**City, University of London**
**Staff and Student Equality Monitoring Report**
**2022-2023**

# Contents

# Introduction

## About this report

As a Higher Education Institution, City, University of London has 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. City is required to publish equality information on an annual basis, which demonstrates progress against specific measurable equality objectives, in line with the Vision and Strategy 2030. The staff and student equality monitoring report provides an overview of staff and student equality data.

City will measure progress on advancing the diversity of student and staff communities, work to create an inclusive environment and promote inclusive teaching, education and engagement practices.

## Equality Objectives

The outlined Key Performance Indicators (KPIs) capture the ability to embed organisational values and build an inclusive University culture which promotes dignity and respect for all members of City's diverse community. City has committed to measuring and delivering on the following equality KPIs, which also address commitments to progressing the Athena Swan and Race Equality Bronze Charter Mark action plans.

**KPI 1: Reduce gender and ethnicity pay gaps:**

- The ethnicity pay gap for 2024 will be 19%

- The gender pay gap for 2026 will be 15%

**KPI 2: Increase ethnic diversity of staff to better reflect student population**

- The proportion of Staff of Colour will be 32% by 2024
- The proportion of Grade 9 staff (including Professors) that are People of Colour for 2024 will be 15%

- The proportion of women in Professorial roles will be 32% by 2024

- We have achieved our target to increase the proportion of women in Grade 9 (excluding Professors) roles of 51.5% by 2024

**KPI 3: KPI: Reduce Black student attainment gap**

- The Black student attainment gap will be 12pp by 2024

In 2023, City, University of London officially launched the Office for Institutional Equity and Inclusion (OIEI), demonstrating the commitment to delivering against the Equality, Diversity and Inclusion (EDI) Strategy. The OIEI is pivotal in enabling the University to establish an inclusive environment and removing barriers to progression for students, staff and the wider community, enabling a culture of fairness, equity and respect.

City continues to deliver positive change initiatives through Charter Mark frameworks. These include Athena Swan, Disability Confidence Scheme, Race Equality Charter and Stonewall. The associated action plans outline priorities for the upcoming five years, acknowledging the intersectionality of gender, race and other diverse identities.

# Staff Equality Monitoring Statistics

## Introduction

This report presents City's staff equality data for the academic year 2022/23. City currently collects and monitors data on eight protected characteristics defined by the Equality Act 2010. The characteristics covered are:

- Age
- Disability
- Gender reassignment
- Religion and belief
- Race (including colour, nationality, ethnic or national origin)
- Sex
- Sexual Orientation
- Being pregnant or on maternity leave

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

In 2022/23 City employed 2410 staff comprising 1036 Academic and Research Staff (43%) and 1374 Professional Services Staff (57%). Staff were employed across central Professional Services and six Schools:

- Bayes Business School
- City Law School
- School of Communication and Creativity
- School of Health and Psychological Sciences
- School of Policy and Global Affairs
- School of Science and Technology

In the data tables throughout the report, * indicates where staff numbers are fewer than 5 and data has been redacted.

# Staff breakdown

In 2022/23 City employed 2410 staff comprising 1036 Academic and Research Staff (43%) and 1374 Professional Services Staff (57%).

*Figure 1: Staff Breakdown by Role*
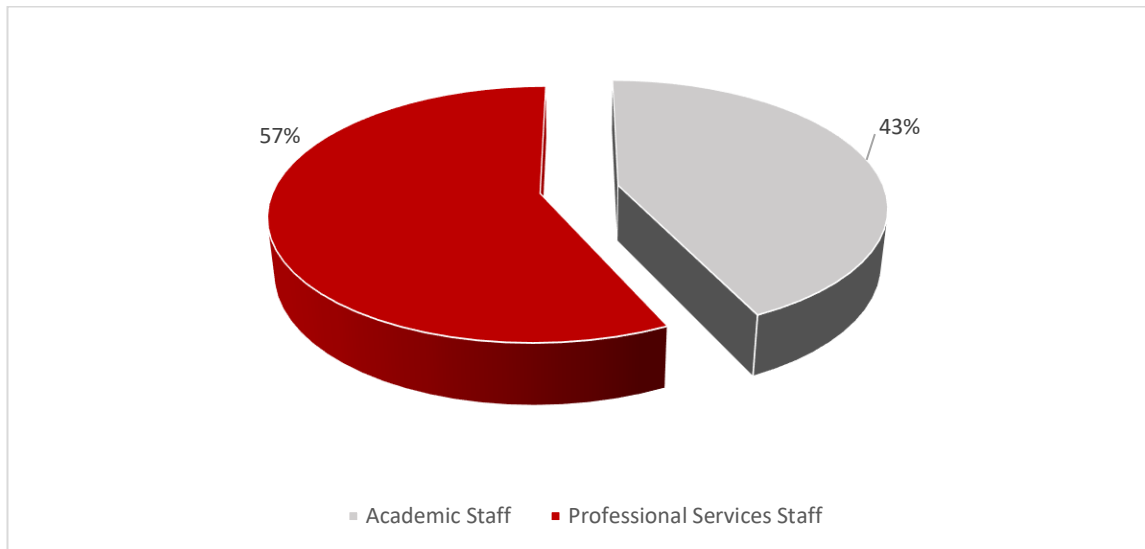
## Age

*Table 1: Age: Academic and Professional Staff by Age group 2021-23*

| Staff Role | 2020/21 No. | 2020/21 % | 2021/22 No. | 2021/22 % | 2022/23 No. | 2022/23 % |
|---|---|---|---|---|---|---|
| **Academic Staff** | **935** | **100%** | **978** | **43%** | **1036** | **43%** |
| Under 25 | * | 0.4% | * | 0.2% | 7 | 0.7% |
| 25 - 34 | 123 | 13.2% | 138 | 14.1% | 146 | 14.1% |
| 35 - 44 | 280 | 29.9% | 290 | 29.7% | 317 | 30.6% |
| 45 - 54 | 256 | 27.4% | 271 | 27.7% | 294 | 28.4% |
| 55 - 64 | 206 | 22.0% | 207 | 21.2% | 205 | 19.8% |
| 65 + | 66 | 7.1% | 70 | 7.2% | 67 | 6.5% |
| **Professional Services Staff** | **1264** | **100%** | **1275** | **57%** | **1374** | **57%** |
| Under 25 | 39 | 3.1% | 36 | 2.8% | 51 | 3.7% |
| 25 - 34 | 363 | 28.7% | 351 | 27.5% | 405 | 29.5% |
| 35 - 44 | 396 | 31.3% | 390 | 30.6% | 409 | 29.8% |
| 45 - 54 | 284 | 22.5% | 306 | 24.0% | 308 | 22.4% |
| 55 - 64 | 158 | 12.5% | 160 | 12.5% | 171 | 12.4% |
| 65 + | 24 | 1.9% | 32 | 2.5% | 30 | 2.2% |
| **All Staff** | **2199** | **100%** | **2253** | **100%** | **2410** | **100%** |
| Under 25 | 43 | 2.0% | 38 | 1.7% | 58 | 2.4% |
| 25 - 34 | 486 | 22.1% | 489 | 21.7% | 551 | 22.9% |
| 35 - 44 | 676 | 30.7% | 680 | 30.2% | 726 | 30.1% |
| 45 - 54 | 540 | 24.6% | 577 | 25.6% | 602 | 25.0% |
| 55 - 64 | 364 | 16.6% | 367 | 16.3% | 376 | 15.6% |
| 65 + | 90 | 4.1% | 102 | 4.5% | 97 | 4.0% |

The largest proportion of City's staff were aged 35-44, comprising 30% of staff in 2022/23. For academic staff the largest age groups were 35-44 and 45-54. For Professional Services staff the largest age groups were 25-34 and 35-44.

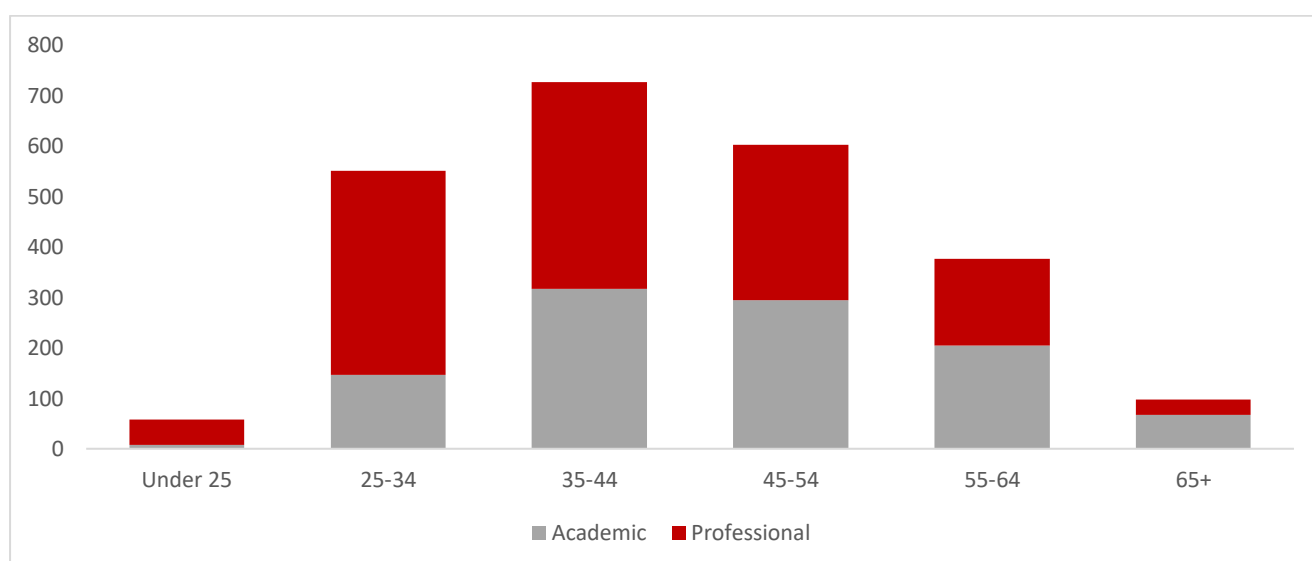*Figure 2: Breakdown of Academic and Professional Staff by Age Group*

*Table 2: Research Staff by Age Range - 2021-23*

|          | 2020/21 | 2021/22 | 2022/23 | %     |
|----------|---------|---------|---------|-------|
| Under 25 | *       | *       | 7       | 4.4%  |
| 25 - 34  | 72      | 74      | 68      | 42.5% |
| 35 - 44  | 55      | 61      | 54      | 33.8% |
| 45 - 54  | 16      | 14      | 21      | 13.1% |
| 55 - 64  | 11      | 12      | 10      | 6.3%  |
| 65 +     | *       | *       | *       | 0.0%  |
| **Total**| **159** | **164** | **160** | **100%** |

*^% at each range in 2022/23*

*Table 3: Lecturer Staff by Age Range - 2021-23*

|          | 2020/21 | 2021/22 | 2022/23 | %     |
|----------|---------|---------|---------|-------|
| Under 25 | *       | *       | *       | 0.0%  |
| 25 – 34  | 45      | 56      | 70      | 25.5% |
| 35 – 44  | 93      | 107     | 121     | 44.2% |
| 45 – 54  | 42      | 47      | 56      | 20.4% |
| 55 – 64  | 24      | 28      | 26      | 9.5%  |
| 65 +     | *       | *       | *       | 0.4%  |
| **Total**| **206** | **240** | **274** | **100%** |

*^% at each range in 2022/23*

*Table 4: Senior Lecturer Staff by Age Range - 2021-23*

|          | 2020/21 | 2021/22 | 2022/23 | %     |
|----------|---------|---------|---------|-------|
| Under 25 | *       | *       | *       | 0.0%  |
| 25 – 34  | 6       | 8       | 8       | 3.0%  |
| 35 – 44  | 89      | 79      | 85      | 31.8% |
| 45 – 54  | 95      | 104     | 102     | 38.2% |
| 55 – 64  | 67      | 64      | 59      | 22.1% |
| 65 +     | 8       | 10      | 13      | 4.9%  |
| **Total**| **265** | **265** | **267** | **100%** |

*^% at each range in 2022/23*

*Table 5: Reader/Associate Professor Staff by Age Range - 2021-23*

|          | 2020/21 | 2021/22 | 2022/23 | %     |
|----------|---------|---------|---------|-------|
| Under 25 | *       | *       | *       | 0.0%  |
| 25 - 34  | *       | *       | *       | 0.0%  |
| 35 - 44  | 29      | 31      | 33      | 30.3% |
| 45 - 54  | 45      | 41      | 50      | 45.9% |
| 55 - 64  | 17      | 20      | 21      | 19.3% |
| 65 +     | *       | *       | 5       | 4.6%  |
| **Total**| **93**  | **96**  | **109** | **100%** |

*^% at each range in 2022/23*

*Table 6: Professor Staff by Age Range - 2021-23*

|  | 2020/21 | 2021/22 | 2022/23 | % |
|---|---|---|---|---|
| Under 25 | * | * | * | 0.0% |
| 25 - 34 | * | * | * | 0.0% |
| 35 - 44 | 14 | 12 | 24 | 10.6% |
| 45 - 54 | 58 | 65 | 65 | 28.8% |
| 55 - 64 | 87 | 83 | 89 | 39.4% |
| 65 + | 53 | 53 | 48 | 21.2% |
| **Total** | **212** | **213** | **226** | **100%** |

*^% at each range in 2022/23*

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 was 25-34, 43%, compared to Associate Professor/Reader/Professor where there were no staff under the age of 35.

