry of contract.

#### **Section 4: Disability**

<b>Table 17 - Disability: Academic and Professional Service Staff by Disability Disclosure (2018-21)</b>						
	<b>2018/19</b>		<b>2019/20</b>		<b>2020/21</b>	
<b>Academic</b>	<b>952</b>	<b>% Academic</b>	<b>946</b>	<b>% Academic</b>	<b>935</b>	<b>% Academic</b>
Disability	51	5.4%	50	5.3%	50	5.3%
No known disability	799	84%	797	84.2%	791	84.6%
Not known/refused	102	10.7%	99	10.5%	94	10.1%
<b>Professional Services</b>	<b>1222</b>	<b>% Professional</b>	<b>1270</b>	<b>% Professional</b>	<b>1264</b>	<b>% Professional</b>
Disability	61	5.0%	93	7.3%	96	7.6%
No known disability	1052	86.1%	1071	84.3%	1067	84.4%
Not known/refused	109	9%	106	8.3%	101	8.0%
<b>All Staff</b>	<b>2174</b>	<b>% All Staff</b>	<b>2216</b>	<b>% All Staff</b>	<b>2199</b>	<b>% All Staff</b>
Disability	112	5.2%	143	6.5%	146	6.6%
No known disability	1851	85.1%	1868	84.3%	1858	84.5%
Not known/refused	211	9.7%	205	9.3%	195	8.9%

*\*Measured against all staff (whether declared or not)*

The proportion of staff disclosing a disability at City has increased from 5.2% in 2017/18 to 6.6% in 2020/21.

Table 18 shows the proportions of disclosed disability types at City. The highest disability type to be disclosed was a specific learning difficulty (i.e. Dyslexia or Dyspraxia), 28.1%.

<b>Disability Disclosure - Breakdown</b>	<b>31/08/2021</b>
A specific learning difficulty (i.e. Dyslexia or Dyspraxia)	28.1%
A long standing illness or health condition (i.e. Cancer)	21.2%
A mental health condition (i.e. Depression or Schizophrenia)	19.2%
A disability, impairment or medical condition not listed	10.3%
A physical impairment or mobility issues (i.e. Wheelchair)	6.8%
Two or more impairments and/or disabling medical conditions	5.5%
Deaf or serious hearing impairment	4.8%
Blind or a serious visual impairment uncorrected by glasses	2.1%
General learning disability (i.e. Down's syndrome)	1.4%
A social/communication impairment (i.e. Asperger's syndrom)	0.7%
<b>Total</b>	<b>100%</b>

## Contract type

Table 19 - Disability: Academic and Professional Service Staff by Contract Type - 2020/21					
	Disability	No known disability	Not known/refused	% with Disability	% with Disability^
<b>Academic</b>	<b>50</b>	<b>791</b>	<b>94</b>	<b>5.3%</b>	<b>100.0%</b>
Fixed term	*	25	*	12.9%	8.0%
Permanent	46	766	92	5.1%	92.0%
<b>Professional Services</b>	<b>96</b>	<b>1067</b>	<b>101</b>	<b>7.6%</b>	<b>100.0%</b>
Fixed term	11	90	*	10.6%	11.5%
Permanent	85	977	98	7.3%	88.5%
<b>Total</b>	<b>146</b>	<b>1858</b>	<b>195</b>	<b>6.6%</b>	<b>100.0%</b>

^ Measured against all disabled staff within Academic and Professional Services respectively

For academic staff 8% of those with a disability are on fixed-term contracts. For professional services staff on fixed term contracts 10.6% have a disability.

## Full-time or part-time status

Table 20 - Disability: Academic and Professional Service Staff by Full-time / Part-time - 2020/21					
	Disability	No known disability	Not known/refused	% with Disability	% with Disability^
<b>Academic</b>	<b>50</b>	<b>791</b>	<b>94</b>	<b>5.3%</b>	<b>100.0%</b>
Full time	40	616	65	5.5%	80.0%
Part time	10	175	29	4.7%	20.0%
<b>Professional Services</b>	<b>96</b>	<b>1067</b>	<b>101</b>	<b>7.6%</b>	<b>100.0%</b>
Full time	85	934	91	7.7%	88.5%
Part time	11	133	10	7.1%	11.5%
<b>Total</b>	<b>146</b>	<b>1858</b>	<b>195</b>	<b>6.6%</b>	<b>100.0%</b>

^ Measured against all disabled staff within Academic and Professional Services respectively

For academic staff who declared a disability 20% were part-time, and professional services staff 11.5% were part-time.

## Section 5: Age

Table 21 - Age: Academic and Professional Staff by Age group 2020-21						
	2018/19		2019/20		2020/21	
	No.	%	No.	%	No.	%
<b>Academic</b>	<b>952</b>	<b>100%</b>	<b>946</b>	<b>100%</b>	<b>935</b>	<b>100%</b>
Under 25	5	0.5%	*	0.4%	*	0%
25 - 34	160	16.8%	134	14.2%	123	13.2%
35 - 44	268	28.2%	277	29.3%	280	29.9%
45 - 54	262	27.5%	265	28.0%	256	27.4%
55 - 64	188	19.7%	191	20.2%	206	22.0%
65 +	69	7.2%	75	7.9%	66	7.1%
<b>Professional</b>	<b>1222</b>	<b>100%</b>	<b>1270</b>	<b>100%</b>	<b>1264</b>	<b>100%</b>
Under 25	52	4.3%	60	4.7%	39	3.1%
25 - 34	389	31.8%	375	29.5%	363	28.7%
35 - 44	386	31.6%	400	31.5%	396	31.3%
45 - 54	256	20.9%	268	21.1%	284	22.5%
55 - 64	124	10.1%	149	11.7%	158	12.5%
65 +	15	1.2%	18	1.4%	24	1.9%
<b>All Staff</b>	<b>2174</b>	<b>100%</b>	<b>2216</b>	<b>100%</b>	<b>2199</b>	<b>100%</b>
Under 25	57	2.6%	64	2.9%	43	2%
25 - 34	549	25.3%	509	23.0%	486	22.1%
35 - 44	654	30.1%	677	30.6%	676	30.7%
45 - 54	518	23.8%	533	24.1%	540	24.6%
55 - 64	312	14.4%	340	15.3%	364	16.6%
65 +	84	3.9%	93	4.2%	90	4.1%

The largest proportion of City's staff are aged 35-44, comprising 30.7% of staff. For academic staff the largest age groups are 35-44 and 45-54. For professional services staff 35-44 is the largest age group, 31.3% in 2020/21.

Figure 5 – Staff breakdown by age, academic and professional service staff

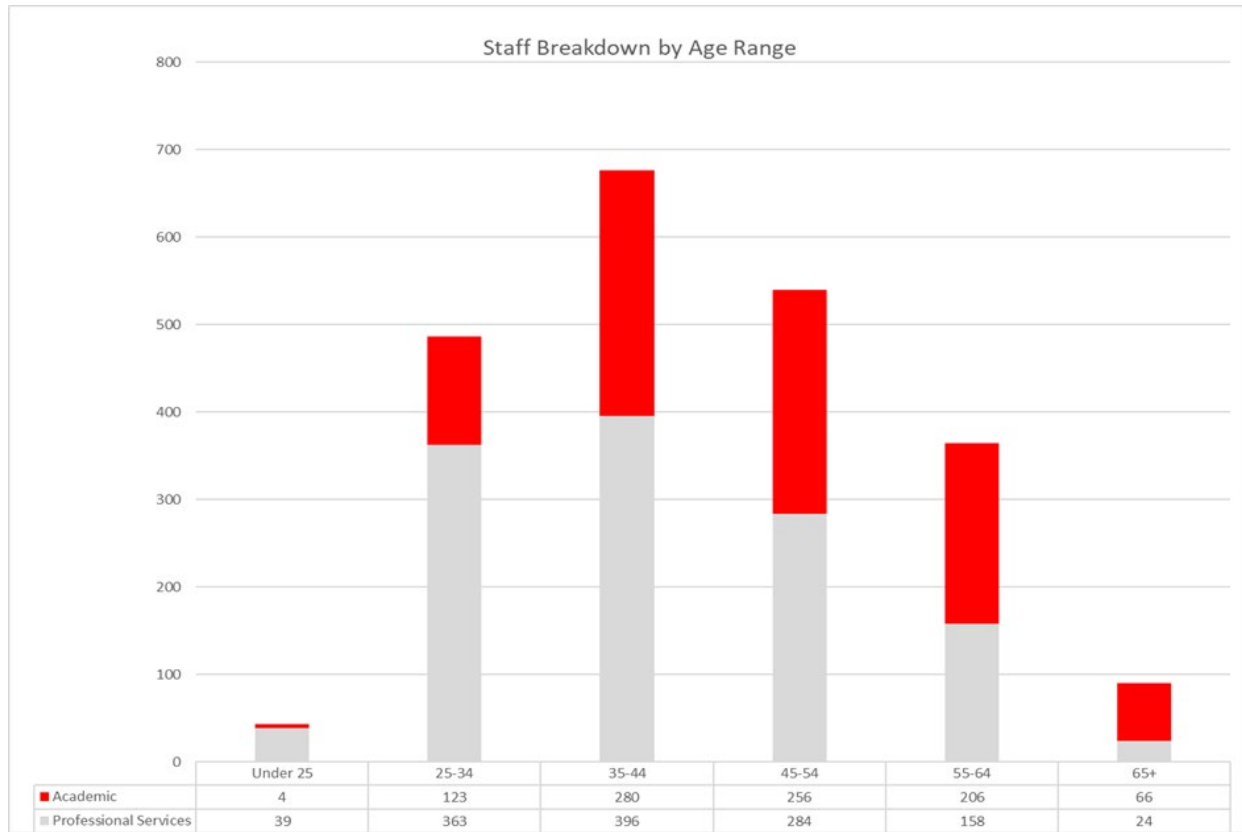


Table 22 - Academic Staff by Age Range and Role - 2018-21																				
Age Range	Research				Lecturer				Senior Lecturer				Reader				Professors			
	2018/19	2019/20	2020/21	%	2018/19	2019/20	2020/21	%	2018/19	2019/20	2020/21	%	2018/19	2019/20	2020/21	%	2018/19	2019/20	2020/21	%
Under 25	5	*	*	3%	*	*	*	0%	*	*	*	0%	*	*	*	0%	*	*	*	0%
25 - 34	87	75	72	45%	67	55	45	22%	5	*	6	2%	*	*	*	0%	*	*	*	0%
35 - 44	50	52	55	35%	92	98	93	45%	85	82	89	34%	25	29	29	31%	16	16	14	7%
45 - 54	20	17	16	10%	52	49	42	20%	100	100	95	36%	25	34	45	48%	65	65	58	27%
55 - 64	10	11	11	7%	18	23	24	12%	68	66	67	25%	13	17	17	18%	79	74	87	41%
65 +	*	*	*	1%	*	*	*	1%	11	8	8	3%	*	*	*	2%	50	58	53	25%
<b>Total</b>	<b>176</b>	<b>162</b>	<b>159</b>	<b>100%</b>	<b>233</b>	<b>228</b>	<b>206</b>	<b>100%</b>	<b>269</b>	<b>260</b>	<b>265</b>	<b>100%</b>	<b>64</b>	<b>83</b>	<b>93</b>	<b>100%</b>	<b>210</b>	<b>213</b>	<b>212</b>	<b>100%</b>

For academic and research roles, the age group make-up can be linked to an increase in seniority. For example, the largest age group for research staff is 25-34, 45%, compared to Associate Professor/Reader/Professor where there are no staff under the age of 35.

Table 23 - Professional Services Staff by Age Range and Role - 2018-21																
Age Range	Clerical & Library				Support				Technical				SALC / Senior Admin			
	2018/19	2019/20	2020/21	%^	2018/19	2019/20	2020/21	%^	2018/19	2019/20	2020/21	%^	2018/19	2019/20	2020/21	%^
Under 25	51	57	37	6.5%	*	*	*	0%	*	*	*	4.2%	*	*	*	0.2%
25 - 34	249	234	229	40.5%	*	5	*	10%	*	*	*	8.3%	131	133	128	20.1%
35 - 44	152	155	153	27.1%	*	9	12	31%	5	6	6	25.0%	227	230	225	35.4%
45 - 54	88	94	93	16.5%	6	12	13	33%	6	5	6	25.0%	156	157	172	27.0%
55 - 64	41	47	47	8.3%	*	5	6	15%	7	9	8	33.3%	75	88	97	15.3%
65 +	6	*	6	1.1%	*	*	*	10%	*	*	*	4.2%	5	10	13	2.0%
<b>Total</b>	<b>587</b>	<b>591</b>	<b>565</b>	<b>100%</b>	<b>16</b>	<b>34</b>	<b>39</b>	<b>100%</b>	<b>24</b>	<b>26</b>	<b>24</b>	<b>100%</b>	<b>595</b>	<b>619</b>	<b>636</b>	<b>100%</b>

For professional services staff by role, the largest group for staff in Support Roles are aged 45-54. For Clerical and Library staff, 25-34 is the largest age group, 40.5%. For Technical staff the largest group is 55-64, 33.3%. For SALC/Senior Admin staff the largest age group is 35-44, 35.4%.

## Contract Status

<b>Table 24 - Age: Academic and Professional Staff by Contract Type - 2020/21</b>				
	<b>Fixed term</b>	<b>Permanent</b>	<b>% Fixed Term</b>	<b>% Fixed Term<sup>^</sup></b>
<b>Academic</b>	<b>31</b>	<b>904</b>	<b>3.3%</b>	<b>100%</b>
Under 25	*	*	25.0%	3.2%
25-34	5	118	4.1%	16.1%
35-44	13	267	4.6%	41.9%
45-54	*	253	1.2%	9.7%
55-64	*	203	1.5%	9.7%
65+	6	60	9.1%	19.4%
<b>Professional Services</b>	<b>104</b>	<b>1160</b>	<b>8.2%</b>	<b>100%</b>
Under 25	19	20	48.7%	18.3%
25-34	40	323	11.0%	38.5%
35-44	22	374	5.6%	21.2%
45-54	14	270	4.9%	13%
55-64	7	151	4.4%	6.7%
65+	*	22	8.3%	2%
<b>Total</b>	<b>135</b>	<b>2064</b>	<b>100.0%</b>	<b>100%</b>

<sup>^</sup> % Fixed term by age band within academic and Professional Services respectively

For professional services staff, the 25-34 age group has the highest proportion of staff on fixed-term contracts, 38.5%.

For academics, the 35-44 age group has the highest proportion of staff on fixed-term contracts, 41.9%.

## Full-time and part-time status

Table 25 - Age: Academic and Professional Staff by Full-time & Part-time - 2020/21				
	Full time	Part time	% Part-time	% Part-time *
<b>Academic</b>	<b>721</b>	<b>214</b>	<b>22.9%</b>	<b>100%</b>
Under 25	*	*	0.0%	0.0%
25-34	101	22	17.9%	10.3%
35-44	222	58	20.7%	27.1%
45-54	208	48	18.8%	22.4%
55-64	154	52	25.2%	24.3%
65+	32	34	51.5%	15.9%
<b>Professional Services</b>	<b>1110</b>	<b>154</b>	<b>12.2%</b>	<b>100%</b>
Under 25	31	8	20.5%	3.7%
25-34	341	22	6.1%	10.3%
35-44	330	66	16.7%	30.8%
45-54	260	24	8.5%	11%
55-64	132	26	16.5%	12.1%
65+	16	8	33.3%	4%
<b>Total</b>	<b>1831</b>	<b>368</b>	<b>16.7%</b>	<b>100%</b>

\* % Part-time by age band within academic and Professional Services respectively

The highest proportion of staff working part-time for academic staff is the 35-44 age group, 27.1%. The highest proportion of professional services staff working part-time is 35-44, 30.8%.

## **Section 6: Religion and Belief and Sexual Orientation**

<b>Table 26 - All Staff by Religious Belief 2018-2021</b>			
<b>Religion</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>
Buddhist	0.7%	0.8%	1.0%
Christian	21.3%	22.7%	22.9%
Hindu	2.4%	2.5%	2.8%
Jewish	1.7%	1.5%	1.7%
Muslim	5.8%	6.2%	6.3%
Sikh	0.6%	0.6%	0.5%
Spiritual	0.6%	0.6%	0.9%
No religion	34.9%	34.5%	34.8%
Other	1.1%	1.0%	0.9%
Not known/refused	30.8%	29.6%	28.2%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Staff who state they have no religion are the highest proportion of staff, 34.8% in 2020/21.

22.9% of staff identified as Christian, which has increased from 21.3% in 2018/19. 6.3% of staff identified as Muslim, which has also increased from 5.8% in 2018/19.

<b>Table 27 - Sexual Orientation - 2018-2021</b>			
	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>
Bisexual, gay man, gay woman/lesbian	5.7%	5.5%	6.0%
Heterosexual	69.2%	69.8%	70.4%
Other	0.3%	0.4%	0.2%
Not known/refused	24.8%	24.4%	23.4%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

6% of City staff disclosed themselves as either bisexual, gay man or gay woman/lesbian which represents a slight increase from 5.7% in 2018/19.



## **Section 7: Members of committees**

<b>Table 28 - Executive Team Membership by Gender - 2018-2021</b>			
	<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>
Male	4	3	6
Female	3	3	7
Total	7	6	13
<b>% Female</b>	<b>42.9%</b>	<b>50.0%</b>	<b>53.8%</b>

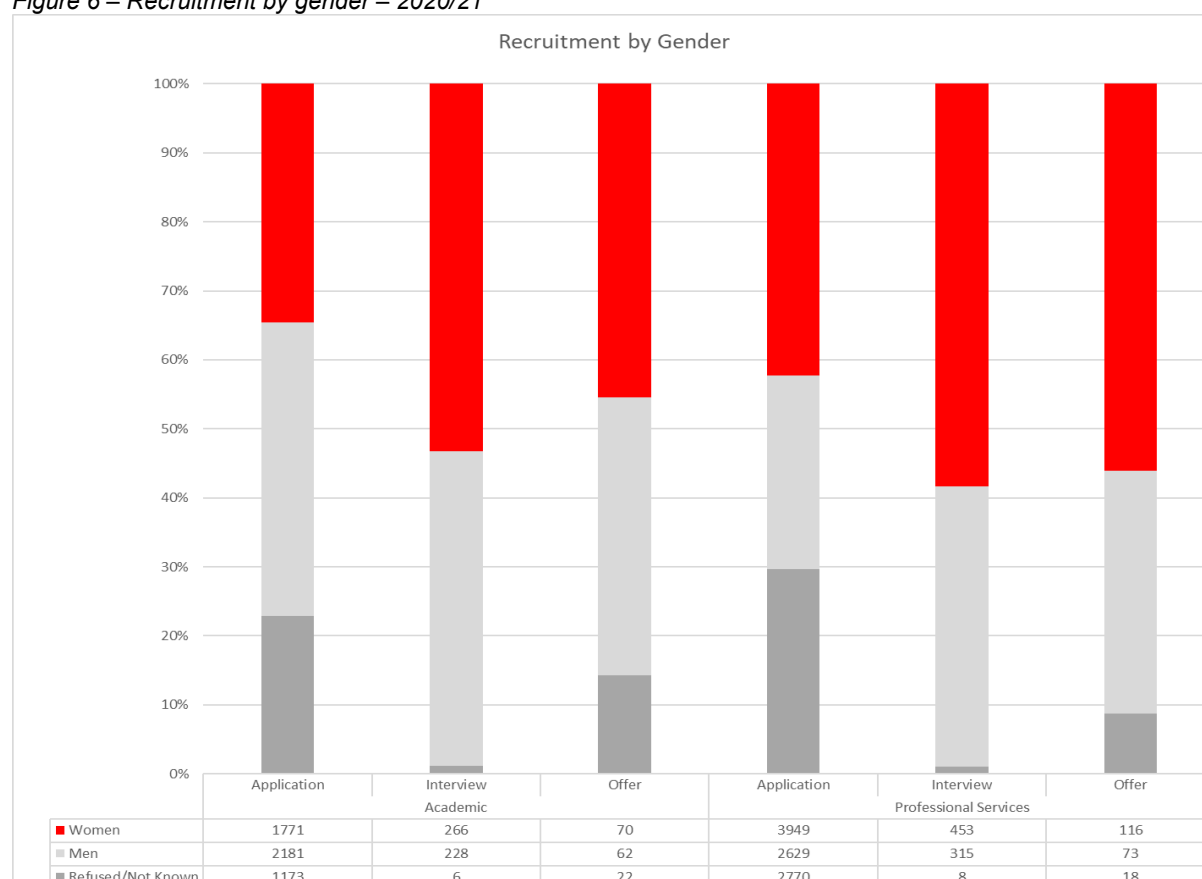
*\*Figures reflect the start of the year*

City is committed to increasing the representation of women on senior committees, with a minimum of 30% women by 2021. Since 2019/20 there has been an increase in the proportion of women on City's Executive Team, from 42.9. to 53.8%. In 2017/18 the proportion of women on the Executive Team was 28.6%.

## Section 8: Recruitment

Recruitment Stage	Table 29 - Women applicants at each stage of recruitment (%) 2018-2021		
	2018/19	2019/20	2020/21
<b>Applicants</b>	42.3%	43.7%	39.5%
<b>Shortlisted</b>	56.4%	59.5%	56.3%
<b>Appointments</b>	56.6%	50.5%	52.2%

Figure 6 – Recruitment by gender – 2020/21



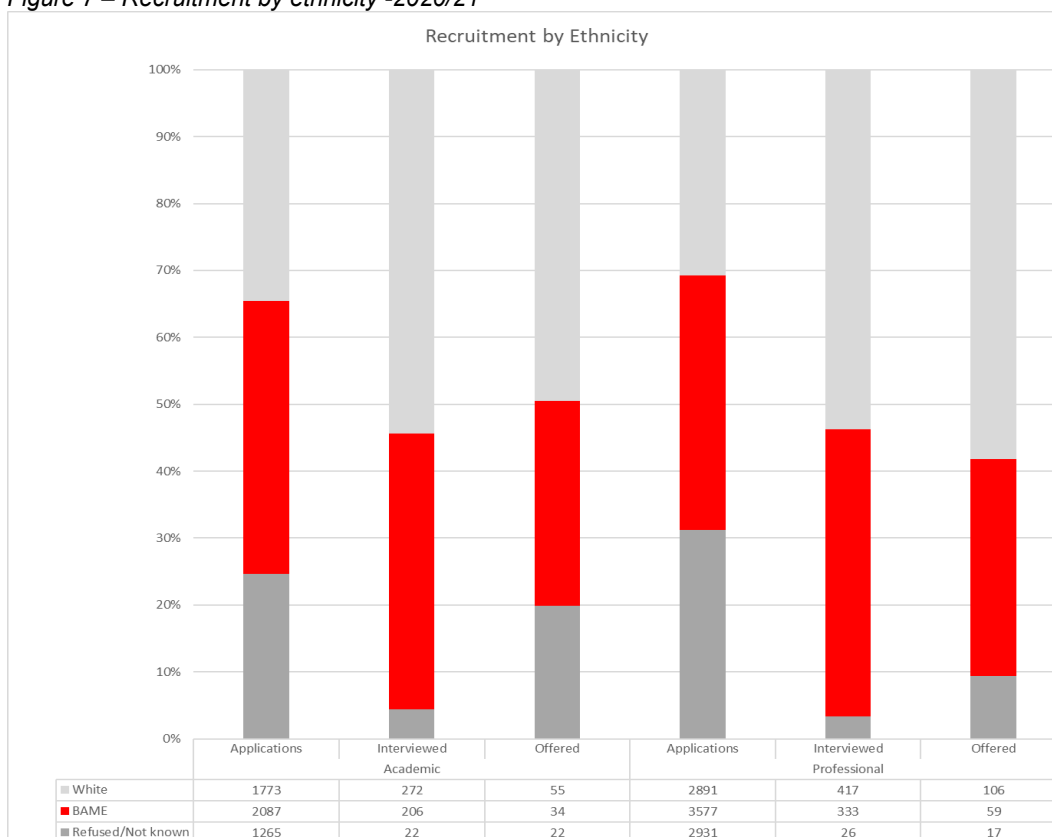
The percentage of women applicants has slightly decreased from 43.7% to 39.5%. The proportion of women being shortlisted has decreased from 59.5% in 2019/20 to 56.3% in 2020/21. The proportion of women being appointed has increased from 50.5% in 2019/20 to 53.2% in 2020/21.