*Table 7: Clerical & Library Staff by Age Range - 2021-23*

|  | 2020/21 | 2021/22 | 2022/23 | %^ |
|---|---|---|---|---|
| Under 25 | 37 | 35 | 47 | 7.7% |
| 25 - 34 | 229 | 230 | 256 | 42.2% |
| 35 - 44 | 153 | 145 | 150 | 24.7% |
| 45 - 54 | 93 | 97 | 91 | 15.0% |
| 55 - 64 | 47 | 48 | 54 | 8.9% |
| 65 + | 6 | 11 | 9 | 1.5% |
| **Total** | **565** | **566** | **607** | **100%** |

*^% at each range in 2022/23*

For Clerical and Library staff, 25-34 was the largest age group, 42%.

*Table 8: Support Staff by Age Range - 2021-23*

|  | 2020/21 | 2021/22 | 2022/23 | %^ |
|---|---|---|---|---|
| Under 25 | * | * | * | 0.0% |
| 25 - 34 | * | * | 6 | 14.6% |
| 35 - 44 | 12 | 11 | 12 | 29.3% |
| 45 - 54 | 13 | 11 | 12 | 29.3% |
| 55 - 64 | 6 | 5 | 5 | 12.2% |
| 65 + | * | 5 | 6 | 14.6% |
| **Total** | **39** | **35** | **41** | **100%** |

*^% at each range in 2022/23*

The largest groups for staff in Support Roles were aged 35-44 and 45-54 at 29%.

*Table 9: Technical Staff by Age Range - 2021-23*

| | 2020/21 | 2021/22 | 2022/23 | %^ |
|---|---|---|---|---|
| Under 25 | * | * | * | 0.0% |
| 25 - 34 | * | * | * | 8.7% |
| 35 - 44 | 6 | 6 | 7 | 30.4% |
| 45 - 54 | 6 | 6 | 6 | 26.1% |
| 55 - 64 | 8 | 7 | 8 | 34.8% |
| 65 + | * | * | * | 0.0% |
| **Total** | **24** | **22** | **23** | **100%** |

*^% at each range in 2022/23*

For Technical staff the largest group was 55-64, 35%.

*Table 10: SALC / Senior Admin Staff by Age Range - 2021-23*

| | 2020/21 | 2021/22 | 2022/23 | %^ |
|---|---|---|---|---|
| Under 25 | * | * | * | 0.6% |
| 25 - 34 | 128 | 116 | 141 | 20.1% |
| 35 - 44 | 225 | 228 | 240 | 34.1% |
| 45 - 54 | 172 | 192 | 199 | 28.3% |
| 55 - 64 | 97 | 100 | 104 | 14.8% |
| 65 + | 13 | 15 | 15 | 2.1% |
| **Total** | **636** | **652** | **703** | **100%** |

*^% at each range in 2022/23*

For SALC/Senior Admin staff the largest age group was 35-44, 34%.

## Contract Status

*Table 11: Age: Academic and Professional Staff by Contract Type - 2022/23*

| Staff Role | Fixed term | Permanent | % Fixed Term | % Fixed Term^ |
|---|---|---|---|---|
| **Academic Staff** | **63** | **973** | **6%** | **100%** |
| Under 25 | * | 6 | 14% | 2% |
| 25-34 | 28 | 118 | 19% | 44% |
| 35-44 | 19 | 298 | 6% | 30% |
| 45-54 | 9 | 285 | 3% | 14% |
| 55-64 | * | 202 | 1% | 5% |
| 65+ | * | 64 | 4% | 5% |
| **Professional Services Staff** | **116** | **1258** | **8.4%** | **100%** |
| Under 25 | 20 | 31 | 39% | 17% |
| 25-34 | 57 | 348 | 14.1% | 49.1% |
| 35-44 | 13 | 396 | 3.2% | 11.2% |
| 45-54 | 12 | 296 | 3.9% | 10.3% |
| 55-64 | 11 | 160 | 6.4% | 9.5% |
| 65+ | * | 27 | 10.0% | 2.6% |
| **Grand Total** | **179** | **2231** | **7%** | **100%** |

^ % Fixed term by age band within academic and Professional Services respectively

The 25-34 age group had the highest proportion of staff on fixed-term contracts for both academic staff at 44% and Professional Services staff at 49%.

## Full-time and part-time status

*Table 12: Age: Academic and Professional Staff by Full-time & Part-time - 2022/23*

| Staff Role | Full time | Part time | % Part-time | % Part-time * |
|---|---|---|---|---|
| **Academic Staff** | **803** | **233** | **22.5%** | **100.0%** |
| Under 25 | * | * | 42.9% | 1.3% |
| 25-34 | 115 | 31 | 21.2% | 13.3% |
| 35-44 | 257 | 60 | 18.9% | 25.8% |
| 45-54 | 238 | 56 | 19.0% | 24.0% |
| 55-64 | 161 | 44 | 21.5% | 18.9% |
| 65+ | 28 | 39 | 58.2% | 16.7% |
| **Professional Services Staff** | **1216** | **158** | **11.5%** | **100.0%** |
| Under 25 | 40 | 11 | 21.6% | 7.0% |
| 25-34 | 380 | 25 | 6.2% | 15.8% |
| 35-44 | 355 | 54 | 13.2% | 34.2% |
| 45-54 | 282 | 26 | 8.4% | 16.5% |
| 55-64 | 142 | 29 | 17.0% | 18.4% |
| 65+ | 17 | 13 | 43.3% | 8.2% |
| **Grand Total** | **2019** | **391** | **16.2%** | **100.0%** |

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

The 35-44 age group had the highest proportion of staff working part-time both for academic staff at 26% and Professional Services staff at 34%.

# Disability

*Table 13: Disability: Academic and Professional Service Staff by Disability Declaration (2021-2023)*

| Staff Role | 2020/21 No. of staff | 2020/21 % | 2021/22 No. of staff | 2021/22 % | 2022/23 No. of staff | 2022/23 % |
|---|---|---|---|---|---|---|
| **Academic Staff** | **935** | | **978** | | **1036** | |
| Disability | 50 | 5.3% | 56 | 5.7% | 56 | 5.4% |
| No known disability | 791 | 84.6% | 829 | 84.8% | 883 | 85.2% |
| Not known/refused | 94 | 10.1% | 93 | 9.5% | 97 | 9.4% |
| **Professional Services Staff** | **1264** | | **1275** | | **1374** | |
| Disability | 96 | 7.6% | 96 | 7.5% | 119 | 8.7% |
| No known disability | 1067 | 84.4% | 1073 | 84.2% | 1139 | 82.9% |
| Not known/refused | 101 | 8.0% | 106 | 8.3% | 116 | 8.4% |
| **All Staff** | **2199** | | **2253** | | **2410** | |
| Disability | 146 | 6.6% | 152 | 6.7% | 175 | 7.3% |
| No known disability | 1858 | 84.5% | 1902 | 84.4% | 2022 | 83.9% |
| Not known/refused | 195 | 8.9% | 199 | 8.8% | 213 | 8.8% |

The percentage of staff declaring a Disability has slightly increased from 152 staff in 2021/22 to 175 staff in 2022/23.

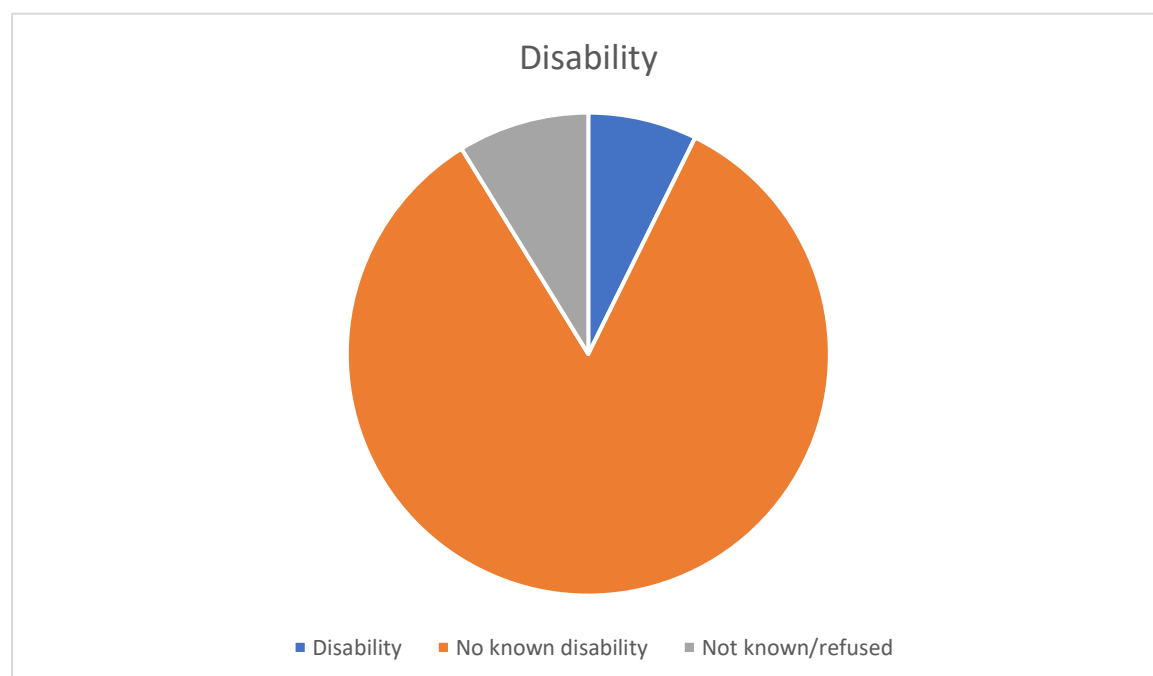*Figure 3: Staff Breakdown by Disability*

*Table 14: Breakdown of Disability*

| Disability Disclosure - Breakdown | 2022/2023 |
|---|---|
| Learning difference such as dyslexia, dyspraxia or AD(H)D | 34.9% |
| Long-term illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy | 23.4% |
| Mental health condition, challenge or disorder, such as depression, schizophrenia or anxiety | 20.0% |
| An impairment, health condition or learning difference not listed | 10.3% |
| Physical impairment | 5.1% |
| D/deaf or have a hearing impairment | 2.9% |
| Blind or have a visual impairment uncorrected by glasses | 1.7% |
| Development condition that you have had since childhood | 0.6% |
| Social/communication conditions such as a speech and language | 1.1% |
| **Grand Total** | **100.0%** |

*Disability descriptions were updated from 1st August 2022 (Source: HESA)*

The highest disability type was Learning difference such as dyslexia, dyspraxia or AD(H)D, at 35%.

Colleagues who wish to declare multiple disabilities can only select 'two or more impairments and/or disabling medical conditions' which correlates directly to the data field returned to HESA. This means staff declaring in this category cannot declare the types of disability they have.

## Contract type

*Table 15: Disability: Academic and Professional Service Staff by Contract Type - 2022/23*

| Staff Role | Disability | No known disability | Not known/refused | % with Disability* | % with Disability^ |
|---|---|---|---|---|---|
| **Academic Staff** | **56** | **883** | **97** | **5.4%** | **100.0%** |
| Fixed term | * | 52 | 7 | 6.3% | 6.1% |
| Permanent | 52 | 831 | 90 | 5.3% | 93.9% |
| **Professional Services Staff** | **119** | **1139** | **116** | **8.7%** | **100.0%** |
| Fixed term | 16 | 92 | 8 | 13.8% | 8.4% |
| Permanent | 103 | 1047 | 108 | 8.2% | 91.6% |
| **Grand Total** | **175** | **2022** | **213** | **7.3%** | **100.0%** |

*\*% Measured against all staff within Academic and Professional Services respectively*

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

For academic staff who declared a disability, 6% were on fixed-term contracts. For Professional Services staff who declared a disability, 8% were on fixed-term contracts.

## Full-time or part-time status

*Table 16: Disability: Academic and Professional Service Staff by Full-time / Part-time - 2022/23*

| Staff Role | Disability | No known disability | Not known/refused | % with Disability* | % with Disability^ |
|---|---|---|---|---|---|
| **Academic Staff** | **56** | **883** | **97** | **5.4%** | **100.0%** |
| Full time | 47 | 685 | 71 | 5.9% | 83.9% |
| Part time | 9 | 198 | 26 | 3.9% | 16.1% |
| **Professional Services Staff** | **119** | **1139** | **116** | **8.7%** | **100.0%** |
| Full time | 106 | 1010 | 100 | 8.7% | 89.1% |
| Part time | 13 | 129 | 16 | 8.2% | 10.9% |
| **Grand Total** | **175** | **2022** | **213** | **7.3%** | **100.0%** |

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

For academic staff who declared a disability 16% were part-time, and Professional Services staff 11% were part-time.