The table below shows the breakdown of applications by gender and the percentage that progress to the next stage.

Table 30 - Recruitment: Academic and Professional Service Staff by Gender & Stage (2018-2021)															
Academic	2018/19					2019/20					2020/21				
	Female	% from previous Stage	Male	% from previous Stage	Other/Unkown	Female	% from previous Stage	Male	% from previous Stage	Other/Unkown	Female	% from previous Stage	Male	% from previous Stage	Other/Unkown
<b>Research</b>	<b>930</b>		<b>604</b>		<b>476</b>	<b>1809</b>		<b>988</b>		<b>885</b>	<b>1310</b>		<b>1026</b>		<b>814</b>
Application	790		504		402	1611		866		830	1069		824		797
Interview	105	13.3%	76	15.1%	30	156	9.7%	98	11.3%	16	214	20.0%	175	21.2%	*
Offer	35	33.3%	24	31.6%	44	42	26.9%	24	24.5%	39	27	12.6%	27	15.4%	13
<b>Academic</b>	<b>801</b>		<b>1034</b>		<b>354</b>	<b>915</b>		<b>1241</b>		<b>402</b>	<b>797</b>		<b>1445</b>		<b>384</b>
Application	682		927		348	796		1141		395	702		1357		374
Interview	81	11.9%	79	8.5%	*	85	10.7%	67	5.9%	5	52	7.4%	53	3.9%	*
Offer	38	46.9%	28	35.4%	*	34	40.0%	33	49.3%	*	43	82.7%	35	66.0%	8
<b>Professor</b>	<b>19</b>		<b>35</b>		<b>9</b>	<b>*</b>		<b>15</b>		<b>17</b>	<b>0</b>		<b>0</b>		<b>*</b>
Application	15		32		7	*		14		10	0		0		*
Interview	*	20%	*	6%	0	0	0%	0	0%	*	0	0%	0	0%	
Offer	*	33%	*	50%	*	0	0%	*	0%	6	0	0%	0	0%	*
<b>Professional</b>															
<b>Clerical/Technical/Support/Other related</b>	<b>4579</b>		<b>2834</b>		<b>2563</b>	<b>4008</b>		<b>2212</b>		<b>2380</b>	<b>3316</b>		<b>1962</b>		<b>1963</b>
Application	3844		2408		2525	3461		1934		2337	2972		1724		1948
Interview	596	15.5%	360	15.0%	21	439	12.7%	230	11.9%	18	274	9.2%	198	11.5%	*
Offer	139	23.3%	66	18.3%	17	108	24.6%	48	20.9%	25	70	25.5%	40	20.2%	11
<b>SALC</b>	<b>1582</b>		<b>1298</b>		<b>879</b>						<b>1202</b>		<b>1055</b>		<b>833</b>
Application	1285		1049		843	1140		811		666	977		905		822
Interview	244	19.0%	207	19.7%	19	206	18.1%	149	18.4%	16	179	18.3%	117	12.9%	*
Offer	53	22%	42	20%	17	56	27%	39	26%	10	46	26%	33	28%	7

Recruitment Stage	Table 31 - BAME applicants at each stage of recruitment (%) 2018-2021		
	2018/19	2019/20	2020/21
Application	37.7%	36.6%	39.0%
Interview	39.9%	34.8%	42.2%
Appointment	27.9%	27.8%	31.7%

Figure 7 – Recruitment by ethnicity -2020/21



The percentage of BAME applicants has slightly increased from 36.6% in 2019/20 to 39% in 2020/21.

The proportion of those interviewed that were BAME has increased from 34.8% in 2019/20 to 42.2% in 2020/21. The proportion of appointments that were BAME has increased from 27.9% in 2019/20 to 31.7% in 2020/21.

The table below shows the breakdown of applications by ethnicity and the % that progress to the next stage.

Table 32 - Recruitment: Academic and Professional Service Staff by Ethnicity & Stage (2018-2021)															
	2018/19					2019/20					2020/21				
	BAME	% from previous Stage	White	% from previous Stage	Unknown/ Refused	BAME	% from previous Stage	White	% from previous Stage	Unknown/ Refused	BAME	% from previous Stage	White	% from previous Stage	Unknown/ Refused
<b>Academic</b>															
Applications	1345		1528		834	2047		2282		1337	2087		1773		1265
Interviewed	119	8.8%	219	14.3%	42	128	6.3%	267	11.7%	33	206	9.9%	272	15.3%	22
Offered	26	21.8%	97	44.3%	52	35	27.3%	90	33.7%	56	34	16.5%	55	20.2%	22
<b>Professional Services</b>															
Applications	4563		3828		3563	3818		3353		3178	3577		2891		2931
Interviewed	611	13.4%	769	20.1%	67	390	10.2%	593	17.7%	75	333	9.3%	417	14.4%	26
Offered	116	19.0%	180	23.4%	38	96	24.6%	146	24.6%	44	59	17.7%	106	25.4%	17

Table 33 - Disabled applicants at each stage of Recruitment - 2020/21							
Disability	Applications	%*	Interviewed	%*	Hired	% Hired*	% Hired**
No Known Disability	9783	67.4%	1096	11.2%	229	2.3%	20.9%
Unknown	3951	27.2%	14	0.4%	37	0.9%	264.3%
Yes (GIS)	449	3.1%	111	24.7%	13	2.9%	11.7%
Yes (Not GIS)	342	2.4%	55	16.1%	14	4.1%	25.5%
<b>Total</b>	<b>14525</b>	<b>100.0%</b>	<b>1276</b>	<b>11.2%</b>	<b>293</b>	<b>2.0%</b>	<b>23.0%</b>

*\*of those that applied*

*\*\*of those that were interviewed*

5.5% of applicants disclosed a disability, with 3.1% of disabled applicants requesting to be considered under the Guaranteed Interview Scheme (GIS). It is noted that of those interviewed, a higher proportion of disabled candidates not considered under GIS are hired (25.5%), compared to 11.7% of GIS applicants.

## Section 9: Promotion and Progression

Table 34 - Gender: Academic and Professional Services Staff Progression: 2018-21				
	Women	Men	% Women	% Men
<b>Academic</b>	<b>61</b>	<b>68</b>	<b>47.2%</b>	<b>52.8%</b>
2018/19	24	24	50%	50%
2019/20	31	37	45.6%	54.4%
2020/21	35	30	53.8%	46.2%
<b>Professional</b>	<b>83</b>	<b>53</b>	<b>61.4%</b>	<b>38.6%</b>
2018/19	32	23	58%	42%
2019/20	26	16	61.9%	38.1%
2020/21	24	13	64.9%	35.1%
<b>Total</b>	<b>144</b>	<b>121</b>	<b>54.3%</b>	<b>45.7%</b>

NB: Promotion relates circumstances to academic and professional services staff progression from one grade to another (unless it is automatic) and the formal academic promotion process. There is no formal promotion process for promotions for professional services staff; progression to a higher grade is through re-evaluation of the grade for the role or a recruitment application to a higher graded post.

In 2020/21, 53.8% of academics promoted were women and 64.9% of professional services staff promoted or progressed were women.

Table 35 - Ethnicity: Academic and Professional Services Staff Progression- 2018-2021				
	BAME	White	Refused/ Not known	BAME %
<b>Academic</b>	<b>28</b>	<b>148</b>	<b>5</b>	<b>15.9%</b>
2018/19	6	41	*	12.8%
2019/20	8	59	*	11.9%
2020/21	14	48	*	22.6%
<b>Professional</b>	<b>40</b>	<b>91</b>	<b>*</b>	<b>30.5%</b>
2018/19	17	37	*	31.5%
2019/20	12	29	*	29.3%
2020/21	11	25	*	30.6%
<b>Total</b>	<b>68</b>	<b>239</b>	<b>8</b>	<b>22.1%</b>

*\*Calculations include only those who have disclosed their ethnicity.*

In 2020/21, 22.6% of academics promoted were BAME staff which is an increase from 11.9% in 2019/20. For professional services staff 30.6% of staff that progressed were BAME, which is lower than the professional services staff BAME population in 2020/21, 34.1%.

Table 36 - Disability: Academic & Professional Service Staff Progression - 2020/21				
	Disability	No known Disability	Not known/refused	% with Disability
Academic Staff	6	56	*	9.2%
Professional Services	*	32	*	8.1%
<b>Total</b>	<b>9</b>	<b>88</b>	<b>5</b>	<b>8.8%</b>

*\*% Disability of those who progressed measured against all those who progressed within Academic and Professional Services respectively.*

For academic staff 9.2% of those promoted had disclosed a disability in 2020/21, and 8.1% of professional services staff who were promoted/progressed to a higher grade had disclosed a disability.



## Section 10: Training opportunities

Training data relate to all salaried staff who attended classroom training in the academic year that was organised by either Organisational Development or the Health & Safety team. Training events generally fit into the category of career progression, equality, health & safety, management & personal development. For example; Diversity Awareness, Building Disability Confidence, Department Safety Officer training, UKVI compliance and visa checking, coaching sessions and corporate inductions.

Table 37 - Training by Gender: 2018-2021						
	Women			Men		
	Headcount	Attended	%	Headcount	Attended	%
<b>2018/19</b>	<b>1136</b>	<b>559</b>	<b>49.2%</b>	<b>1038</b>	<b>291</b>	<b>28.0%</b>
Academic Staff	496	112	23%	580	105	18%
Professional Services Staff	817	447	55%	600	186	31%
<b>2019/20</b>	<b>1365</b>	<b>581</b>	<b>42.6%</b>	<b>1185</b>	<b>388</b>	<b>32.7%</b>
Academic Staff	529	153	29%	581	155	27%
Professional Services Staff	836	428	51%	604	233	39%
<b>2020/21</b>	<b>1304</b>	<b>605</b>	<b>46.4%</b>	<b>1148</b>	<b>319</b>	<b>27.8%</b>
Academic Staff	497	122	25%	552	100	18%
Professional Services Staff	807	308	38%	596	139	23%

\* 'Headcount' reflects headcount over the year

\* 'Attended' indicates employees who attended at least one training course over the year

The proportion of women attending training in 2020/21 was 46.4%, this is an increase from 42.6% in 2019/20. It should be noted that a higher proportion of women attend training than men, 46.4% of women, compared to 27.8% of men.

Table 38 - Training - Grade 9 Staff: 2018-2021						
	Female			Male		
	Headcount	Attended	%	Headcount	Attended	%
<b>2018/19</b>	<b>76</b>	<b>17</b>	<b>22.4%</b>	<b>191</b>	<b>23</b>	<b>12.0%</b>
Professor	59	13	22.0%	167	21	12.6%
Senior Admin	17	*	23.5%	24	*	8.3%
<b>2019/20</b>	<b>77</b>	<b>24</b>	<b>31.2%</b>	<b>188</b>	<b>23</b>	<b>12.2%</b>
Professor	61	17	27.9%	167	36	21.6%
Senior Admin	16	7	43.8%	21	6	28.6%
<b>2020/21</b>	<b>80</b>	<b>32</b>	<b>40.0%</b>	<b>184</b>	<b>48</b>	<b>26.1%</b>
Professors	62	16	25.8%	164	31	18.9%
Senior Admin	18	8	44.4%	20	10	50.0%

\* 'Headcount' reflects headcount over the year

\* 'Attended' indicates employees who attended at least one training course over the year

Of our professors and senior administrative staff groups, women were also more likely to attend training than men, 40% of women, compared to 26.1% of men in 2020/21. The proportion of women professors and senior administrative staff attending training has increased from 22.4% in 2018/19 to 40% in 2020/21. The proportion of men professors and senior administrative staff attending training has also increased from 12%% in 2018/19 to 26.1% in 2020/21.