## Ethnicity

Throughout this section data is presented by ethnicity, and split by White, BAME and Refused or Not known. BAME includes staff who identify as Black, Asian, or Minority Ethnic. Calculations include only those who have declared 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's data collecting and reporting. We use the term whilst recognising its limitations and homogenisation. City's writing style guide states that BAME should only be used in relation to data collection.

Further analysis by ethnic group has been conducted as part of our Race Equality Charter submission.

*Table 17: Ethnicity: Academic and Professional Service Staff by Residency Status 2022/23*

| Staff Role | BAME | White | Refused / Not known | % BAME | % BAME^ | % White | % White^ |
|---|---|---|---|---|---|---|---|
| **Academic Staff** | **243** | **768** | **25** | **24.0%** | **100.0%** | **76.0%** | **100.0%** |
| UK | 116 | 467 | 14 | 20% | 47.7% | 80.1% | 60.8% |
| NON UK | 127 | 301 | 11 | 30% | 52.3% | 70.3% | 39.2% |
| **Professional Services Staff** | **510** | **827** | **37** | **38.1%** | **100.0%** | **61.9%** | **100.0%** |
| UK | 455 | 689 | 34 | 40% | 89.2% | 60.2% | 83.3% |
| NON UK | 55 | 138 | * | 28.5% | 10.8% | 71.5% | 16.7% |
| **Grand Total** | **753** | **1595** | **62** | **32.1%** | **100.0%** | **67.9%** | **100.0%** |

32% of City staff identify as BAME in 2022/23. The Professional Services staff group has a higher proportion of BAME staff, 38%, compared to 24% of academics.

*Figure 4: Academic and Research Staff by Ethnicity*



Pie chart legend: Asian, Black, Misc. Ethnicities of Colour, Mixed, White, Information Refused / Not Known

Values shown: 3%, 16%, 8%, 3%, 4%, 66%
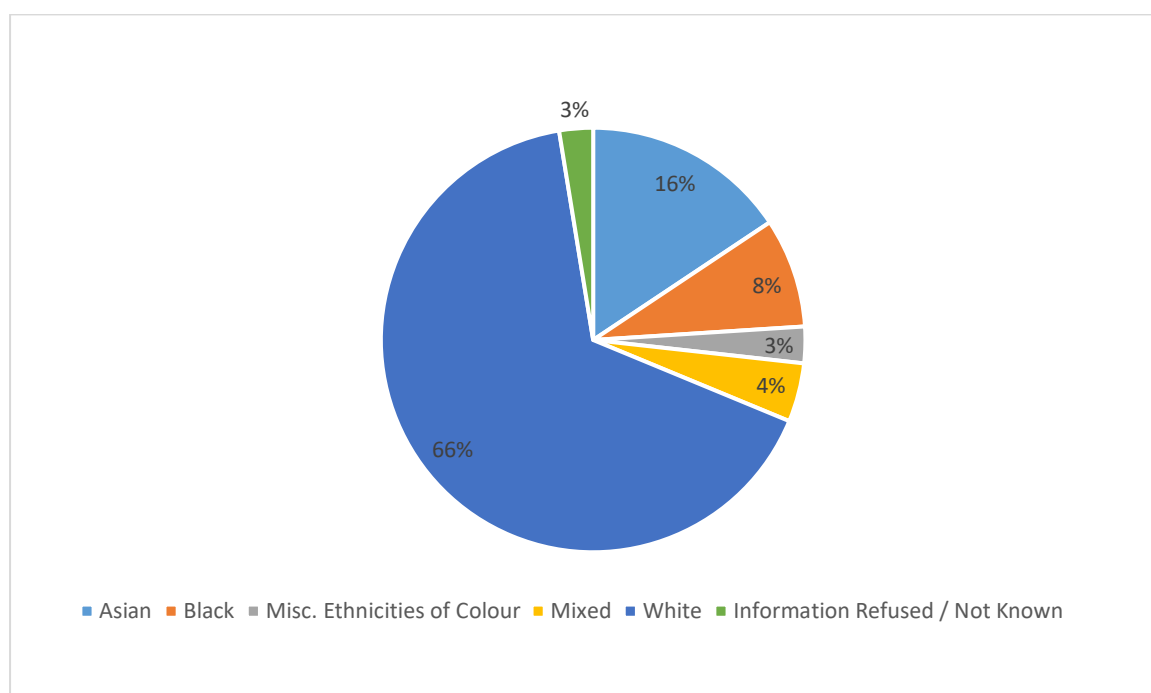
*Arab and Chinese is included in the Asian category*

*Figure 5: Professional Services Staff by Ethnicity*



Pie chart legend: Asian, Black, Misc. Ethnicities of Colour, Mixed, White, Information Refused / Not Known

Values shown: 2%, 13%, 3%, 4%, 4%, 74%
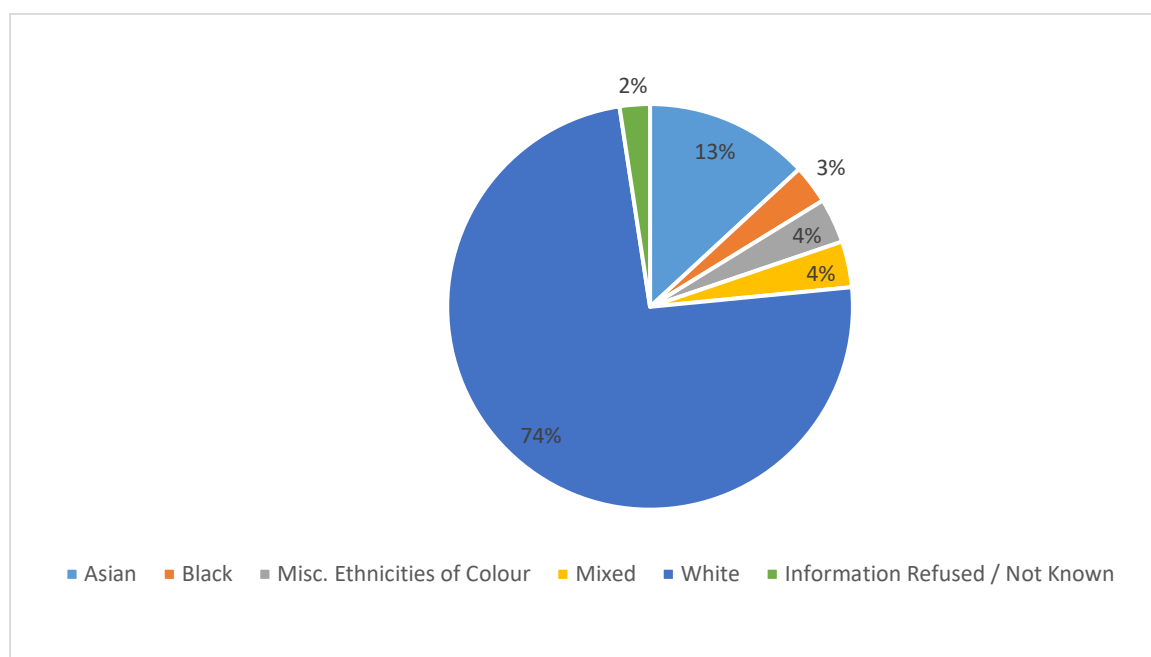
*Arab and Chinese is included in the Asian category*

Disaggregated data demonstrates that 16% of academic staff were Asian and 8% were Black, whilst for Professional Services staff in 2022/23, 13% of staff were Asian and 2% were Black**.**

*Table 18: Ethnicity: Academic and Professional Service Staff by Grade - 2022/23*

| Staff Role | BAME | White | BAME % | White % |
|---|---|---|---|---|
| **Academic Staff** | **243** | **768** | **24.0%** | **76.0%** |
| Grade 5B | 18 | 36 | 33.3% | 66.7% |
| Grade 6 | 40 | 55 | 42.1% | 57.9% |
| Grade 7 | 87 | 174 | 33.3% | 66.7% |
| Grade 8 | 70 | 309 | 18.5% | 81.5% |
| Professor | 28 | 194 | 12.6% | 87.4% |
| **Professional Services Staff** | **510** | **827** | **38.1%** | **61.9%** |
| Grade 1 | | | | |
| Grade 2 | 16 | 19 | 45.7% | 54.3% |
| Grade 3 | 42 | 20 | 67.7% | 32.3% |
| Grade 4 | 53 | 60 | 46.9% | 53.1% |
| Grade 5 | 213 | 222 | 49.0% | 51.0% |
| Grade 5B | | | | |
| Grade 6 | 118 | 233 | 33.6% | 66.4% |
| Grade 7 | 54 | 174 | 23.7% | 76.3% |
| Grade 8 | 7 | 62 | 10.1% | 89.9% |
| Grade 9 | 7 | 37 | 15.9% | 84.1% |
| **Grand Total** | **753** | **1595** | **32.1%** | **67.9%** |

*Calculations include only those who have declared their ethnicity*

*Table 19: Ethnicity: Academic and Professional Services Staff by Role (2020/21-2022/23)*

| Staff Role | 2020/21 BAME | 2020/21 White | 2020/21 Refused or Not known | 2020/21 % BAME | 2021/22 BAME | 2021/22 White | 2021/22 Refused or Not known | 2021/22 % BAME | 2022/23 BAME | 2022/23 White | 2022/23 Refused or Not known | 2022/23 % BAME |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Academic Staff** | **169** | **743** | **23** | **18.5%** | **200** | **754** | **24** | **21.0%** | **243** | **768** | **25** | **24.0%** |
| Research | 40 | 112 | * | 26.3% | 47 | 111 | * | 29.7% | 51 | 104 | 5 | 32.9% |
| Lecturer | 46 | 156 | * | 22.8% | 65 | 170 | * | 27.7% | 95 | 172 | 7 | 35.6% |
| Senior Lecturer | 49 | 212 | * | 19% | 47 | 212 | * | 18% | 51 | 210 | 6 | 20% |
| Reader/Associate Professor | * | * | * | 7.7% | 11 | 84 | * | 11.6% | 18 | 90 | * | 16.7% |
| Professor | 27 | 179 | * | 13.1% | 30 | 177 | * | 14.5% | 28 | 192 | 6 | 12.7% |
| **Professional Services Staff** | **421** | **812** | **31** | **34.1%** | **455** | **780** | **40** | **36.8%** | **510** | **827** | **37** | **38.1%** |
| Clerical | 244 | 304 | * | 44.5% | 260 | 283 | 23 | 47.9% | 8 | 15 | * | 34.8% |
| Support | 25 | 13 | * | 65.8% | 22 | 12 | * | 64.7% | 26 | 13 | * | 66.7% |
| Technical | * | * | * | 29.2% | * | * | * | 31.8% | 292 | 297 | 18 | 49.6% |
| SALC / Senior Admin | 145 | 478 | * | 23.3% | 166 | 470 | 16 | 26.1% | 184 | 502 | 17 | 26.8 % |
| **Total** | **590** | **1555** | **54** | **27.5%** | **655** | **1534** | **64** | **29.9%** | **753** | **1595** | **62** | **32.1%** |