Table 39 - Training by Ethnicity 2018-2021									
	BAME			Refused/Not known			White		
	Headcount	Attended	%	Headcount	Attended	%	Headcount	Attended	%
<b>2018/19</b>	<b>554</b>	<b>253</b>	<b>40%</b>	<b>51</b>	<b>19</b>	<b>28%</b>	<b>1569</b>	<b>578</b>	<b>35%</b>
Academic Staff	186	41	22%	28	5	18%	862	171	20%
Professional Services	451	212	47%	31	14	45%	935	407	44%
<b>2019/20</b>	<b>680</b>	<b>257</b>	<b>38%</b>	<b>62</b>	<b>16</b>	<b>26%</b>	<b>1808</b>	<b>696</b>	<b>38%</b>
Academic Staff	193	48	25%	27	5	19%	890	255	29%
Professional Services	487	209	43%	35	11	31%	918	441	48%
<b>2020/21</b>	<b>669</b>	<b>183</b>	<b>38%</b>	<b>68</b>	<b>15</b>	<b>26%</b>	<b>1715</b>	<b>471</b>	<b>38%</b>
Academic Staff	194	40	21%	29	5	17%	826	177	21%
Professional Services	475	143	30%	39	10	26%	889	294	33%

\* 'Headcount' reflects headcount over the year

\* 'Attended' indicates employees who attended at least one training course over the year

In 2020/21, 38% of BAME staff attended training which is the same as the proportion of White staff attending training, 38%.

A higher proportion of BAME professional services staff attended training than BAME academic staff. 30% of BAME professional services staff attended training and 21% of BAME academic staff attended training in 2020/21. This is a decrease from the proportion of BAME professional service staff, 25% and BAME academic staff, 43% that attended training in 2019/20.

Table 40 - Training by Age Range 2018-2021						
	Female			Male		
	Headcount	Attended	%	Headcount	Attended	%
<b>2018/19</b>	<b>1136</b>	<b>559</b>	<b>49%</b>	<b>1038</b>	<b>291</b>	<b>28%</b>
Under 25	47	19	40%	27	9	33%
25 - 34	397	205	52%	279	89	32%
35 - 44	403	169	42%	336	104	31%
45 - 54	289	106	37%	283	49	17%
55 - 64	151	53	35%	190	38	20%
65+	26	7	27%	65	*	3%
<b>2019/20</b>	<b>1365</b>	<b>581</b>	<b>43%</b>	<b>1185</b>	<b>388</b>	<b>33%</b>
Under 25	42	22	52%	31	16	52%
25 - 34	393	170	43%	265	105	40%
35 - 44	421	180	43%	340	109	32%
45 - 54	297	133	45%	284	94	33%
55 - 64	184	70	38%	185	47	25%
65+	28	6	21%	80	17	21%
<b>2020/21</b>	<b>1304</b>	<b>430</b>	<b>33%</b>	<b>1148</b>	<b>239</b>	<b>21%</b>
Under 25	31	7	23%	28	6	21%
25 - 34	344	132	38%	229	50	22%
35 - 44	412	126	31%	337	74	22%
45 - 54	304	112	37%	266	59	22%
55 - 64	192	48	25%	203	40	20%
65+	21	5	24%	85	10	12%

\*'Headcount' reflects headcount over the year

\* 'Attended' indicates employees who attended at least one training course over the year

The number of staff attending training varies by age group. In 2020/21 the age group 25-34 had the largest proportion of women staff that attended training, 38%. The age groups 25-34, 35-44 or 45-54 had the same proportion of men that attended training, 22%.

Table 41 - Training by Disability Disclosure 2018-2021												
	Information refused			None			Not Known			Disabled		
	Headcount	Attended	%	Headcount	Attended	%	Headcount	Attended	%	Headcount	Attended	%
<b>2018/19</b>	<b>30</b>	<b>11</b>	<b>36.7%</b>	<b>2119</b>	<b>741</b>	<b>35.0%</b>	<b>214</b>	<b>42</b>	<b>19.6%</b>	<b>130</b>	<b>56</b>	<b>43.1%</b>
Academic	13	*	23.1%	903	181	20.0%	104	16	15.4%	56	17	30.4%
Professional	17	8	47.1%	1216	560	46.1%	110	26	23.6%	74	39	52.7%
<b>2019/20</b>	<b>30</b>	<b>14</b>	<b>46.7%</b>	<b>2156</b>	<b>796</b>	<b>36.9%</b>	<b>205</b>	<b>84</b>	<b>41.0%</b>	<b>159</b>	<b>75</b>	<b>47.2%</b>
Academic	9	*	33.3%	938	252	26.9%	101	34	33.7%	62	19	30.6%
Professional	21	11	52.4%	1218	544	44.7%	104	50	48.1%	97	56	57.7%
<b>2020/21</b>	<b>29</b>	<b>11</b>	<b>37.9%</b>	<b>2071</b>	<b>541</b>	<b>26.1%</b>	<b>183</b>	<b>62</b>	<b>33.9%</b>	<b>169</b>	<b>55</b>	<b>32.5%</b>
Academic	10	*	40.0%	888	181	20.4%	92	21	22.8%	59	16	27.1%
Professional	19	7	36.8%	1183	360	30.4%	91	41	45.1%	110	39	35.5%

\*'Headcount' reflects headcount over the year

\* 'Attended' indicates employees who attended at least one training course over the year

In 2020/21, 32.5% of staff who disclosed a disability attended training. The proportion of disabled staff attending training has decreased from 47.2% in 2017/18.

## Students' Equality Monitoring Statistics 2020/21

The following report provides an overview of student equality data at City, with both analysis of the institution overall, and of data within each of City's Schools. The following protected characteristics are considered in the analysis provided through this report:

- Age
- Disability
- Ethnicity
- Gender (Sex)

City also collects data on Religion and Belief, Sexual Orientation and Gender Identity for students, although the data collected are not reported here due to the quality of the data and the uptake of disclosure. The uptake of disclosure is improving, and we will explore including this data in future reports.

It should be noted that the data used within this report to calculate student headcount comprises City's **full headcount without exclusions based on student status**, meaning that numbers will differ from those included in other reports available on the City website. Including all students without exclusions allows us to give a fuller snapshot of our registered student population.<sup>1</sup>

Other similar City reports have been calculated using the Higher Education Statistics Agency (HESA) methodology of standardised exclusions (excluding, for example, dormant students, writing-up students, and visiting students, etc.).

*\* Denotes a number which is less than 10.*

The following acronyms have been used within this report for each of City's Schools.

School	Acronym
Bayes Business School (formerly CASS)	BBS
City Law School	CLS
Learning Enhancement and Development	LEaD
School of Arts and Social Sciences	SASS
School of Health Sciences	SHS
School of Mathematics, Computer Science and Engineering	SMCSE

### 1. Overview of Student Body

#### Student Body Overview

There has been a significant decrease to City's overall student population between 2019/20 and 2020/21, with student headcount increasing by 7%. The increase for FTE has been more gradual at 8%.

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<sup>1</sup> For the purposes of this report, we have included 458 students who are part of The Office for Global Engagement and had their study abroad year at City, University of London in 2019/20.

Academic Year	Student Body Overview	
	Headcount	FTE
2017/18	20,419	14,529
2018/19	23,423	14,854
2019/20	19,936	14,859
2020/21	21,327	16,052

Increase per Academic Year	Student Body Overview			
	Increase		Percentage Increase	
	Headcount	FTE	Headcount	FTE
2017/18 - 2018/19	3,004	325	14.71%	2.24%
2018/19 - 2019/20	-3,487	5	-14.89%	0.03%
2019/20 - 2020/21	1,391	1,193	6.98%	8.03%

#### Student Body Mode of Study

The proportion of City's students studying part-time has increased by 0.7% between 2019/20 and 2020/21, although part-time students have not recovered to above 2016/17.

Academic Year	Mode of Study			
	Full-Time (inc. Sandwich)		Part-Time	
	Headcount	FTE	Headcount	FTE
2017/18	16,264	13,412	4,155	1,117
2018/19	16,745	13,606	6,678	1,248
2019/20	16,823	13,921	3,113	938
2020/21	18,065	15,093	3,262	959

Academic Year	Mode of Study			
	Full-Time (inc. Sandwich)		Part-Time	
	Headcount	FTE	Headcount	FTE
2017/18	69.4%	90.3%	17.7%	7.5%
2018/19	84.0%	91.6%	33.5%	8.4%
2019/20	78.9%	86.7%	14.6%	5.8%
2020/21	84.7%	94.0%	15.3%	6.0%

#### School Populations

A partial increase in student numbers has taken place across all Schools from 2019/20 to 2020/21.

Academic School	Overall Population			
	2017/18	2018/19	2019/20	2020/21
Bayes Business School	5,805	6,276	5,948	5,623
City Law School	2,336	3,096	2,705	3,068
Learning Enhancement & Development (LEaD)	214	311	156	161
School of Arts & Social Sciences	4,387	4,656	4,101	4,551
School of Health Sciences	4,096	5,344	3,699	4,427
School of Mathematics, Computer Science and Engineering	3,581	3,740	3,327	3,497
<b>City Total</b>	<b>20,419</b>	<b>23,423</b>	<b>19,936</b>	<b>21,327</b>

The Business School still account for the largest proportion of City students at 26.4% (less than in 2019/20), followed by SASS. LEaD account for the smallest proportion of City students at just 0.8%.

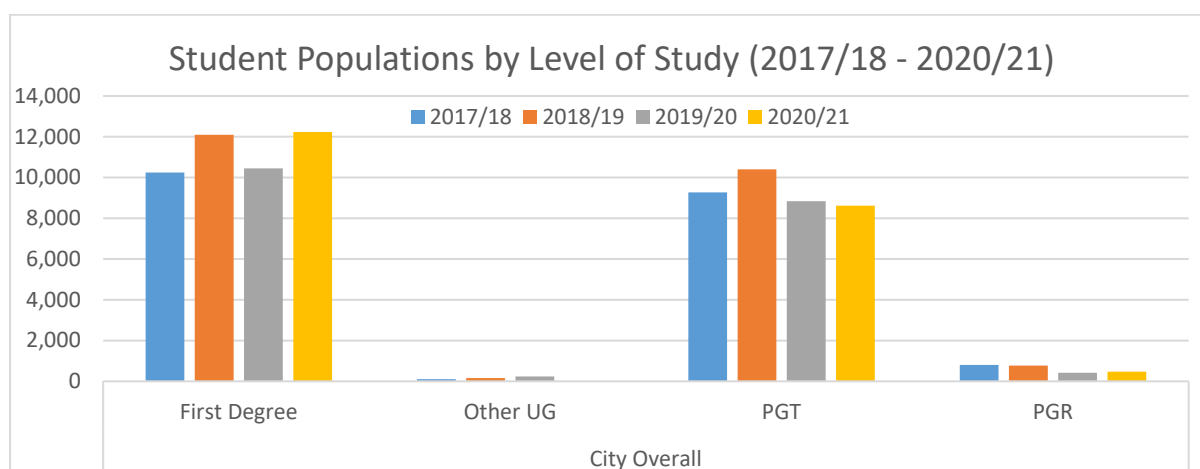
Academic School	Overall Population (%)			
	2017/18	2018/19	2019/20	2020/21
Bayes Business School	28.4%	26.8%	29.8%	26.4%
City Law School	11.4%	13.2%	13.6%	14.4%
Learning Enhancement & Development (LEaD)	1.0%	1.3%	0.8%	0.8%
School of Arts & Social Sciences	21.5%	19.9%	20.6%	21.3%
School of Health Sciences	20.1%	22.8%	18.6%	20.8%
School of Mathematics, Computer Science and Engineering	17.5%	16.0%	16.7%	16.4%
<b>City Total</b>	100%	100%	100%	100%

#### Level of Study Breakdown by School and City Overall

The greatest proportion of City students are consistently undergraduate students studying their First Degree.

Academic Year	City Overall				
	First Degree	Other UG	PGT	PGR	Total
2017/18	10,243	105	9,266	805	20,419
2018/19	12,094	159	10,400	770	23,423
2019/20	10,445	238	8,835	418	19,936
2020/21	12,234	0	8,616	477	21,327

Academic Year	City Overall				
	First Degree	Other UG	PGT	PGR	Total
2017/18	50.2%	0.5%	45.4%	3.9%	100%
2018/19	51.6%	0.7%	44.4%	3.3%	100%
2019/20	52.4%	1.2%	44.3%	2.1%	100%
2020/21	57.4%	0.0%	40.4%	2.2%	100%



The proportion of postgraduate taught students has been consistent across 2017/18 to 2018/19, but has reduced slightly in 2019/20 and again in 2020/21. The proportion of undergraduate First-Degree students has slightly increased for 2020/21.

BBS numbers have decreased generally across all groups. BBS is the only School to have a majority of postgraduate taught students at City.

Academic Year	Bayes Business School				
	First Degree	Other UG	PGT	PGR	Total
2017/18	2,214	*	3,496	95	5,805
2018/19	2,447	*	3,729	100	6,276
2019/20	2,231	138	3,512	67	5,948
2020/21	2,692		2,855	76	5,623

City Law School have experienced an increase in the number of postgraduate taught students, which has become close to the position of 2018/19.

Academic Year	City Law School				
	First Degree	Other UG	PGT	PGR	Total
2017/18	1,073		1,237	26	2,336
2018/19	1,301		1,765	30	3,096
2019/20	1,282	24	1,384	15	2,705
2020/21	1,418		1,632	18	3,068

LEaD principally deliver a postgraduate taught programme.

Academic Year	Learning Enhancement & Development				
	First Degree	Other UG	PGT	PGR	Total
2017/18	*	*	212	*	214
2018/19	*	*	309	2	311
2019/20	*	*	156	*	156
2020/21	*	*	161	*	161

SASS have seen an increase in the number of postgraduate taught and postgraduate research students in 2020/21, and an increase in the number of undergraduate students.

Academic Year	School of Arts & Social Sciences				
	First Degree	Other UG	PGT	PGR	Total
2017/18	2,390		1,665	332	4,387
2018/19	2,792	*	1,561	303	4,656
2019/20	2,609	67	1,246	179	4,101
2020/21	3,020	*	1,334	197	4,551

SHS had the highest decrease in numbers of students across both undergraduate degree and postgraduate degrees in 2019/20 but this has recovered to above 2017/18 levels.

Academic Year	School of Health Sciences				
	First Degree	Other UG	PGT	PGR	Total
2017/18	2,565	105	1,325	101	4,096
2018/19	3,493	159	1,585	107	5,344
2019/20	2,480	*	1,171	44	3,699
2020/21	3,032	*	1,342	53	4,427

SMCSE have an increase in the number of students across undergraduates with a slight decrease for postgraduate students.

Academic Year	School of Mathematics, Computer Science & Engineering				
	First Degree	Other UG	PGT	PGR	Total
2017/18	2,001	*	1,331	249	3,581
2018/19	2,061	*	1,451	228	3,740
2019/20	1,843	*	1,366	113	3,327
2020/21	2,072	*	1,292	133	3,497

## 2. Age

The greatest proportion of students at City overall continue to be students aged between 21 and 24 years old, followed by students aged 30+, which is similar to four years ago.

Academic Year	Format	Age Breakdown					
		Under 18	18 - 20	21 - 24	25 - 29	30+	Total
2017/18	Number		3,341	8,095	4,372	4,611	20,419
	Percentage	0.0%	16.4%	39.6%	21.4%	22.6%	100%
2018/19	Number		3,672	8,893	5,046	5,812	23,423
	Percentage	0.0%	15.7%	38.0%	21.5%	24.8%	100%
2019/20	Number		5,135	7,682	3,554	3,562	19,936
	Percentage	0.0%	25.8%	38.5%	17.8%	17.9%	100%
2020/21	Number		3,687	9,145	4,167	4,325	21,324
	Percentage	0.0%	17.3%	42.9%	19.5%	20.3%	100%



Academic Year	Academic School	Age Breakdown					
		Under 18	18 - 20	21 - 24	25-29	30+	Total
2017/18	BBS	*	716	2,849	1,363	877	5,805
	CLS	*	472	1,090	537	237	2,336
	LEaD	*	*	*	44	164	214
	SASS	*	1,038	1,854	804	691	4,387
	SHS	*	463	854	986	1,793	4,096
	SMCSE	*	652	1,442	638	849	3,581
	<b>City Overall</b>	*	3,341	8,095	4,372	4,611	20,419
2018/19	BBS	*	853	3,021	1,485	917	6,276
	CLS	*	502	1,388	789	417	3,096
	LEaD	*	*	*	67	240	311
	SASS	*	1,177	2,064	791	624	4,656
	SHS	*	463	949	1,264	2,668	5,344
	SMCSE	*	677	1,467	650	946	3,740
	<b>City Overall</b>	*	3,672	8,893	5,046	5,812	23,423
2019/20	BBS	*	1,248	2,848	1,115	736	5,948
	CLS	*	681	1,238	517	269	2,705
	LEaD	*	*	*	36	116	156
	SASS	*	1,580	1,612	546	362	4,101
	SHS	*	715	813	792	1,379	3,699
	SMCSE	*	911	1,167	548	700	3,327
	<b>City Overall</b>	*	5,135	7,682	3,554	3,562	19,936
2020/21	BBS	*	925	2,744	1,224	730	5,623
	CLS	*	518	1,405	764	381	3,068
	LEaD	*	*	*	23	133	161
	SASS	*	1,077	2,357	693	424	4,551
	SHS	*	574	1,084	850	1,919	4,427
	SMCSE	*	593	1,552	613	738	3,497
	<b>City Overall</b>	*	3,687	9,142	4,167	4,325	21,327

The above table provides a breakdown of age group by School across the period 2017/18 to 2020/21. These numbers are presented as proportions of overall populations on the following pages, but from the numbers presented here it is clear that the average age of City's students has risen across the time period.

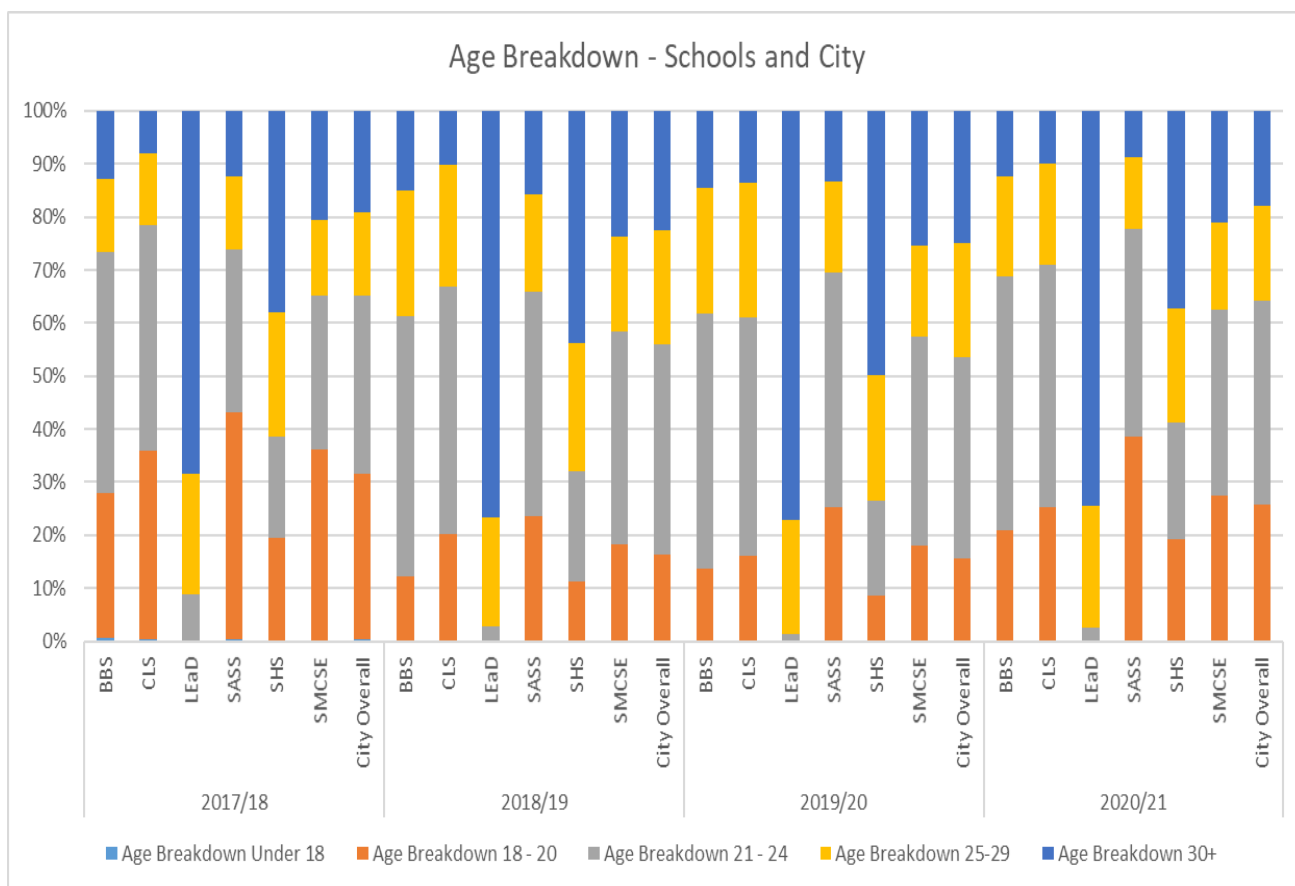
Since 2017/18, City has had no registered students aged under 18.

This is against a national picture, based on the Advance HE Student Statistical Report 2020, of an increasing proportion of students under 21 in HE and reduction in students in HE over 25.<sup>2</sup>

<sup>2</sup> Advance HE Student Statistical Report 2020; [Equality in higher education: students statistical report 2020 \(Word\)](#) | [Advance HE \(advance-he.ac.uk\)](#), p. 48.

Academic Year	Academic School	Age Breakdown				
		Under 18	18 - 20	21 - 24	25-29	30+
2017/18	BBS	0.0%	12.3%	49.1%	23.5%	15.1%
	CLS	0.0%	20.2%	46.7%	23.0%	10.2%
	LEaD	0.0%	0.0%	2.8%	20.6%	76.6%
	SASS	0.0%	23.7%	42.3%	18.3%	15.8%
	SHS	0.0%	11.3%	20.9%	24.1%	43.8%
	SMCSE	0.0%	18.2%	40.3%	17.8%	23.7%
	<b>City Overall</b>	0.0%	16.4%	39.6%	21.4%	22.6%
2018/19	BBS	0.0%	13.6%	48.1%	23.7%	14.6%
	CLS	0.0%	16.2%	44.8%	25.5%	13.5%
	LEaD	0.0%	0.0%	1.3%	21.5%	77.2%
	SASS	0.0%	25.3%	44.3%	17.0%	13.4%
	SHS	0.0%	8.7%	17.8%	23.7%	49.9%
	SMCSE	0.0%	18.1%	39.2%	17.4%	25.3%
	<b>City Overall</b>	0.0%	15.7%	38.0%	21.5%	24.8%
2019/20	BBS	0.0%	21.0%	47.9%	18.7%	12.4%
	CLS	0.0%	25.2%	45.8%	19.1%	9.9%
	LEaD	0.0%	0.0%	2.6%	23.1%	74.4%
	SASS	0.0%	38.5%	39.3%	13.3%	8.8%
	SHS	0.0%	19.3%	22.0%	21.4%	37.3%
	SMCSE	0.0%	27.4%	35.1%	16.5%	21.0%
	<b>City Overall</b>	0.0%	25.8%	38.5%	17.8%	17.9%
2020/21	BBS	0.0%	16.5%	48.8%	21.8%	13.0%
	CLS	0.0%	16.9%	45.8%	24.9%	12.4%
	LEaD	0.0%	0%	1.9%	14.5%	83.6%
	SASS	0.0%	23.7%	51.8%	15.2%	9.3%
	SHS	0.0%	13.0%	24.5%	19.2%	43.3%
	SMCSE	0.0%	17.0%	44.4%	17.5%	21.1%
	<b>City Overall</b>	0.0%	17.3%	42.9%	19.5%	20.3%

One of the most marked changes in the 2019/20 has been in the increase of students in the 18 – 20 age group across the Schools that reduces in 2020/21. Where the age groups 25 to 29 and over 30-year-old have increased back to the position of the last two years.