*Figure 6: Staff Breakdown by Role and Ethnicity*



Legend: ■ Refused / Not known  ■ BAME  ■ White
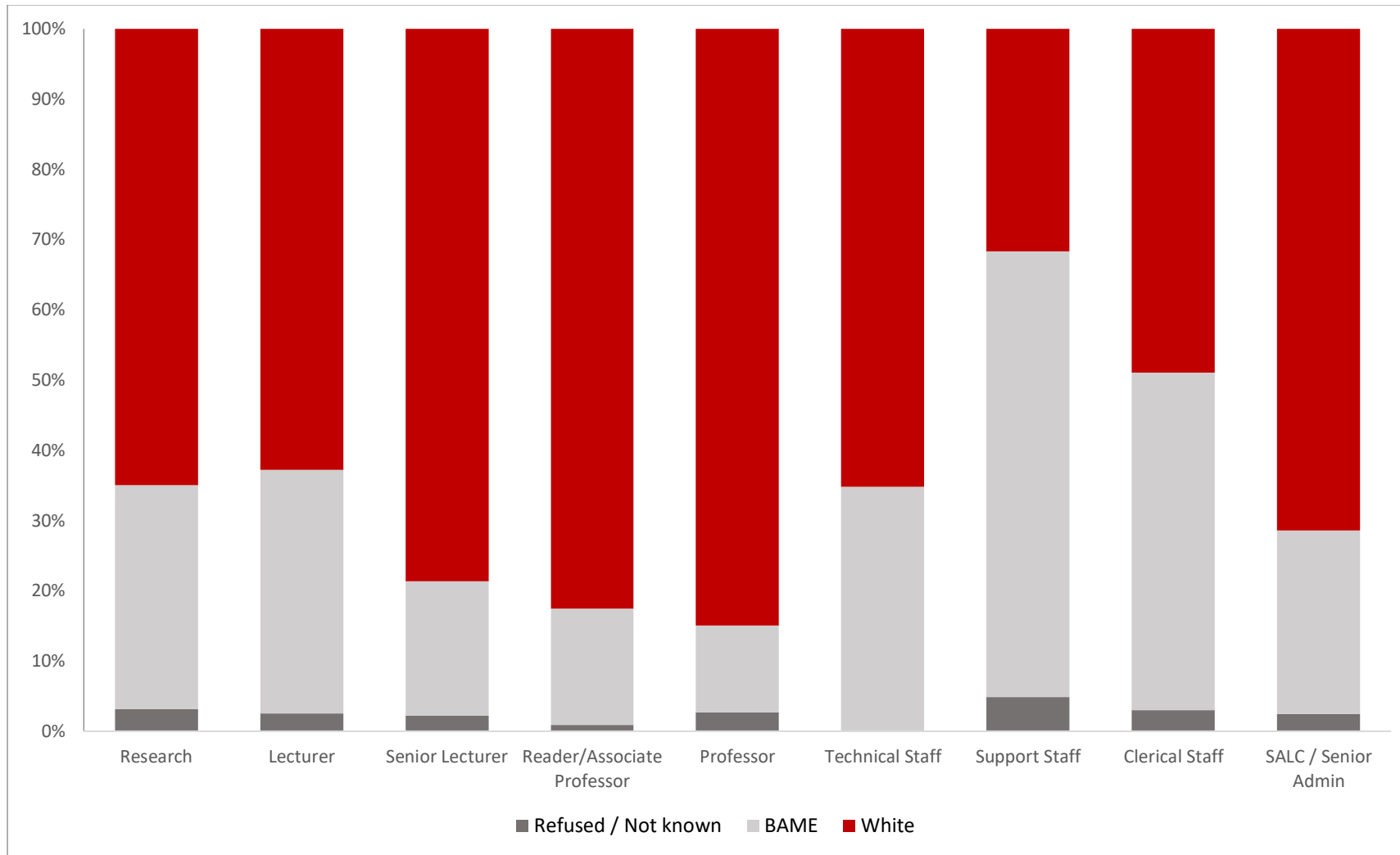
24% of academic staff identified as BAME in 2022/23, increasing from 21% in 2021/22. By role the proportion of BAME academic staff decreases from 20% at Senior Lecturer level to 13% of Professors. The proportion of Professors who identified as BAME has decreased from 15% in 2021/22 to 13% in 2022/23. For Professional Services staff 38% identified as BAME in 2022/23, which has slightly increased from 37% in 2022/23. 50% of clerical Professional Services staff were BAME while the proportion of SALC/senior admin Professional Services staff who were BAME is 27%.

*Table 20: Ethnicity: Academic and Professional Service Staff by Grade - 2022/23*

| Staff Role | BAME | White | BAME % | White % |
|---|---|---|---|---|
| **Academic Staff** | **243** | **768** | **24.0%** | **76.0%** |
| Grade 5B | 18 | 36 | 33.3% | 66.7% |
| Grade 6 | 40 | 55 | 42.1% | 57.9% |
| Grade 7 | 87 | 174 | 33.3% | 66.7% |
| Grade 8 | 70 | 309 | 18.5% | 81.5% |
| Professor | 28 | 194 | 12.6% | 87.4% |
| **Professional Services Staff** | **510** | **827** | **38.1%** | **61.9%** |
| Grade 1 | | | | |
| Grade 2 | 16 | 19 | 45.7% | 54.3% |
| Grade 3 | 42 | 20 | 67.7% | 32.3% |
| Grade 4 | 53 | 60 | 46.9% | 53.1% |
| Grade 5 | 213 | 222 | 49.0% | 51.0% |
| Grade 5B | | | | |
| Grade 6 | 118 | 233 | 33.6% | 66.4% |
| Grade 7 | 54 | 174 | 23.7% | 76.3% |
| Grade 8 | 7 | 62 | 10.1% | 89.9% |
| Grade 9 | 7 | 37 | 15.9% | 84.1% |
| **Grand Total** | **753** | **1595** | **32.1%** | **67.9%** |

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

For BAME academic staff the largest proportion were at Grade 6, 42%. Above Grade 6 the proportion of BAME staff by grade continues to decrease to 18.5% at Grade 8 and 13% at Professor level.

For BAME Professional Services staff the largest proportion were at grade 3, 68%. Above Grade 3 the proportion of BAME staff by grade continues to decrease, particularly in senior level roles. The proportion of BAME staff at Grade 8 was 10%, which increases to 16% at Grade 9.

## Contract Type

*Table 21: Ethnicity: Academic and Professional Services by Contract Type - 2022/23*

| Staff Role | BAME | White | Refused / Not known | % BAME | % BAME^ | % White | % White^ |
|---|---|---|---|---|---|---|---|
| **Academic Staff** | **243** | **768** | **25** | **24.0%** | **100%** | **76.0%** | **100%** |
| Fixed term | 30 | 32 | * | 48% | 12% | 51.6% | **4%** |
| Permanent | 213 | 736 | 24 | 22% | 88% | 77.6% | **96%** |
| **Professional Services Staff** | **510** | **827** | **37** | **38.1%** | **100%** | **61.9%** | **100%** |
| Fixed term | 60 | 51 | 5 | 54% | 12% | 45.9% | 6% |
| Permanent | 450 | 776 | 32 | 36.7% | 88% | 63.3% | 94% |
| **Grand Total** | **753** | **1595** | **62** | **32%** | **100%** | **67.9%** | **100%** |

*Calculations include only those who have declared their ethnicity*
*^ Measured against all BAME or White staff within Academic and Professional Services respectively*

For BAME academic staff 12% were on fixed term contracts, which is the higher than the proportion of White academic staff on fixed term contracts at 4%. For Professional Services staff there was a higher proportion of BAME staff on fixed-term contracts at12% compared to 6% of White staff.

## Part-time work

*Table 22: Ethnicity: Academic and Professional Services by Full-time / Part-time - 2022/23*

| Staff Role | BAME | White | Refused / Not known | % BAME | % BAME^ | % White | % White^ |
|---|---|---|---|---|---|---|---|
| **Academic Staff** | **243** | **768** | **25** | **24.0%** | **100%** | **76.0%** | **100%** |
| Full time | 199 | 588 | 16 | 25% | 82% | 74.7% | **77%** |
| Part time | 44 | 180 | 9 | 20% | 18% | 80.4% | **23%** |
| **Professional Services Staff** | **510** | **827** | **37** | **38.1%** | **100%** | **61.9%** | **100%** |
| Full time | 466 | 716 | 34 | 39% | 91% | 60.6% | 87% |
| Part time | 44 | 111 | * | 28.4% | 9% | 71.6% | 13% |
| **Grand Total** | **753** | **1595** | **62** | **32%** | **100%** | **67.9%** | **100%** |

*Calculations include only those who have declared their ethnicity*
*^ Measured against all BAME or white within Academic and Professional Services respectively*

For BAME academic staff, 18% work part-time, compared to 23% of White academic staff. Of BAME Professional Services staff 9% worked part-time compared to 13% of White Professional Services staff.

## Turnover and Reasons for Leaving

*Table 23: Ethnicity: Academic and Professional Services Staff by Role & Turnover*

| Staff Role | No. BAME Staff | BAME Leaver | % | No. White Staff | White Leaver | % | No. Refused/Not Known | Refused/Not Known Leaver | % | Total Staff | Leaver | % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Academic Staff** | **243** | **45** | **18.5%** | **768** | **100** | **13.0%** | **25** | ***** | **8.0%** | **1036** | **147** | **14.2%** |
| Research | 51 | 28 | 54.9% | 104 | 47 | 45.2% | 5 | * | 20.0% | 160 | 76 | 47.5% |
| Lecturer | 95 | 9 | 9.5% | 172 | 23 | 13.4% | 7 | * | 0.0% | 274 | 32 | 11.7% |
| Senior Lecturer | 51 | 5 | 9.8% | 210 | 14 | 6.7% | 6 | * | 0.0% | 267 | 19 | 7.1% |
| Reader/Associate Professor | 18 | * | 0.0% | 90 | 6 | 6.7% | * | * | 100.0% | 109 | 7 | 6.4% |
| Professor | 28 | * | 10.7% | 192 | 10 | 5.2% | 6 | * | 0.0% | 226 | 13 | 5.8% |
| **Professional Services Staff** | **510** | **86** | **16.9%** | **827** | **109** | **13.2%** | **37** | **13** | **35.1%** | **1374** | **208** | **15.1%** |
| Technical Staff | 8 | * | 0.0% | 15 | * | 13.3% | * | * | | 23 | * | 8.7% |
| Support Staff | 26 | 5 | 19.2% | 13 | * | 7.7% | * | * | 0.0% | 41 | 6 | 14.6% |
| Clerical | 292 | 58 | 19.9% | 297 | 55 | 18.5% | 18 | 12 | 66.7% | 607 | 125 | 20.6% |
| SALC | 184 | 23 | 12.5% | 502 | 51 | 10.2% | 17 | * | 5.9% | 703 | 75 | 10.7% |
| **Grand Total** | **753** | **131** | **17.4%** | **1595** | **209** | **13.1%** | **62** | **15** | **24.2%** | **2410** | **355** | **14.7%** |

The turnover rate for BAME staff in 2022/23 was 17%. This is higher than the turnover for White staff at 13%. Research staff had the highest turnover which is expected due to the nature of the work. Professional Services Clerical staff had the highest turnover overall across both BAME and White staff.

*Table 24: Ethnicity: Academic and Professional Services Staff by Reason for Leaving*

| Staff Role | BAME | White | Refused / Not known | % BAME |
|---|---|---|---|---|
| **Academic Staff** | **45** | **100** | * | **31.0%** |
|    Expiry of Contract | 19 | 31 | * | 38.0% |
|    Redundancy | * | 8 | * | 0% |
|    Resignation | 25 | 52 | * | 32% |
|    Retirement | * | 8 | * | 0.0% |
|    Other | * | * | * | 50.0% |
| **Professional Services Staff** | **86** | **109** | **13** | **44%** |
|    Expiry of Contract | 15 | 11 | 5 | 58% |
|    Redundancy | * | * | * | 50% |
|    Resignation | 67 | 91 | 8 | 42.4% |
|    Retirement | * | * | * | 0.0% |
|    Other | * | * | * | 50.0% |
| **Grand Total** | **131** | **209** | **15** | **38.5%** |

For both BAME and White staff resignation was the highest reason for leaving.

## Family leave

This section relates to data collected by HR on staff taking or returning from different types of family leave.

*Table 25: Staff Returning from Maternity Leave*

| 2020/21 | 2021/22 | 2022/23 |
|---------|---------|---------|
| **91.8%** | 81.0% | 89.0% |

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

The proportion of staff returning after maternity leave was 89% in 2022/2023, an increase from 81% in 2021/22.

*Table 26: Shared Parental and Paternity Leave - 2019/20 -2021/22*

| Year | Female | Male | Total |
|------|--------|------|-------|
| **2020/21** | * | **26** | **28** |
| **Parental Leave** | | | **0** |
| **Paternity Leave** | | 20 | **20** |
| **Shared Parental** | * | 6 | **8** |
| **2021/22** | **0** | **40** | **40** |
| **Parental Leave** | | | **0** |
| **Paternity Leave** | 0 | 32 | **32** |
| **Shared Parental** | 0 | 8 | **8** |
| **2022/23** | * | **32** | **34** |
| **Parental Leave** | | | |
| **Paternity Leave** | | 25 | **25** |
| **Shared Parental** | * | 7 | **9** |

*\*Based on the academic year in which the respective leave ended*

34 members of staff took shared parental or paternity leave in 2022/23, a decrease from 40 members of staff in 2021/22. No members of staff took adoption or parental leave (unpaid leave to look after a child or to make arrangements for the child's welfare).

# Gender Reassignment

*Table 27: Q. Is your gender identity the same as the gender you were assigned at birth: 31 July 2023*

| Response | No. | % |
|---|---|---|
| Yes/No | 966 | 40% |
| Information Refused / Not Available* | 1444 | 60% |
| **Total** | **2410** | **100%** |

60% of staff refrained from answering the monitoring question related to gender reassignment. This is below the sector average of 43% in other institutions that have voluntarily reported this data to HESA (Advance HE, 2022).

As with all diversity monitoring categories, data is collected when an employee begins working at City. This can be updated any time on the Employee Staff System (ESS). Gender reassignment, religion and belief and sexual orientation were added to the HESA record in 2012/13, meaning staff employed before this date may be less likely to have shared this data.

City recognises individuals with the protected characteristic of gender reassignment as transgender (or trans) people. City will continue to work with statistical data to improve its reporting and declaration rates for trans people.

## Religion and Belief
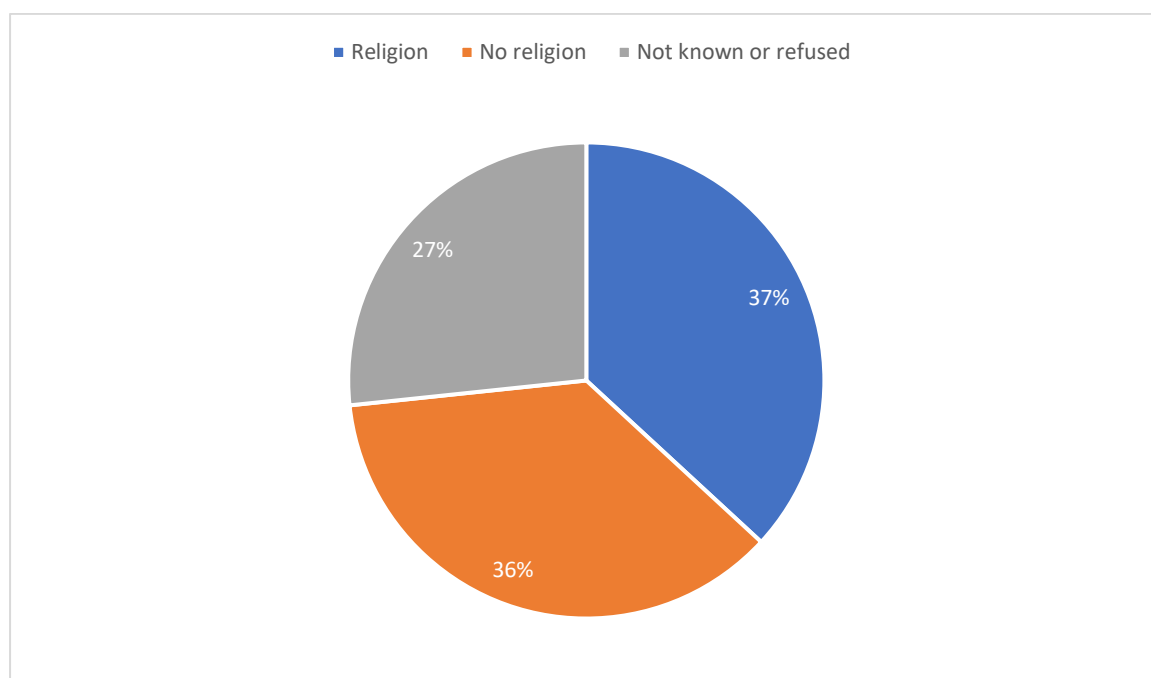
*Figure 7: Staff by Religion and Belief*



*Table 28: Religion and Belief*

| Religion | 2020/21 | 2021/22 | 2022/23 |
|---|---|---|---|
| *Any religion* | **37%** | **36.7%** | **36.5%** |
| Buddhist | 1.0% | 1.2% | 1.0% |
| Christian | 22.9% | 22.2% | 22.7% |
| Hindu | 2.8% | 2.8% | 3.1% |
| Jewish | 1.7% | 1.6% | 1.2% |
| Muslim | 6.3% | 6.7% | 7.5% |
| Sikh | 0.5% | 0.7% | 0.9% |
| Spiritual | 0.9% | 0.7% | *No longer a category* |
| Other | 0.9% | 1.0% | 1.0% |
| *No religion* | *34.8%* | *35.8%* | *36.1%* |
| *Not known or refused* | *28.2%* | *27.5%* | *26.4%* |
| Total | 100.0% | 100.0% | 100.0% |

The category 'Spiritual' is no longer a category reported by HESA. Staff who have declared a religion were the largest group at 37% overall compared to those that have declared No religion, Not known or refused at 63%.

The proportion of staff identifying as Christian, Muslim and Sikh have increased from 2021/22 to 2022/23. The proportion of staff identifying as Buddhist and Jewish has decreased from 2021/22 to 2022/23.

We have higher than the sector average of staff in the Not known or refused category for religion and belief at 26%, compared with the sector average of 44% (Advance HE, 2022).

## Sex

City staff records includes the field 'legal gender' where the options are male and female. This correlates to the HESA data field 'sex'.

*Table 29: Sex: Academic and Professional Service Staff by Role (2021-23)*

| | 2020/21 Female | 2020/21 Male | 2020/21 Female % | 2020/21 Female %* | 2021/22 Female | 2021/22 Male | 2021/22 Female % | 2021/22 Female %* | 2022/23 Female | 2022/23 Male | 2022/23 Female % | 2022/23 Female %* |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Academic Staff** | **431** | **504** | **46.1%** | **100%** | **471** | **507** | **48.2%** | **100%** | **520** | **516** | **50.2%** | **100%** |
| Research | 85 | 74 | 53.5% | 19.7% | 95 | 69 | 57.9% | 20.2% | 103 | 57 | 64.4% | 19.8% |
| Lecturer | 119 | 87 | 57.8% | 27.6% | 138 | 102 | 57.5% | 29.3% | 157 | 117 | 57.3% | 30.2% |
| Senior Lecturer | 127 | 138 | 47.9% | 29.5% | 132 | 133 | 49.8% | 28.0% | 140 | 127 | 52.4% | 26.9% |
| Reader/Associate Professor | 42 | 51 | 45.2% | 9.7% | 44 | 52 | 45.8% | 9.3% | 51 | 58 | 46.8% | 9.8% |
| Professor | 58 | 154 | 27.4% | 13.5% | 62 | 151 | 29.1% | 13.2% | 69 | 157 | 30.5% | 13.3% |
| **Professional Services Staff** | **730** | **534** | **57.8%** | **100%** | **740** | **535** | **58.0%** | **100%** | **818** | **556** | **59.5%** | **100%** |
| Technical | * | 22 | 8.3% | 0.3% | * | 21 | 4.5% | 0.1% | * | 22 | 4.3% | 0.1% |
| Support | * | 36 | 7.7% | 0.4% | * | 33 | 5.7% | 0.3% | * | 39 | 4.9% | 0.2% |
| Clerical | 364 | 201 | 64.4% | 49.9% | 368 | 198 | 65.0% | 49.7% | 402 | 205 | 66.2% | 49.1% |
| SALC / Senior Admin | 361 | 275 | 56.8% | 49.5% | 369 | 283 | 56.6% | 49.9% | 413 | 290 | 58.7% | 50.5% |
| **Total** | **1161** | **1038** | **52.8%** | **100%** | **1211** | **1042** | **53.8%** | **100%** | **1338** | **1072** | **55.5%** | **100%** |

*% Female in each role measured against all female staff within Academic and Professional Services respectively

*Figure 3: Staff Breakdown by Sex*
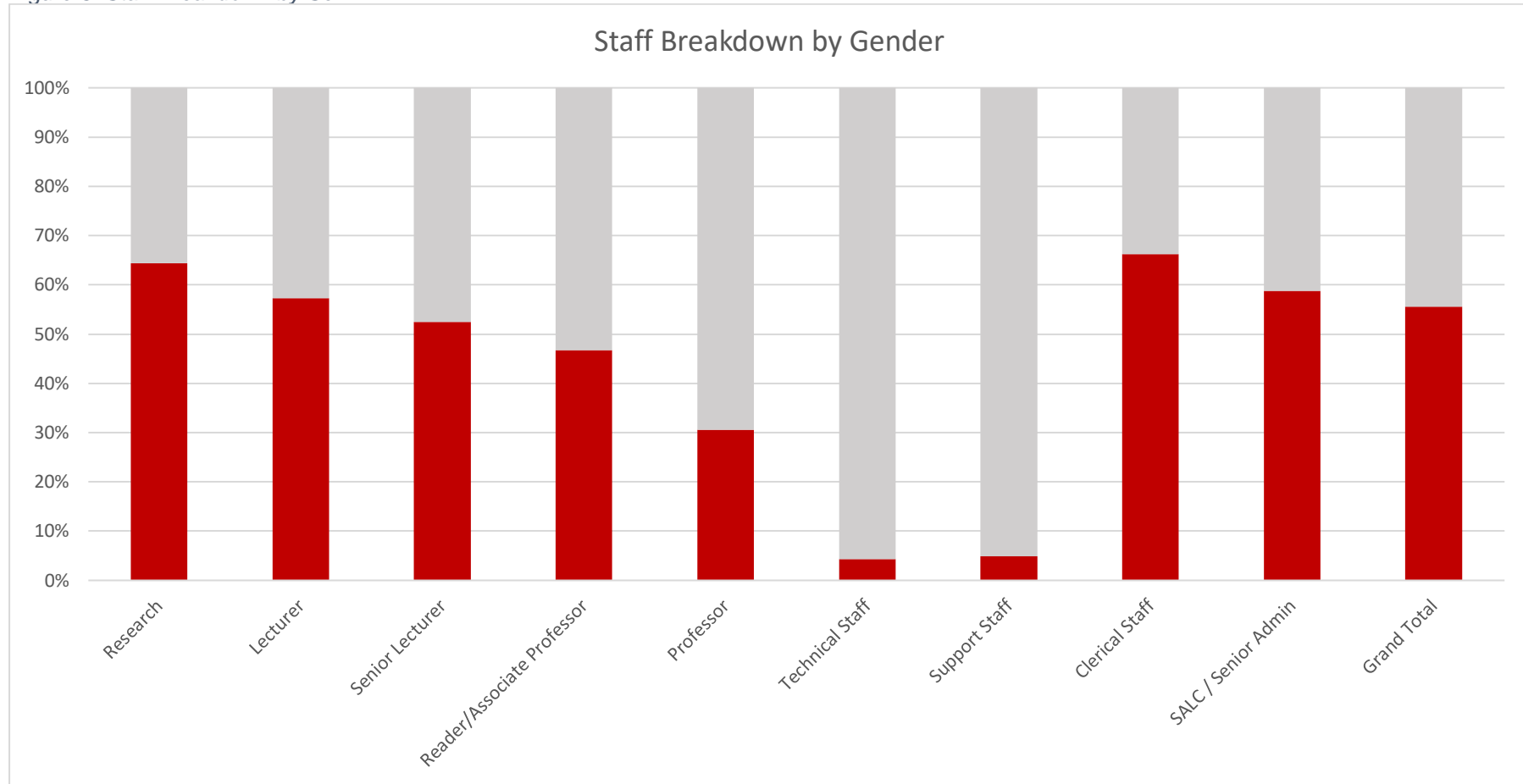


In 2022/23, 56% of staff were female. This has increased from 54% in 2021/22.

In 2022/23, 50% of City's academic staff were female. This has increased from 48% in 2021/22. The proportion of female academic staff decreases with increasing role seniority, 31% of professorial staff were female in 2022/23. This has slightly increased since 2021/22 were29% of professorial staff were female. 60% of Professional Services staff were female in 2022/23.

*Table 30: Sex: Academic and Professional Service Staff by Grade - 2022/23*

| Staff Role | Female | Male | Female % | Female %* |
|---|---|---|---|---|
| **Academic Staff** | **520** | **516** | **50.2%** | **100%** |
| Grade 5B | 37 | 18 | 67.3% | 7.1% |
| Grade 6 | 57 | 42 | 57.6% | 11.0% |
| Grade 7 | 158 | 110 | 59.0% | 30.4% |
| Grade 8 | 198 | 188 | 51.3% | 38.1% |
| Professor | 70 | 158 | 30.7% | 13.5% |
| **Professional Services Staff** | **740** | **535** | **58.0%** | **100%** |
| Grade 1 | | | | |
| Grade 2 | 6 | 30 | 16.7% | 0.7% |
| Grade 3 | 24 | 39 | 38.1% | 2.9% |
| Grade 4 | 76 | 38 | 66.7% | 9.3% |
| Grade 5 | 299 | 153 | 66.2% | 36.6% |
| Grade 5B~ | | | | |
| Grade 6 | 225 | 136 | 62.3% | 27.5% |
| Grade 7 | 130 | 103 | 55.8% | 15.9% |
| Grade 8 | 34 | 36 | 48.6% | 4.2% |
| Grade 9 | 24 | 21 | 53.3% | 2.9% |
| **Total** | **1338** | **1072** | **55.5%** | **100%** |

For Professional Services staff the largest proportion of female staff remained at Grade 4, staying consistent with 2021/22 at 67% in 2022/23. There was a slight increase in the proportion of female staff at grade 9, from 52% in 2021/22 to 53% in 2022/23.

*Table 31: Sex: Academic and Professional Service Staff by School - 2022/23*

| Staff Role | Female | Male | Female % | Female %* |
|---|---|---|---|---|
| **Academic Staff** | **520** | **516** | **50.2%** | **100%** |
| Bayes Business School | 68 | 134 | 33.7% | 13.1% |
| School of Health and Psychological Sciences | 238 | 90 | 72.6% | 45.8% |
| School of Science and Technology | 36 | 131 | 21.6% | 6.9% |
| School of Policy and Global Affairs | 60 | 67 | 47.2% | 11.5% |
| School of Communication and Creativity | 49 | 36 | 57.6% | 9.4% |
| The City Law School | 58 | 53 | 52.3% | 11.2% |
| Professional Services | 11 | 5 | 68.8% | 2.1% |
| **Professional Services Staff** | **818** | **556** | **59.5%** | **100.0%** |
| Bayes Business School | 137 | 54 | 71.7% | 16.7% |
| School of Health and Psychological Sciences | 91 | 24 | 79.1% | 11.1% |
| School of Science and Technology | 44 | 29 | 60.3% | 5.4% |
| School of Policy and Global Affairs | 6 | * | 75.0% | 0.7% |
| School of Communication and Creativity | 7 | 5 | 58.3% | 0.9% |
| The City Law School | 29 | 11 | 72.5% | 3.5% |
| Professional Services | 504 | 431 | 53.9% | 61.6% |
| **Grand Total** | **1338** | **1072** | **55.5%** | **100.0%** |

*\*% Female within each School measured against all female staff within Academic Staff and Professional Services Staff respectively*

The School of Health and Psychological Sciences had the largest proportion of female academic staff, 73% in 2022/23. The School of Science and Technology had the lowest proportion of female academic staff, 22% in 2022/23.