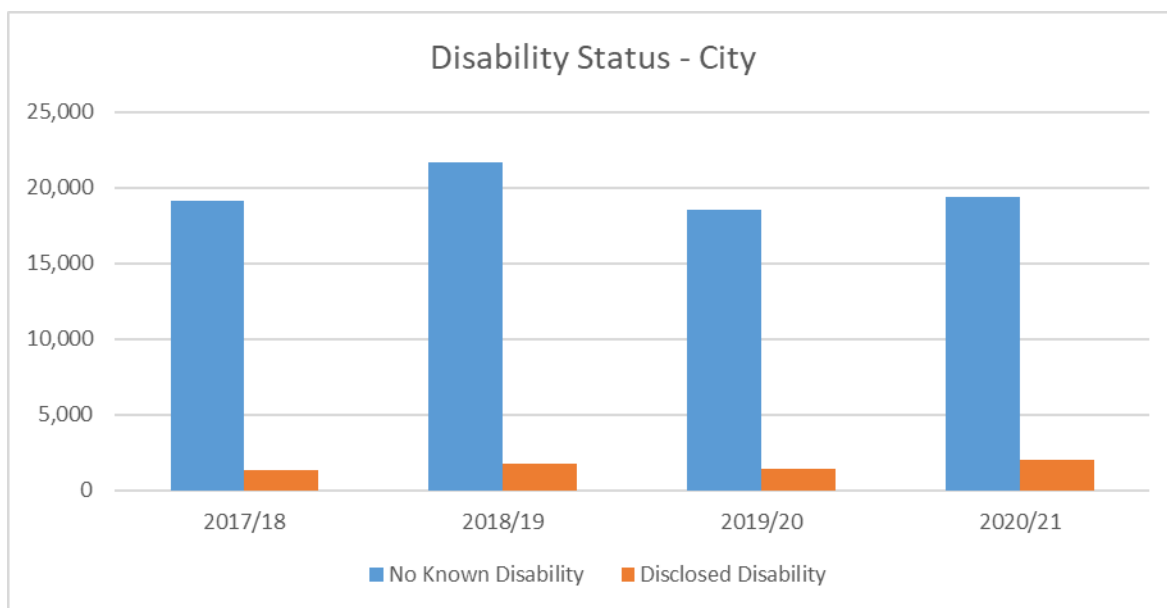
## Disability

The proportion of students with a disclosed disability has grown steadily across the four-year period, rising from 6.5% in 2017/18 to 9.3% in 2020/21. This is still considerably lower than the national average, as Advance HE reports that, according to the most recently available data, 13.9% of students nationally disclose a disability.<sup>3</sup>

Academic Year	Disability Status				
	No Known Disability		Disclosed Disability		Total
	Number	%	Number	%	
2017/18	19,100	93.5%	1,319	6.5%	20,419
2018/19	21,684	92.6%	1,739	7.4%	23,423
2019/20	18,515	92.9%	1,421	7.1%	19,936
2020/21	19,354	90.7%	1,973	9.3%	21,327

The number of students in 2020/21 is similar to 2017/18, however the percentage of disability is the highest even with a variation in student headcount across the years.

<sup>3</sup> Advance HE Statistical Report 2020, p. 84.



City's representation of disabled students is still considerably below the national average, and through City's Access and Participation Plan 2020/21 – 2024/25<sup>4</sup>, further data will continue to be analysed in order to attempt to better understand the reasons for this (e.g. whether disabled students are not accessing City, or whether they are not disclosing their disability to the university).

Disability Group	Academic Year							
	2017/18		2018/19		2019/20		2020/21	
	Number	%	Number	%	Number	%	Number	%
No Known Disability	19,100	93.5%	21,684	92.6%	18,515	92.9%	19,554	91.7%
Mobility Disability	50	0.2%	77	0.3%	57	0.3%	69	0.3%
Mental Health Condition	243	1.2%	348	1.5%	281	1.4%	386	1.8%
Specific Learning Difference	603	3.0%	760	3.2%	635	3.2%	725	3.4%
Other / Not Listed	153	0.8%	174	0.7%	154	0.8%	185	0.9%
Hearing Disability	32	0.2%	46	0.2%	25	0.1%	45	0.2%
Long-Standing Illness	139	0.7%	163	0.7%	129	0.6%	174	0.8%
Visual Disability	19	0.1%	31	0.1%	24	0.1%	43	0.2%
Social or Communication Disability	30	0.2%	47	0.2%	41	0.2%	54	0.3%
Two or More Disabilities	50	0.2%	93	0.4%	75	0.4%	92	0.4%
Total	20,419		23,423		19,936		21,327	

The impact of the Integrated Student Support Review (2019) and the reorganisation of Student and Academic Services and LEaD which has resulted in the formation of Student Counselling, Mental Health and Accessibility Services, may also have a longer-term impact on the disclosure rates and representation of disabled students at City. Work on reasonable adjustments and a central record management system are currently underway to improve support for students to disclose disabilities and to better record information across services.

In 2020/21, as in previous years, the most highly represented disability group has been students who report a Specific Learning Difference (SpLD), which accounts for 3.4% of City's students. This is followed by students reporting a Mental Health Condition, which accounts for 1.8% of City students. Students with a Visual or Hearing Disability account for the smallest proportion of the City population, at just 0.2%.

<sup>4</sup> City's Access and Participation Plan 2020/21 – 2024/25;  
<https://www.city.ac.uk/about/governance/legal/office-for-students-ofs>

Academic Year	Academic School	Disability Breakdown										Total
		No Known Disability	Mobility Disability	Mental Health Condition	Specific Learning Difference	Other / Not Listed	Hearing Disability	Long-Standing Illness	Visual Disability	Social or Communication Disability	Two or More Disabilities	
2017/18	BBS	5,598	*	25	92	32	10	28	*	*	*	5,805
	CLS	2,182	11	28	61	20	*	15	*	*	12	2,336
	LEaD	202	*	*	*	*	*	*	*	*	*	214
	SASS	4,025	15	97	135	41	*	39	*	10	18	4,387
	SHS	3,728	*	54	227	29	*	30	*	*	*	4,096
	SMCSE	3,365	*	37	83	29	10	25	*	14	*	3,581
	<b>City Overall</b>	19,100	50	243	603	153	32	139	19	30	50	20,419
2018/19	BBS	6,017	12	39	113	31	14	20	*	*	13	6,276
	CLS	2,840	20	50	85	32	*	29	*	*	24	3,096
	LEaD	289	*	*	*	*	*	*	*	*	*	311
	SASS	4,223	16	123	161	39	*	47	*	13	23	4,656
	SHS	4,816	20	82	305	46	15	38	*	*	15	5,344
	SMCSE	3,499	*	51	90	20	*	26	*	17	15	3,740
	<b>City Overall</b>	21,684	77	348	760	174	46	163	31	47	93	23,423
2019/20	BBS	5,709	*	25	119	36	11	17	*	*	*	5,948
	CLS	2,486	13	49	74	28	*	19	*	*	20	2,705
	LEaD	145	*	*	*	*	*	*	*	*	*	156
	SASS	3,727	13	108	128	40	*	48	*	10	22	4,101
	SHS	3,323	17	61	226	24	*	25	*	*	12	3,699
	SMCSE	3,125	*	36	84	23	*	20	*	18	12	3,327
	<b>City Overall</b>	18,515	57	281	635	154	25	129	24	41	75	19,936
2020/21	BBS	5,340	12	45	125	45	11	27	*	*	*	5,623
	CLS	2,800	13	60	83	39	*	25	*	*	27	3,068
	LEaD	148	*	*	*	*	*	*	*	*	*	161
	SASS	4,091	19	146	152	41	12	49	12	15	19	4,551
	SHS	3,938	18	81	270	34	12	42	12	*	15	4,427
	SMCSE	3,237	*	53	91	22	*	29	*	28	23	3,497
	<b>City Overall</b>	19,554	69	386	725	185	43	174	43	54	92	21,327

The number of students reporting a disability in each group have increased, from 2017/18 to 2020/21 for City overall. No group has experienced a reduction in size for the overall university during this time period. The proportion of students across the disabilities is similar to previous years in 2019/20 although the overall headcount dropped.

Academic Year	Academic School	Disability Breakdown (%)									
		No Known Disability	Mobility Disability	Mental Health Condition	Specific Learning Difference	Other / Not Listed	Hearing Disability	Long-Standing Illness	Visual Disability	Social or Communication Disability	Two or More Disabilities
2017/18	BBS	96.4%	0.1%	0.4%	1.6%	0.6%	0.2%	0.5%	0.1%	0.0%	0.1%
	CLS	93.4%	0.5%	1.2%	2.6%	0.9%	0.0%	0.6%	0.1%	0.2%	0.5%
	LEaD	94.4%	0.0%	0.9%	2.3%	0.9%	0.0%	0.9%	0.0%	0.0%	0.5%
	SASS	91.8%	0.3%	2.2%	3.1%	0.9%	0.1%	0.9%	0.1%	0.2%	0.4%
	SHS	91.0%	0.2%	1.3%	5.5%	0.7%	0.2%	0.7%	0.1%	0.0%	0.2%
	SMCSE	94.0%	0.2%	1.0%	2.3%	0.8%	0.3%	0.7%	0.1%	0.4%	0.2%
	<b>City Overall</b>	93.5%	0.2%	1.2%	3.0%	0.8%	0.2%	0.7%	0.1%	0.2%	0.2%
2018/19	BBS	95.9%	0.2%	0.6%	1.8%	0.5%	0.2%	0.3%	0.1%	0.1%	0.2%
	CLS	91.7%	0.6%	1.6%	2.7%	1.0%	0.1%	0.9%	0.2%	0.2%	0.8%
	LEaD	92.9%	0.0%	1.0%	1.9%	1.9%	0.0%	1.0%	0.0%	0.3%	1.0%
	SASS	90.7%	0.3%	2.6%	3.5%	0.8%	0.1%	1.0%	0.1%	0.3%	0.5%
	SHS	90.1%	0.4%	1.5%	5.7%	0.9%	0.3%	0.7%	0.1%	0.0%	0.3%
	SMCSE	93.6%	0.2%	1.4%	2.4%	0.5%	0.2%	0.7%	0.1%	0.5%	0.4%
	<b>City Overall</b>	92.6%	0.3%	1.5%	3.2%	0.7%	0.2%	0.7%	0.1%	0.2%	0.4%
2019/20	BBS	96.0%	0.2%	0.4%	2.0%	0.6%	0.2%	0.3%	0.2%	0.1%	0.1%
	CLS	91.9%	0.5%	1.8%	2.7%	1.0%	0.1%	0.7%	0.2%	0.2%	0.7%
	LEaD	92.9%	0.0%	1.3%	2.6%	1.9%	0.0%	0.0%	0.0%	0.0%	1.3%
	SASS	90.9%	0.3%	2.6%	3.1%	1.0%	0.0%	1.2%	0.1%	0.2%	0.5%
	SHS	89.8%	0.5%	1.6%	6.1%	0.6%	0.2%	0.7%	0.1%	0.0%	0.3%
	SMCSE	93.9%	0.2%	1.1%	2.5%	0.7%	0.1%	0.6%	0.1%	0.5%	0.4%
	<b>City Overall</b>	92.9%	0.3%	1.4%	3.2%	0.8%	0.1%	0.6%	0.1%	0.2%	0.4%
2020/21	BBS	95.0%	0.2%	0.8%	2.2%	0.8%	0.2%	0.5%	0.1%	0.1%	0.1%
	CLS	91.3%	0.4%	2.0%	2.7%	1.3%	0.3%	0.8%	0.2%	0.2%	0.9%
	LEaD	91.9%	0.6%	0.6%	2.5%	2.5%	0.0%	1.2%	0.0%	0.0%	0.6%
	SASS	89.9%	0.4%	3.2%	3.3%	0.9%	0.2%	1.1%	0.3%	0.3%	0.4%
	SHS	89.0%	0.4%	1.8%	6.1%	0.8%	0.3%	0.9%	0.3%	0.0%	0.3%
	SMCSE	92.6%	0.2%	1.5%	2.6%	0.6%	0.1%	0.8%	0.1%	0.8%	0.7%
	<b>City Overall</b>	91.7%	0.3%	1.8%	3.4%	0.9%	0.2%	0.8%	0.2%	0.3%	0.4%

Bayes Business School had the highest proportion of students with No Known Disability (excluding LeAD), although this has fallen slightly from 96.4% in 2017/18 to 95% in 2020/21. Conversely, SHS have continuously had the highest proportion of students to have disclosed a disability across the period which has increased slightly from 9% in 2017/18 to 11% in 2020/21.