Across all six Schools there is a high proportion of female Professional Services staff. The School of Health and Psychological Sciences has the highest proportion of female Professional Services staff, 79%.

## Contract type

*Table 32: Sex: Academic and Professional Services Staff by Contract Type -2022/23*

| Staff Role | Female | Male | Female % | Female %* |
|---|---|---|---|---|
| **Academic Staff** | **520** | **516** | **50.2%** | **100%** |
| Fixed term | 33 | 30 | 52.4% | 6.3% |
| Permanent | 487 | 486 | 50.1% | 93.7% |
| **Professional Services Staff** | **818** | **556** | **59.5%** | **100%** |
| Fixed term | 79 | 37 | 68.1% | 9.7% |
| Permanent | 739 | 519 | 58.7% | 90.3% |
| **Grand Total** | **1338** | **1072** | **55.5%** | **100%** |

*\*% Female within each contract type measured against all female within Academic Staff and Professional Services Staff respectively*

In 2022/23, of academics on permanent contracts, 50% were female. For academic female staff, 52% were on fixed-term contracts.

For Professional Services staff of those on fixed-term contracts, 68% were female in 2022/23. For those on permanent contracts 59% were female.

## Full-time or Part-time Status

*Table 33: Sex: Academic and Professional Service Staff by Full-time/Part-time status -2022/23*

| Staff Role | Female | Male | Female % | Female %* |
|---|---|---|---|---|
| **Academic Staff** | **520** | **516** | **50.2%** | **100%** |
| Full time | 373 | 430 | 46.5% | 71.7% |
| Part time | 147 | 86 | 63.1% | 28.3% |
| **Professional Services Staff** | **818** | **556** | **59.5%** | **100%** |
| Full time | 692 | 524 | 56.9% | 84.6% |
| Part time | 126 | 32 | 79.7% | 15.4% |
| **Grand Total** | **1338** | **1072** | **55.5%** | **100%** |

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

Of the academic staff working part-time in 2022/23, 63% were female. Of the Professional Services staff working part-time in 2022/23, 80% were female.

## Turnover and Reasons for leaving

*Table 34: Sex: Academic and Professional Services Staff Turnover by Role - 2022/23*

| Staff Role | Female Turnover Headcount | Female Turnover Leavers | Female Turnover % | Male Turnover Headcount | Male Turnover | Male Turnover % | Overall Turnover Headcount | Overall Turnover Leavers | Overall Turnover % |
|---|---|---|---|---|---|---|---|---|---|
| **Academic Staff** | **520** | **81** | **15.6%** | **516** | **66** | **12.8%** | **1036** | **147** | **14.2%** |
| Research | 103 | 42 | 40.8% | 57 | 34 | 59.6% | 160 | 76 | 47.5% |
| Lecturer | 157 | 20 | 12.7% | 117 | 12 | 10.3% | 274 | 32 | 11.7% |
| Senior Lecturer | 140 | 10 | 7.1% | 127 | 9 | 7.1% | 267 | 19 | 7.1% |
| Reader/Associate Professor | 51 | * | 7.8% | 58 | * | 5.2% | 109 | 7 | 6.4% |
| Professor | 69 | 5 | 7.2% | 157 | 8 | 5.1% | 226 | 13 | 5.8% |
| **Professional Services Staff** | **818** | **124** | **15.2%** | **556** | **84** | **15.1%** | **1374** | **208** | **15.1%** |
| Technical Staff | * | * | 0.0% | 22 | * | 9.1% | 23 | * | 8.7% |
| Support Staff | * | * | 50.0% | 39 | 5 | 12.8% | 41 | 6 | 14.6% |
| Clerical | 402 | 82 | 20.4% | 205 | 43 | 21.0% | 607 | 125 | 20.6% |
| SALC | 413 | 41 | 9.9% | 290 | 34 | 11.7% | 703 | 75 | 10.7% |
| **Total** | **1338** | **205** | **15.3%** | **1072** | **150** | **14.0%** | **2410** | **355** | **14.7%** |

*\* % Female leavers measured against all leavers*

The annualised total turnover rate for City was 15% during 2022/23. The turnover for Research staff was the highest at 48%, as would be expected given the nature of fixed-term funding for these roles. The staff group of Professor had the lowest turnover at 6%. Overall, the turnover of female staff was slightly higher than male staff, 15% compared to 14%.

*Table 35: Sex: Academic and Professional Services Staff by Leaving reason - 2022/23*

| Staff Role | Female | Male | Female % | Female %* |
|---|---|---|---|---|
| **Academic Staff** | **81** | **66** | **55.1%** | **100.0%** |
| Expiry of contract | 27 | 24 | 52.9% | 33.3% |
| Redundancy | 5 | * | 62.5% | 6.2% |
| Resignation | 46 | 32 | 59.0% | 56.8% |
| Retirement | * | 5 | 37.5% | 3.7% |
| Other | * | * | 0.0% | |
| **Professional Services Staff** | **124** | **84** | **59.6%** | **100.0%** |
| Expiry of contract | 15 | 16 | 48.4% | 12.1% |
| Redundancy | * | * | 33.3% | 1.6% |
| Resignation | 103 | 63 | 62.0% | 83.1% |
| Retirement | * | * | 66.7% | 1.6% |
| Other | * | * | 100.0% | 1.6% |
| **Total** | **205** | **150** | **57.7%** | **100%** |

*% Female for each leaver reason measured against all female staff within Academic and Professional Services respectively*

The most frequent reason for leaving was resignation. For academic staff the proportion of female staff leavers was 55% which is higher than the proportion of female academics at City, (50%, 2022/23 – Table 1). For Professional Services staff 60% of leavers were female, which is the same as their representation at City (60%, 2022/23 – Table 1).

## Senior Leadership

*Table 36:  Senior Leadership Team Membership by Sex - 2021-2024*

| Sex | 2021/22 | 2022/23 | 2023/24 |
|---|---|---|---|
| **Male** | 6 | 7 | 6 |
| **Female** | 7 | 9 | 10 |
| **Total** | **13** | **16** | **16** |
| **% Female** | **53.8%** | **56.3%** | **62.5%** |

*Figures reflect the start of the year*

In line with City's commitment to increasing the representation of women on senior committees to a minimum of 30% the proportion of females on City's Senior Leadership Team has increased from 56% in 2022/23 to 63% in 2023/24.

## Sexual Orientation

*Table 37: Sexuality 2021-23*

| Sexual Orientation | 2020/21 | 2021/22 | 2022/23 |
|---|---|---|---|
| Bisexual, gay man, gay woman/lesbian | 6.0% | 5.5% | 6.8% |
| Heterosexual | 70.4% | 64.8% | 71.6% |
| Other | 0.5% | 0.5% | 0.6% |
| Not known/refused | 23.1% | 29.1% | 21.0% |
| **Total** | **100.0%** | **100.0%** | **100.0%** |

7% of staff identified as Bisexual, Gay Man, Gay Woman/Lesbian or Other (using HESA categorisation). The proportion of staff for whom their sexual orientation is Not known or refused has decreased from 29% in 2021/22 to 21% in 2022/23. This is less than the sector average of 43% (Advance HE, 2022).

*Figure 8: Staff breakdown by sexual orientation*
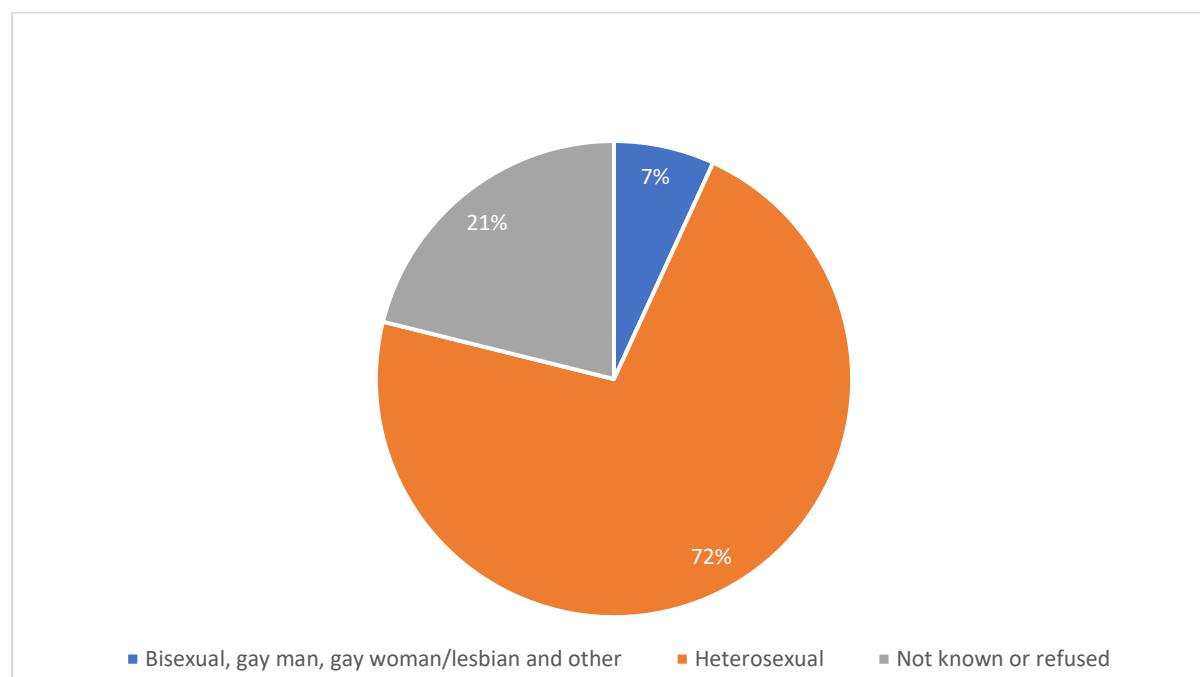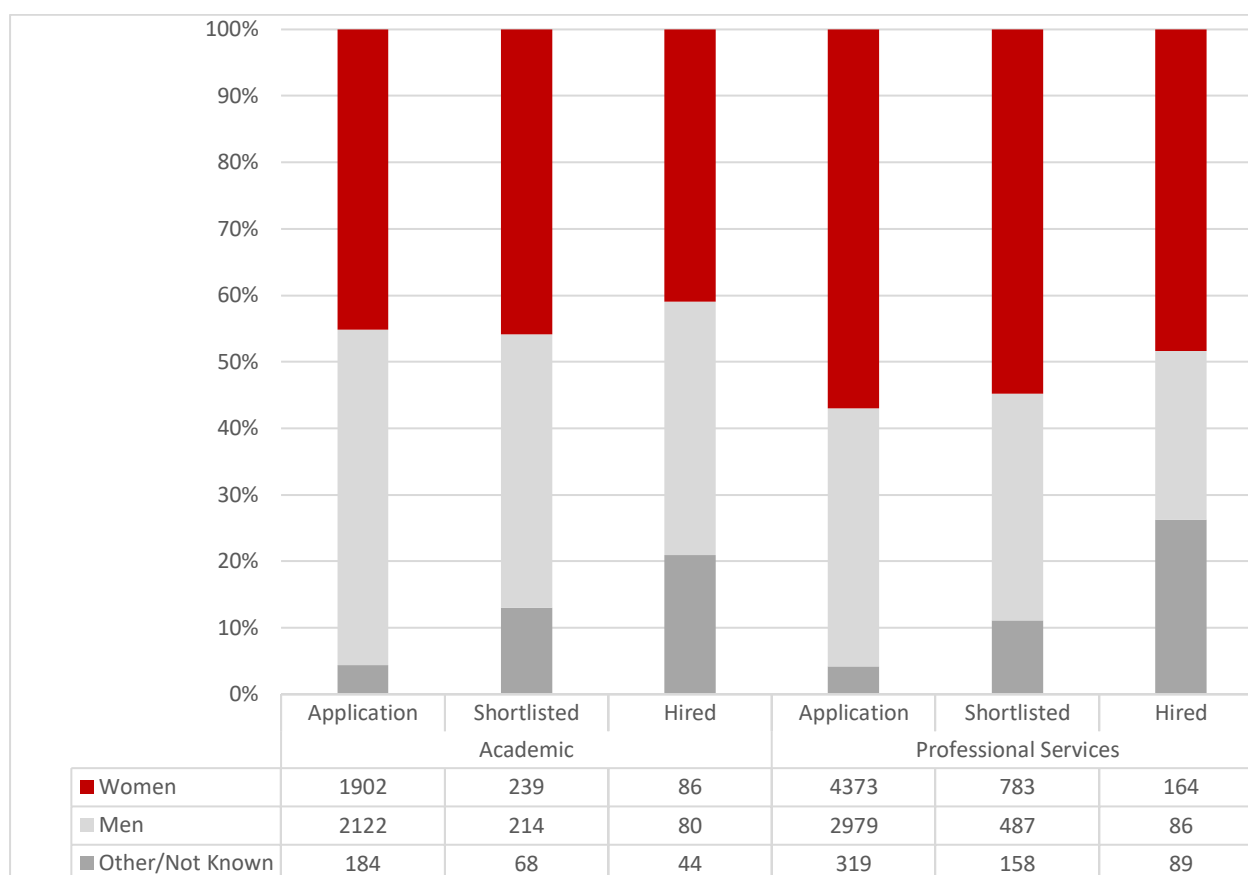
## Recruitment

### Gender

City collects diversity monitoring data on application forms. The gender questions including the categories 'non-binary' and 'I use another term'. This section therefore monitors gender rather than sex. 'Other' and 'unknown' categories are reported together due to low declaration rates.

*Table 38: Female applicants at each stage of recruitment (%) 2020- 2023*

| Recruitment Stage | 2020/21 | 2021/22 | 2022/23 |
|---|---|---|---|
| **Applicants** | 39.5% | 51.7% | 52.8% |
| **Shortlisted** | 56.3% | 53.5% | 52.4% |
| **Appointments** | 52.2% | 53.9% | 45.5% |

*Figure 9: Recruitment by gender*



|  | Application | Shortlisted | Hired | Application | Shortlisted | Hired |
|---|---|---|---|---|---|---|
|  | | Academic | | | Professional Services | |
| ■ Women | 1902 | 239 | 86 | 4373 | 783 | 164 |
| Men | 2122 | 214 | 80 | 2979 | 487 | 86 |
| ■ Other/Not Known | 184 | 68 | 44 | 319 | 158 | 89 |

The percentage of women applicants increased to 53% in 2022/23 from 52% in 2021/22. The proportion of women applicants being shortlisted has decreased from 54% in 2021/22 to 52% in 2022/23. The proportion of women appointments has decreased for the first time in three years to 46% in 2022/23.

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

*Table 39: Recruitment: Research Staff by Gender & Stage (2020-2023)*

| Staff Role | 2020/21 Female | 2020/21 % from previous Stage | 2020/21 Male | 2020/21 % from previous Stage | 2020/21 Other/Unknown | 2021/22 Female | 2021/22 % from previous Stage | 2021/22 Male | 2021/22 % from previous Stage | 2021/22 Other/Unknown | 2022/23 Female | 2022/23 % from previous Stage | 2022/23 Male | 2022/23 % from previous Stage | 2022/23 Other/Unknown |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Applicants | 1069 | | 824 | | 797 | 445 | | 232 | | 41 | 1300 | | 1046 | | 101 |
| Shortlisted | 214 | 20.0% | 175 | 21.2% | * | 81 | 18.2% | 53 | 22.8% | 19 | 189 | 14.5% | 128 | 12.2% | 49 |
| Appointments | 27 | 12.6% | 27 | 15.4% | 13 | 28 | 34.6% | 12 | 22.6% | 18 | 58 | 30.7% | 35 | 27.3% | 33 |

*Table 40: Recruitment: Academic Staff by Gender & Stage (2020-2023)*

| Staff Role | 2020/21 Female | 2020/21 % from previous Stage | 2020/21 Male | 2020/21 % from previous Stage | 2020/21 Other/Unknown | 2021/22 Female | 2021/22 % from previous Stage | 2021/22 Male | 2021/22 % from previous Stage | 2021/22 Other/Unknown | 2022/23 Female | 2022/23 % from previous Stage | 2022/23 Male | 2022/23 % from previous Stage | 2022/23 Other/Unknown |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Applicants | 702 | | 1357 | | 374 | 653 | | 923 | | 145 | 560 | | 1003 | | 71 |
| Shortlisted | 52 | 7.4% | 53 | 3.9% | 2 | 149 | 22.8% | 110 | 11.9% | 25 | 43 | 7.7% | 78 | 7.8% | 14 |
| Appointments | 43 | 82.7% | 35 | 66.0% | 8 | 57 | 38.3% | 39 | 35.5% | 13 | 25 | 58.1% | 40 | 51.3% | 9 |

*Table 41: Recruitment: Professor Staff by Gender & Stage (2020-2023)*

| Staff Role | 2020/21 Female | 2020/21 % from previous Stage | 2020/21 Male | 020/21 % from previous Stage | 2020/21 Other/Unknown | 2021/22 Female | 2021/22 % from previous Stage | 2021/22 Male | 2021/22 % from previous Stage | 2021/22 Other/Unknown | 2022/23 Female | 2022/23 % from previous Stage | 2022/23 Male | 2022/23 % from previous Stage | 2022/23 Other/Unknown |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Applicants | 0 | | 0 | | * | * | | 19 | | * | 42 | | 73 | | 12 |
| Shortlisted | 0 | 0% | 0 | 0% | | | 0% | * | 0% | * | 7 | 17% | 8 | 11% | 5 |
| Appointments | 0 | 0% | 0 | 0% | * | | 0% | | 0% | * | * | 0% | 5 | 63% | * |

*Table 42: Recruitment: Clerical/Technical/Support/Other related Staff by Gender & Stage (2020-2023)*

| Staff Role | 2020/21 Female | 2020/21 % from previous Stage | 2020/21 Male | 2 020/21 % from previous Stage | 2020/21 Other/Unknown | 2021/22 Female | 2021/22 % from previous Stage | 2021/22 Male | 2021/22 % from previous Stage | 2021/22 Other/Unknown | 2022/23 Female | 2022/23 % from previous Stage | 2022/23 Male | 2022/23 % from previous Stage | 2022/23 Other/Unknown |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Applicants | 2972 | | 1724 | | 1948 | 1591 | | 1082 | | 153 | 3036 | | 2028 | | 217 |
| Shortlisted | 274 | 9.2% | 198 | 11.5% | * | 526 | 33.1% | 366 | 33.8% | 73 | 521 | 17.2% | 335 | 16.5% | 104 |
| Appointments | 70 | 25.5% | 40 | 20.2% | 11 | 124 | 23.6% | 52 | 14.2% | 42 | 101 | 19.4% | 52 | 15.5% | 48 |

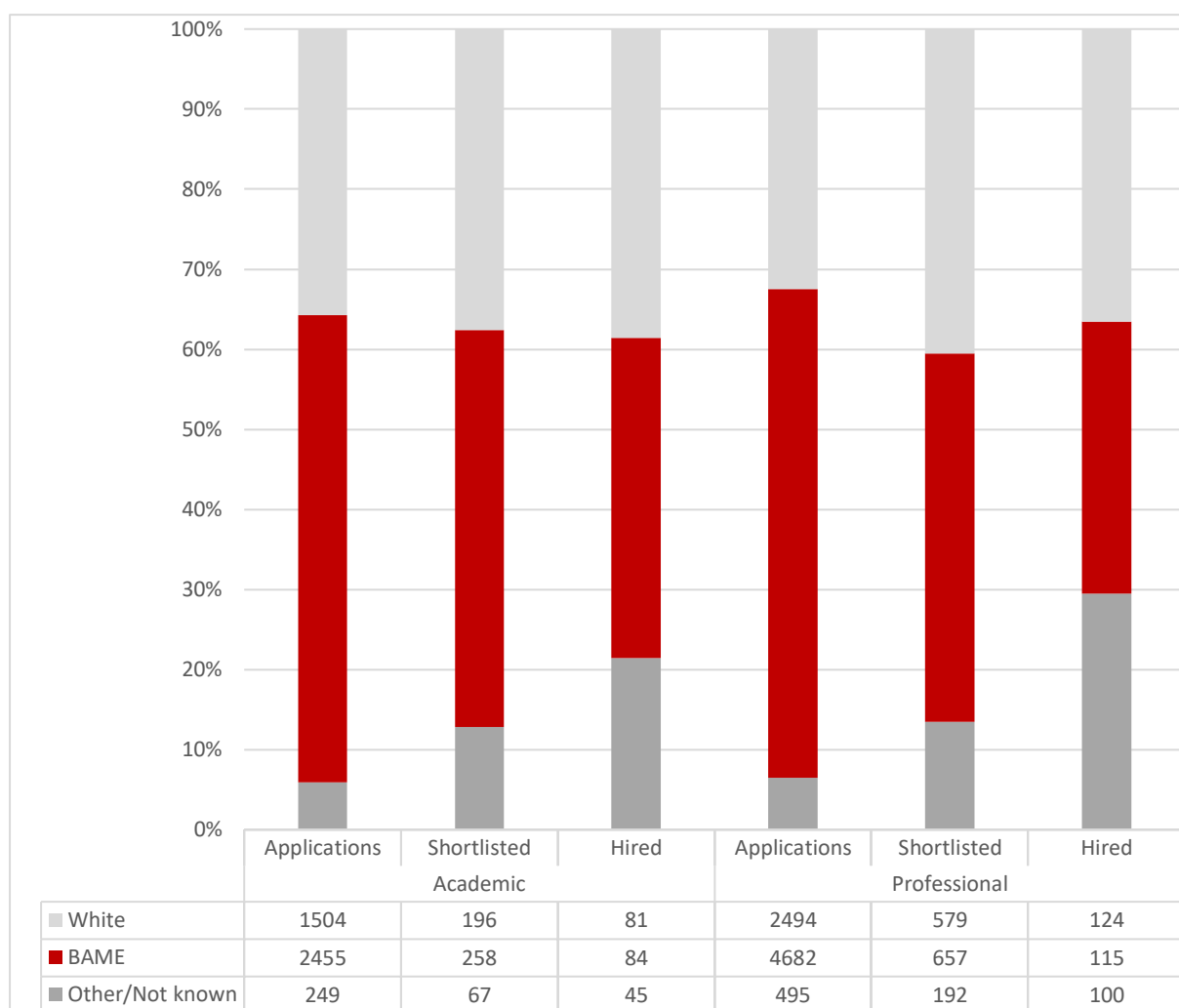*Table 43: Recruitment: SALC Staff by Gender & Stage (2020-2023)*

| Staff Role | 2020/21 Female | 2020/21 % from previous Stage | 2020/21 Male | 2020/21 % from previous Stage | 2020/21 Other/Unknown | 2021/22 Female | 2021/22 % from previous Stage | 2021/22 Male | 2021/22 % from previous Stage | 2021/22 Other/Unknown | 2022/23 Female | 2022/23 % from previous Stage | 2022/23 Male | 2022/23 % from previous Stage | 2022/23 Other/Unknown |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Applicants | 977 | | 905 | | 822 | 795 | | 549 | | 112 | 1337 | | 951 | | 102 |
| Shortlisted | 179 | 18.3% | 117 | 12.9% | * | 294 | 37.0% | 197 | 35.9% | 66 | 262 | 19.6% | 152 | 16.0% | 54 |
| Appointments | 46 | 26% | 33 | 28% | 7 | 80 | 27% | 40 | 20% | 30 | 63 | 24% | 34 | 22% | 41 |

## Ethnicity

*Table 44: BAME applicants at each stage of recruitment (%) 2020 -2023*

| Recruitment Stage | 2020/21 | 2021/22 | 2022/23 |
|---|---|---|---|
| Applicants | 39.0% | 57.8% | 60.1% |
| Shortlisted | 42.2% | 50.4% | 46.9% |
| Appointments | 31.7% | 37.3% | 36.2% |

*Figure 10: Recruitment by ethnicity*



| | Applications | Shortlisted | Hired | Applications | Shortlisted | Hired |
|---|---|---|---|---|---|---|
| | | Academic | | | Professional | |
| White | 1504 | 196 | 81 | 2494 | 579 | 124 |
| BAME | 2455 | 258 | 84 | 4682 | 657 | 115 |
| Other/Not known | 249 | 67 | 45 | 495 | 192 | 100 |

The percentage of BAME applicants increased from 58% in 2021/22 to 60% in 2022/23. The proportion of BAME applicants shortlisted and interviewed decreased from 50% in 2021/22 to 47% in 2022/23. The proportion of appointments of BAME staff decreased from 37% in 2021/22 to 36% in 2022/23.

The data demonstrates that although applications increased, interviews and appointment of BAME staff both decreased. The gap between the proportion of BAME applicants and BAME appointments widened from 21pp in 2021/22 to 24pp in 2022/23.

The tables below show the breakdown of applications by ethnicity and the percentage that progress to the next recruitment stage.