SHS also account for the highest proportion of students who have disclosed a Specific Learning Difference (SpLD), which was 5.5% in 2017/18 and 6.1% in 2020/21, while SASS account for the highest proportion of students to disclose a Mental Health Condition, which was 2.2% in 2017/18 and 3.3% in 2020/21.

### 3. Ethnicity

Academic Year	Ethnic Group	City Overall
2017/18	BAME	51.5%
	White	36.4%
2018/19	BAME	54.6%
	White	36.3%
2019/20	BAME	58.4%
	White	39.7%
2020/21	BAME	63.2%
	White	34.9%

BAME refers to students who identify as an ethnicity which can be categorised into the Black, Asian or Minority Ethnic group.

BAME students account for 63.2% in 2020/21, the highest proportion across the four-year period (BAME students had accounted for 51.5% of students in 2017/18).

In 2020/21, White students account for 34.9% of City's students (the lowest proportion in the period), and students in the Not Known / Refused group accounted for 1.9% of City's students.

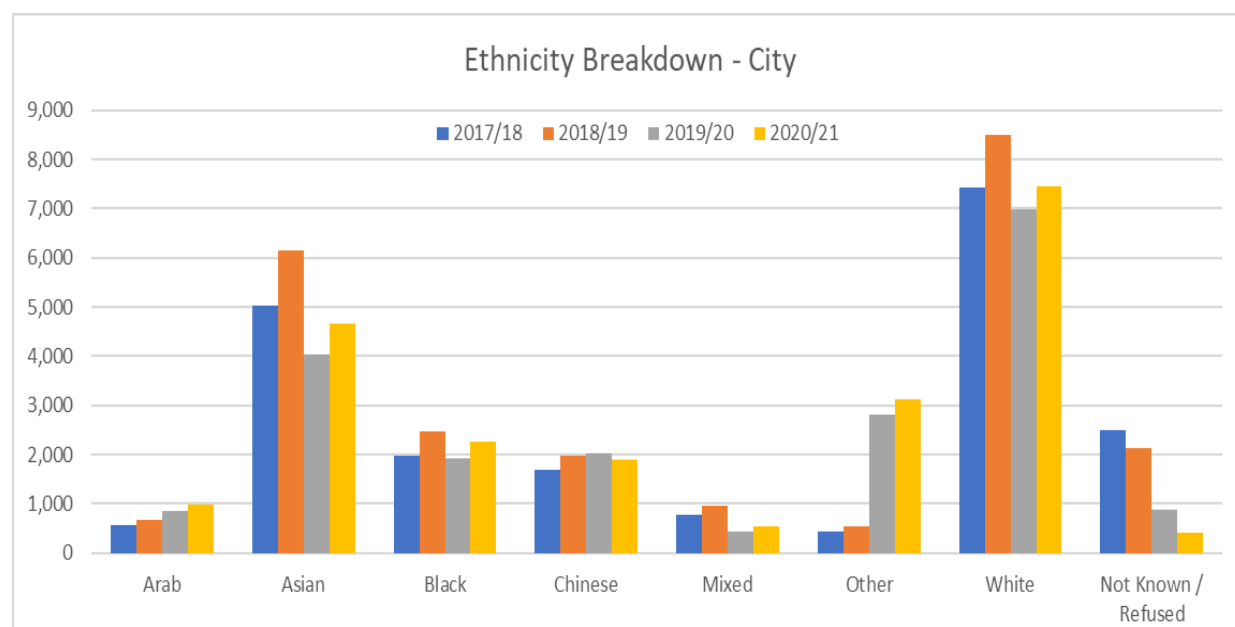
Academic Year	Format	Ethnicity Breakdown								
		Arab	Asian	Black	Chinese	Mixed	Other	White	Not Known / Refused	Total
2017/18	Number	579	5,038	1,967	1,700	779	443	7,423	2,490	20,419
	Percentage	2.8%	21.5%	8.4%	7.3%	3.3%	1.9%	31.7%	10.6%	88%
2018/19	Number	674	6,141	2,479	1,965	970	554	8,494	2,146	23,423
	Percentage	2.9%	30.8%	12.4%	9.9%	4.9%	2.8%	42.6%	10.8%	117%
2019/20	Number	843	4,049	1,913	2,037	426	2,819	6,974	875	19,936
	Percentage	4.2%	19.0%	9.0%	9.6%	2.0%	13.2%	32.7%	4.1%	94%
2020/21	Number	986	4,664	2,265	1,897	545	3,113	7,448	409	21,327
	Percentage	4.6%	21.9%	10.6%	8.9%	2.6%	14.6%	34.9%	1.9%	100%

According to Advance HE, in 2017/18, 27.7% of UK-domiciled students were BAME.<sup>5</sup> For City in 2020/21, BAME students accounted for 63.2% of our overall student population, 63.9% of our UK-domiciled students, and 61.4% of our Non-UK-domiciled students.

White students, as a distinct ethnic group, continually account for the highest proportion of City's students within the four-year period, although this has gradually reduced across the period from 36.4% in 2017/18 to 34.9% in 2020/21.

<sup>5</sup> Advance HE Statistical Report 2020, p. 130.

The proportion of students identifying themselves into the Not Known / Refused group, which accounts for students who select either 'I don't know' or 'Prefer not to say', has decreased across the four-year period, decreasing from 10.6% in 2017/18 to 1.9% in 2020/21.



The proportion of Black students has increased in 2020/21 after decreasing the previous year 2019/20. The most considerable growth experienced by any ethnic group in 2020/21, has been 'other'.

Format	Ethnicity	Ethnicity by Domicile							
		2017/18		2018/19		2019/20		2020/21	
		UK	Non-UK	UK	Non-UK	UK	Non-UK	UK	Non-UK
Number	Arab	281	294	331	343	364	479	419	567
	Asian	3,917	1,121	4,598	1,543	3,125	924	3,776	888
	Black	1,754	213	2,128	224	1,713	200	2,074	191
	Chinese	406	1,294	538	1,427	519	1,518	519	1,378
	Mixed	583	196	727	243	313	113	413	132
	Other	362	81	453	95	1,794	1,025	2,125	983
	White	5,020	2,403	5,804	2,690	4,496	2,478	4,953	2,495
	Not-Known/Refused	279	2,211	370	1,776	268	607	305	104
	<b>Total</b>	12,602	7,817	14,949	8,341	12,592	7,344	14,584	6,738
<b>Proportion of Total</b>		61.7%	38.3%	63.8%	35.6%	63.2%	36.8%	68.4%	31.6%
%	Arab	2.2%	3.8%	2.2%	4.1%	2.9%	6.5%	2.9%	8.4%
	Asian	31.1%	14.3%	30.8%	18.5%	24.8%	12.6%	25.9%	13.2%
	Black	13.9%	2.7%	14.2%	2.7%	13.6%	2.7%	14.2%	2.8%
	Chinese	3.2%	16.6%	3.6%	17.1%	4.1%	20.7%	3.6%	20.5%
	Mixed	4.6%	2.5%	4.9%	2.9%	2.5%	1.5%	2.8%	2.0%
	Other	2.9%	1.0%	3.0%	1.1%	14.2%	14.0%	14.6%	14.6%
	White	39.8%	30.7%	38.8%	32.3%	35.7%	33.7%	34.0%	37.0%
	Not-Known/Refused	2.2%	28.3%	2.5%	21.3%	2.1%	8.3%	2.1%	1.5%
	<b>Total</b>	100%	100%	100%	100%	100%	100%	100%	100%

The proportion of Asian students has fallen very slightly across the period, reaching 24.8% in 2019/20, and increasing to 25.9% in 2020/21. This group, however, remains the largest at City out of the BAME population.



In 2020/21, White students accounted for the highest proportion of both UK-domiciled and Non-UK-domiciled students at City (UK at 34% and Non-UK at 37%), followed by Asian students who accounted for 25.9% of UK-domiciled students and 13.2% of Non-UK-domiciled students. Chinese students have consistently accounted for a significant proportion of Non-UK-domiciled students, ranging from 16.6% (2017/18) to 20.5% (2020/21) across the period.

The proportion of Non-UK-domiciled students identifying into the Not Known / Refused group has decreased from 28.3% in 2017/18 to 1.5% in 2020/21

City's proportion of UK-domiciled students has increased slightly across the four-year period, rising from 61.7% in 2017/18 to 68.4% in 2020/21, an increase of 6.7%.

Academic Year	Academic School	Ethnicity Breakdown								
		Arab	Asian	Black	Chinese	Mixed	Other	White	Not Known / Refused	Total
2017/18	BBS	149	1,091	154	1,215	142	62	1,899	1,093	5,805
	CLS	77	648	186	125	97	80	785	338	2,336
	LEaD	4	29	13	14	12	3	120	19	214
	SASS	107	1,045	289	130	230	135	1,876	575	4,387
	SHS	60	1,034	979	34	166	81	1,635	107	4,096
	SMCSE	182	1,191	346	182	132	82	1,108	358	3,581
	<b>City Overall</b>	<b>579</b>	<b>5,038</b>	<b>1,967</b>	<b>1,700</b>	<b>779</b>	<b>443</b>	<b>7,423</b>	<b>2,490</b>	<b>20,419</b>
2018/19	BBS	176	1,328	166	1,420	183	83	2,081	839	6,276
	CLS	118	1,001	258	184	145	102	1,000	288	3,096
	LEaD	11	52	16	17	12	10	177	16	311
	SASS	128	1,212	319	119	252	157	1,954	515	4,656
	SHS	65	1,337	1,334	46	215	103	2,082	162	5,344
	SMCSE	176	1,211	386	179	163	99	1,200	326	3,740
	<b>City Overall</b>	<b>674</b>	<b>6,141</b>	<b>2,479</b>	<b>1,965</b>	<b>970</b>	<b>554</b>	<b>8,494</b>	<b>2,146</b>	<b>23,423</b>
2019/20	BBS	230	811	143	1,535	95	771	2,007	356	5,948
	CLS	180	723	196	146	70	385	882	123	2,705
	LEaD	7	20	10	7	3	20	83	6	156
	SASS	132	987	347	126	115	552	1,640	202	4,101
	SHS	85	777	892	31	71	511	1,243	89	3,699
	SMCSE	209	731	325	192	72	580	1,119	99	3,327
	<b>City Overall</b>	<b>843</b>	<b>4,049</b>	<b>1,913</b>	<b>2,037</b>	<b>426</b>	<b>2,819</b>	<b>6,974</b>	<b>875</b>	<b>19,936</b>
2020/21	BBS	291	807	148	1,355	118	785	2,059	60	5,623
	CLS	184	873	253	196	84	456	941	81	3,068
	LEaD	5	23	5	10	1	19	94	4	161
	SASS	160	1,154	421	138	162	625	1,806	85	4,551
	SHS	104	967	1,076	30	91	629	1,430	100	4,427
	SMCSE	242	840	362	168	89	599	1,118	79	3,497
	<b>City Overall</b>	<b>986</b>	<b>4,664</b>	<b>2,265</b>	<b>1,897</b>	<b>545</b>	<b>3,113</b>	<b>7,448</b>	<b>409</b>	<b>21,327</b>

All ethnic groups have seen an increase in their numbers between 2017/18 and 2018/19, however the year 2019/20 represents a different situation due to a reduced headcount, but not proportion of students within the ethnic groups, and the headcount has recovered slightly in 2020/21.

Academic Year	Academic School	Ethnicity Breakdown							
		Arab	Asian	Black	Chinese	Mixed	Other	White	Not Known / Refused
2017/18	BBS	2.6%	18.8%	2.7%	20.9%	2.4%	1.1%	32.7%	18.8%
	CLS	3.3%	27.7%	8.0%	5.4%	4.2%	3.4%	33.6%	14.5%
	LEaD	1.9%	13.6%	6.1%	6.5%	5.6%	1.4%	56.1%	8.9%
	SASS	2.4%	23.8%	6.6%	3.0%	5.2%	3.1%	42.8%	13.1%
	SHS	1.5%	25.2%	23.9%	0.8%	4.1%	2.0%	39.9%	2.6%
	SMCSE	5.1%	33.3%	9.7%	5.1%	3.7%	2.3%	30.9%	10.0%
	<b>City Overall</b>	2.8%	24.7%	9.6%	8.3%	3.8%	2.2%	36.4%	12.2%
2018/19	BBS	2.8%	21.2%	2.6%	22.6%	2.9%	1.3%	33.2%	13.4%
	CLS	3.8%	32.3%	8.3%	5.9%	4.7%	3.3%	32.3%	9.3%
	LEaD	3.5%	16.7%	5.1%	5.5%	3.9%	3.2%	56.9%	5.1%
	SASS	2.7%	26.0%	6.9%	2.6%	5.4%	3.4%	42.0%	11.1%
	SHS	1.2%	25.0%	25.0%	0.9%	4.0%	1.9%	39.0%	3.0%
	SMCSE	4.7%	32.4%	10.3%	4.8%	4.4%	2.6%	32.1%	8.7%
	<b>City Overall</b>	2.9%	26.2%	10.6%	8.4%	4.1%	2.4%	36.3%	9.2%
2019/20	BBS	3.9%	13.6%	2.4%	25.8%	1.6%	13.0%	33.7%	6.0%
	CLS	6.7%	26.7%	7.2%	5.4%	2.6%	14.2%	32.6%	4.5%
	LEaD	4.5%	12.8%	6.4%	4.5%	1.9%	12.8%	53.2%	3.8%
	SASS	3.2%	24.1%	8.5%	3.1%	2.8%	13.5%	40.0%	4.9%
	SHS	2.3%	21.0%	24.1%	0.8%	1.9%	13.8%	33.6%	2.4%
	SMCSE	6.3%	22.0%	9.8%	5.8%	2.2%	17.4%	33.6%	3.0%
	<b>City Overall</b>	4.2%	20.3%	9.6%	10.2%	2.1%	14.1%	35.0%	4.4%
2020/21	BBS	5.2%	14.4%	2.6%	24.1%	2.1%	14.0%	36.6%	1.1%
	CLS	6.0%	28.5%	8.2%	6.4%	2.7%	14.9%	30.7%	2.6%
	LEaD	3.1%	14.3%	3.1%	6.2%	0.6%	11.8%	58.4%	2.5%
	SASS	3.5%	25.4%	9.3%	3.0%	3.6%	13.7%	39.7%	1.9%
	SHS	2.3%	21.8%	24.3%	0.7%	2.1%	14.2%	32.3%	2.3%
	SMCSE	6.9%	24.0%	10.4%	4.8%	2.5%	17.1%	32.0%	2.3%
	<b>City Overall</b>	4.6%	21.9%	10.6%	8.9%	2.6%	14.6%	34.9%	1.9%

SMCSE have consistently had the highest proportion of Arab students at City, this has increased from 5.1% (2017/18) to 6.9% (2020/21). CLS have the highest proportion of Asian students, which was 28.5% in 2020/21, and followed very closely by SMCSE at 24%.

SHS have consistently had the highest proportion of Black students at City, which has increased from 23.9% in 2017/18 to 24.3% in 2020/21. SHS also had 21.8% Asian students in the same year. BBS consistently have the highest proportion of Chinese students, accounting for 20.9% in 2017/18 and rising to 24.1% in 2020/21, while SHS have the smallest proportion of Chinese students, which has fallen from 0.8% in 2017/18 to 0.7% in 2020/21.

Mixed students continue to be fairly consistently represented across all Schools, despite an overall reduction of 2.6% in 2020/21, SASS continued to have the highest proportion of Mixed students, at 3.6%.

LEaD have consistently had the greatest proportion of White students across the period. Of the larger Schools, SASS continue to have the highest proportion of White students, although this has fallen from 42.8% in 2017/18 to 39.7% in 2020/21.

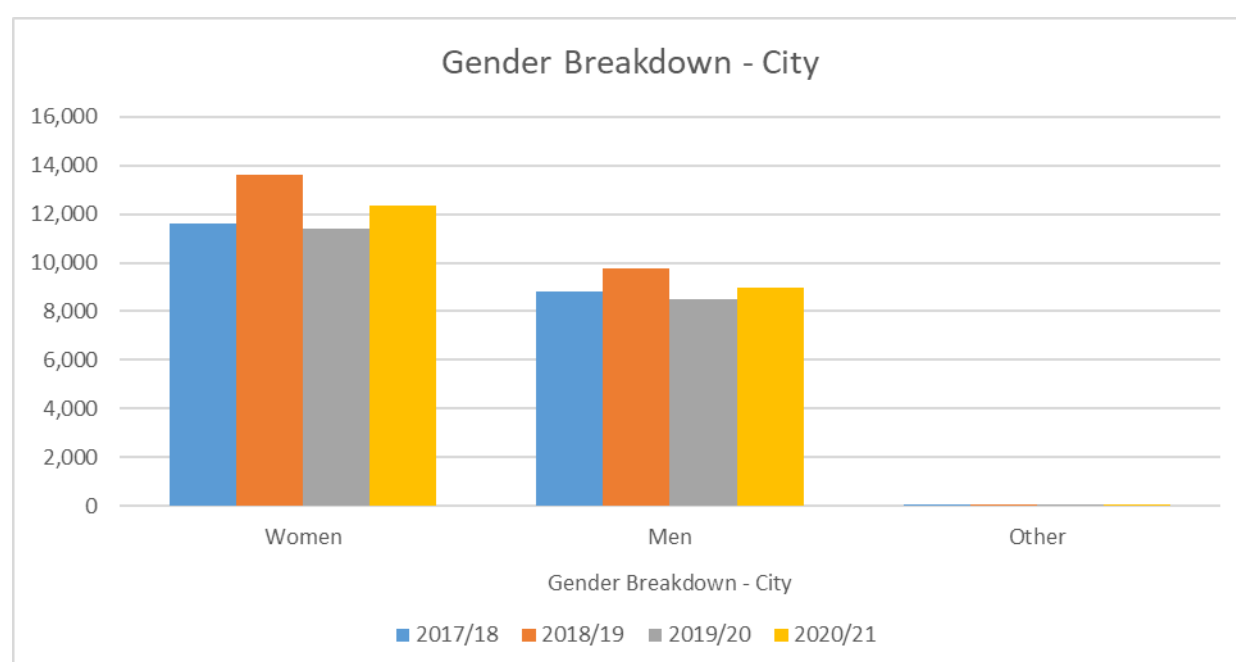
#### 4. Gender (Sex)

City remains a majority women university, with 57.9% of students identifying as women in 2020/21. This represents a slight increase across the four-year period, as this has risen from 56.9% in 2017/18.

Academic Year	Gender Breakdown - City						
	Female		Male		Other		Total
	Number	%	Number	%	Number	%	
2017/18	11,623	56.9%	8,791	43.1%	*	0.01%	20,419
2018/19	13,640	58.2%	9,771	41.7%	*	0.05%	23,423
2019/20	11,422	57.3%	8,509	42.7%	*	0.04%	19,936
2020/21	12,339	57.9%	8,980	42.1%	*	0.04%	21,327

The proportion of men has fallen slightly across the four-year period, from 43.1% in 2017/18 to 42.1% in 2020/21. The proportion of students who have selected Other has increased from 0.01% in 2017/18 to 0.04% in 2020/21.

City is only very marginally out of line with national statistics, as Advance HE reports that UK universities had 57.2% women students and 42.8% men in 2018/19.<sup>6</sup>



<sup>6</sup> Advance HE Statistical Report Students 2020, p. 167

Academic Year	Academic School	Gender Breakdown						
		Female		Male		Other		Total
		Number	%	Number	%	Number	%	
2017/18	BBS	2,661	45.8%	3,143	54.1%	*	0.02%	5,805
	CLS	1,448	62.0%	887	38.0%	*	0.04%	2,336
	LEaD	123	57.5%	90	42.1%	*	0.47%	214
	SASS	2,950	67.2%	1,436	32.7%	*	0.02%	4,387
	SHS	3,510	85.7%	585	14.3%	*	0.02%	4,096
	SMCSE	931	26.0%	2,650	74.0%	*	0.00%	3,581
	City Overall	11,623	56.9%	8,791	43.1%	*	0.02%	20,419
2018/19	BBS	2,929	46.7%	3,346	53.3%	*	0.02%	6,276
	CLS	1,892	61.1%	1,202	38.8%	*	0.06%	3,096
	LEaD	174	55.9%	135	43.4%	*	0.64%	311
	SASS	3,075	66.0%	1,578	33.9%	*	0.06%	4,656
	SHS	4,586	85.8%	754	14.1%	*	0.07%	5,344
	SMCSE	984	26.3%	2,756	73.7%	*	0.00%	3,740
	City Overall	13,640	58.2%	9,771	41.7%	*	0.05%	23,423
2019/20	BBS	2,773	46.6%	3,174	53.4%	*	0.0%	5,948
	CLS	1,741	64.4%	964	35.6%	*	0.0%	2,705
	LEaD	96	61.5%	60	38.5%	*	0.3%	156
	SASS	2,688	65.5%	1,411	34.4%	*	0.0%	4,101
	SHS	3,196	86.4%	501	13.5%	*	0.1%	3,699
	SMCSE	928	27.9%	2,398	72.1%	*	0.0%	3,327
	City Overall	11,422	57.3%	8,508	42.7%	*		19,936
2020/21	BBS	2,552	45.4%	3,070	54.6%	*	0.0%	5,623
	CLS	1,972	64.3%	1,096	35.7%	*	0.0%	3,068
	LEaD	103	64.0%	58	36.0%	*	0.3%	161
	SASS	3,041	66.8%	1,508	33.1%	*	0.0%	4,551
	SHS	3,767	85.1%	658	14.9%	*	0.1%	4,427
	SMCSE	904	25.9%	2,590	74.1%	*	0.0%	3,497
	City Overall	12,339	57.9%	8,980	42.1%	*		21,327

SHS have consistently had the highest proportion of women of any School at City across the four-year period, which has stayed fairly level, starting at 85.7% in 2017/18 and rising to 85.1% in 2020/21. CLS and SASS also each have consistently had more than 60% women students across the period.

SMCSE has the highest proportion of men at City, which has fallen slightly from 74% in 2017/18 to 74.1% in 2020/21. BBS have consistently had the second-highest proportion of men, ranging from 54.1% in 2017/18 to 54.6% in 2020/21.