*Table 45: Recruitment: Academic Staff by Ethnicity & Stage (2020-2023)*

| Staff Role | 2020/21 BAME | 2020/21 % from previous Stage | 2020/21 White | 2020/21 % from previous Stage | 2020/21 Unknown/ Refused | 2021/22 BAME | 2021/22 % from previous Stage | 2021/22 White | 2021/22 % from previous Stage | 2021/22 Unknown/ Refused | 2022/23 BAME | 2022/23 % from previous Stage | 2022/23 White | 2022/23 % from previous Stage | 2022/23 Unknown/Refused |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Applicants | 2087 | | 1773 | | 1265 | 1388 | | 923 | | 151 | 2455 | | 1504 | | 249 |
| Shortlisted | 206 | 9.9% | 272 | 15.3% | 22 | 185 | 13.3% | 212 | 23.0% | 45 | 258 | 10.5% | 196 | 13.0% | 67 |
| Appointments | 34 | 16.5% | 55 | 20.2% | 22 | 65 | 35.1% | 75 | 35.4% | 28 | 84 | 32.6% | 81 | 41.3% | 45 |

*Table 46: Recruitment: Professional Service Staff by Ethnicity & Stage (2020-2023)*

| Staff Role | 2020/21 BAME | 2020/21 % from previous Stage | 2020/21 White | 2020/21 % from previous Stage | 2020/21 Unknown/ Refused | 2021/22 BAME | 2021/22 % from previous Stage | 2021/22 White | 2021/22 % from previous Stage | 2021/22 Unknown/ Refused | 2022/23 BAME | 2022/23 % from previous Stage | 2022/23 White | 2022/23 % from previous Stage | 2022/23 Unknown/Refused |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Applicants | 3577 | | 2891 | | 2931 | 2508 | | 1487 | | 287 | 4682 | | 2494 | | 495 |
| Shortlisted | 333 | 9.3% | 417 | 14.4% | 26 | 805 | 32.1% | 587 | 39.5% | 130 | 657 | 14.0% | 579 | 23.2% | 192 |
| Appointments | 59 | 17.7% | 106 | 25.4% | 17 | 135 | 16.8% | 164 | 27.9% | 69 | 115 | 17.5% | 124 | 21.4% | 100 |

*Table 47: Disabled Applicants at Each Stage of Recruitment - 2022/23*

| Disability | Applications | %* | Shortlisted | %* | Hired | % Hired* | % Hired** |
|---|---|---|---|---|---|---|---|
| **No Known Disability** | 10411 | 87.6% | 1461 | 14.0% | 362 | 3.5% | 24.8% |
| **Unknown** | 841 | 7.1% | 250 | 29.7% | 45 | 5.4% | 18.0% |
| **Yes** | 627 | 5.3% | 238 | 38.0% | 142 | 22.6% | 59.7% |
| **Total** | **11879** | **100%** | **1949** | **16.4%** | **549** | **4.6%** | **28.2%** |
| **GIS** | 624 | 5.3% | 15 | 2.4% | 29 | 4.6% | 193.3% |

*\* of those that applied*

*\*\* of those that were interviewed*

*Applicants who ticked 'Yes' to the Guaranteed Interview Scheme were not exclusively those who declared a disability, GIS is therefore shown separately.*

A higher proportion of disabled applicants were appointed, 23%, than applied, 5% in 2022/23. However, a slightly lower proportion of disabled applicants applying under the Guaranteed Interview Scheme (GIS) were appointed than applied.

## Promotion and Progression

*Table 48: Gender: Academic and Professional Services Staff Progression: 2020-23*

| Staff Role and Year | Female | Male | % Female | % Male |
|---|---|---|---|---|
| **Academic Staff** | **129** | **115** | **52.9%** | **47%** |
| 2020/21 | 35 | 30 | 53.8% | 46.2% |
| 2021/22 | 47 | 40 | 54.0% | 46.0% |
| 2022/23 | 47 | 45 | 51.1% | 48.9% |
| **Professional Services Staff** | **125** | **95** | **56.8%** | **43%** |
| 2020/21 | 24 | 13 | 64.9% | 35.1% |
| 2021/22 | 43 | 33 | 56.6% | 43.4% |
| 2022/23 | 58 | 49 | 54.2% | 45.8% |
| **Grand Total** | **254** | **210** | **54.7%** | **45%** |

Promotion refers to circumstances in which academic and Professional Services staff progress 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 2022/23, 51% of female academic staff were promoted decreasing from 54% in 2021/22. In 2022/23, 54% of female Professional Services staff were promoted or progressed decreasing from 57% in 2021/22.

*Table 49: Ethnicity: Academic and Professional Services Staff - 2021 -2023*

| Staff Role and Year | BAME | White | Refused/ Not known | BAME % |
|---|---|---|---|---|
| **Academic Staff** | **48** | **189** | **7** | **20.3%** |
| 2020/21 | 14 | 48 | * | 22.6% |
| 2021/22 | 17 | 68 | * | 20.0% |
| 2022/23 | 17 | 73 | * | 18.9% |
| **Professional Services Staff** | **70** | **145** | **5** | **32.6%** |
| 2020/21 | 11 | 25 | * | 30.6% |
| 2021/22 | 16 | 58 | * | 21.6% |
| 2022/23 | 43 | 62 | * | 41.0% |
| **Total** | **118** | **334** | **12** | **26.1%** |

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

In 2022/23, 19% of academics promoted were BAME staff decreasing from 20% in 2021/22. For Professional Services staff 41% of staff promoted were BAME staff, increasing from 22% in 2021/22.

*Table 50: Disability: Academic & Professional Service Staff Progression - 2022/23*

| Staff Role | Disability | No known Disability | Not known/refused | % with Disability* |
|---|---|---|---|---|
| **Academic Staff** | * | 83 | 7 | 2.2% |
| **Professional Services Staff** | 8 | 92 | 7 | 7.5% |
| **Grand Total** | **10** | **176** | **14** | **5.00%** |

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

For academic staff 2% of those promoted had declared a disability in 2022/23, and 8 of Professional Services staff who were promoted/progressed to a higher grade had declared a disability.

## Training opportunities

Training data relates to all salaried staff who attend online or in-person training in the academic year organised by the Organisational Development team, Office for Institutional Equity and Inclusion and/or the Health and Safety team. Training focuses on career progression, equality, health and safety, management and personal development.

*Table 51: Training by Gender: 2021 - 23*

| Staff Role | Female Headcount | Female Attended | Female % | Male Headcount | Male Attended | Male % |
|---|---|---|---|---|---|---|
| **2020/21** | **1304** | **430** | **33.0%** | **1148** | **239** | **20.8%** |
| **Academic Staff** | 497 | 122 | 25% | 552 | 100 | 18% |
| **Professional Services Staff** | 807 | 308 | 38% | 596 | 139 | 23% |
| **2021/22** | **1418** | **473** | **33.4%** | **1184** | **274** | **23.1%** |
| **Academic** | 547 | 166 | 30% | 578 | 108 | 19% |
| **Professional Services** | 871 | 307 | 35% | 606 | 166 | 27% |
| **2022/23** | **1538** | **521** | **33.9%** | **1219** | **239** | **19.6%** |
| **Academic** | 596 | 167 | 28% | 579 | 89 | 15% |
| **Professional Services** | 942 | 354 | 38% | 640 | 150 | 23% |

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

Female academic staff attending training decreased from 30% in 2021/22 to 28% in 2022/23. Female Professional Services staff attending training increased from 35% in 2021/22 to 38% in 2022/23. A higher proportion of total female staff attended training than male staff, 34% compared to 20% in 2022/23.

*Table 52: Grade 9 Staff: 2021 -23*

| Staff Role | Female Headcount | Female Attended | Female % | Male Headcount | Male Attended | Male % |
|---|---|---|---|---|---|---|
| **2020/21** | **80** | **32** | **40.0%** | **184** | **48** | **26.1%** |
| **Professors** | 62 | 16 | 25.8% | 164 | 31 | 18.9% |
| **Senior Admin** | 18 | 8 | 44.4% | 20 | 10 | 50.0% |
| **2021/22** | **87** | **31** | **35.6%** | **182** | **32** | **17.6%** |
| **Professors** | 66 | 21 | 31.8% | 162 | 29 | 17.9% |
| **Senior Admin** | 21 | 10 | 47.6% | 20 | * | 15.0% |
| **2022/23** | **96** | **30** | **31.3%** | **187** | **30** | **16.0%** |
| **Professors** | 74 | 22 | 29.7% | 165 | 24 | 14.5% |
| **Senior Admin** | 22 | 8 | 36.4% | 22 | 6 | 27.3% |

*\*'Headcount' reflects headcount over the year*

Of City's Professors and senior administrative staff groups, female staff attended more training than male staff, 31% of female staff compared to 16% of male staff in 2022/23. This represents a decrease for both female and male grade 9 staff attending training compared to 2021/22.

*Table 53: Training by Ethnicity 2021--2023*

| Staff Role | BAME Headcount | BAME Attended | BAME % | White Headcount | White Attended | White % | Refused/ Not known Headcount | Refused/Not known Attended | Refused/Not known % |
|---|---|---|---|---|---|---|---|---|---|
| **2020/21** | **669** | **183** | **27.4%** | **1715** | **471** | **27.5%** | **68** | **15** | **22.1%** |
| **Academic Staff** | 194 | 40 | 20.6% | 826 | 177 | 21.4% | 29 | 5 | 17.2% |
| **Professional Services Staff** | 475 | 143 | 30.1% | 889 | 294 | 33.1% | 39 | 10 | 25.6% |
| **2021/22** | **762** | **219** | **28.7%** | **1765** | **508** | **28.8%** | **75** | **20** | **26.7%** |
| **Academic Staff** | 231 | 53 | 22.9% | 864 | 214 | 24.8% | 30 | 7 | 23.3% |
| **Professional Services Staff** | 531 | 166 | 31.3% | 901 | 294 | 32.6% | 45 | 13 | 28.9% |
| **2022/23** | **880** | **251** | **28.5%** | **1798** | **490** | **27.3%** | **79** | **19** | **24.1%** |
| **Academic Staff** | 286 | 58 | 20.3% | 861 | 192 | 22.3% | 28 | 6 | 21.4% |
| **Professional Services Staff** | 594 | 193 | 32.5% | 937 | 298 | 31.8% | 51 | 13 | 25.5% |

*\* 'Headcount' reflects headcount over the year*

In 2022/23, 29% of BAME staff attended training which is 2% higher than White staff at 27%. A higher proportion of BAME Professional Services staff, 33%, attended training than BAME academic staff, 20%. This is a slight increase from the proportion of BAME Professional Services staff that attended training from 31% in 2021/22 to, 33% in 2022/23. There was a decrease for BAME academic staff attending training from 23% in 2021/22 to 20% in 2022/23.

*Table 54: Training by Age Range 2021-2023*

| Age range | Female Headcount | Female Attended | Female % | Male Headcount | Male Attended | Male % |
|---|---|---|---|---|---|---|
| **2020/21** | **1304** | **430** | **33%** | **1148** | **239** | **21%** |
| 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% |
| **2021/22** | **1418** | **473** | **33%** | **1184** | **274** | **23%** |
| Under 25 | 42 | 9 | 21% | 25 | 12 | 48% |
| 25 - 34 | 387 | 140 | 36% | 228 | 62 | 27% |
| 35 - 44 | 432 | 135 | 31% | 355 | 88 | 25% |
| 45 - 54 | 329 | 121 | 37% | 288 | 62 | 22% |
| 55 - 64 | 196 | 61 | 31% | 205 | 45 | 22% |
| 65+ | 32 | 7 | 22% | 83 | 5 | 6% |
| **2022/23** | **1538** | **521** | **34%** | **1219** | **239** | **20%** |
| Under 25 | 47 | 22 | 47% | 27 | 5 | 19% |
| 25 - 34 | 444 | 173 | 39% | 244 | 64 | 26% |
| 35 - 44 | 461 | 127 | 28% | 365 | 79 | 22% |
| 45 - 54 | 357 | 132 | 37% | 296 | 52 | 18% |
| 55 - 64 | 199 | 62 | 31% | 207 | 35 | 17% |
| 65+ | 30 | 5 | 17% | 80 | * | 5% |

*'Headcount' reflects headcount over the year*

The number of staff attending training varies by age group. In 2022/23 the age group under 25 had the largest proportion of female staff that attended training, at 47%. The age group 25-34 had the highest proportion of male staff attending training, at 26%.

Table 55: Training by Disability Declaration 2021-2023

| Staff Role | Disability Declared Headcount | Disability Declared Attended | Disability Declared % | No Disability Declared Headcount | No Disability Declared Attended | No Disability Declared % | No Disability Declared Headcount | No Disability Declared Attended | No Disability Declared % | Not Known Headcount | Not Known Attended | Not Known % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **2020/21** | **169** | **55** | **33%** | **2071** | **541** | **26%** | **29** | **11** | **38%** | **183** | **62** | **34%** |
| Academic Staff | 59 | 16 | 27% | 888 | 181 | 20% | 10 | * | 40% | 92 | 21 | 23% |
| Professional Services Staff | 110 | 39 | 35% | 1183 | 360 | 30% | 19 | 7 | 37% | 91 | 41 | 45% |
| **2020/21** | **190** | **61** | **32%** | **2194** | **624** | **28%** | **33** | **13** | **39%** | **185** | **48** | **26%** |
| Academic Staff | 65 | 18 | 28% | 955 | 232 | 24% | 10 | * | 40% | 95 | 20 | 21% |
| Professional Services Staff | 125 | 43 | 34% | 1239 | 392 | 32% | 23 | 9 | 39% | 90 | 28 | 31% |
| **2022/23** | **204** | **72** | **35%** | **2292** | **642** | **28%** | **38** | **8** | **21%** | **223** | **38** | **17%** |
| Academic Staff | 65 | 21 | 32% | 995 | 217 | 22% | 14 | * | 14% | 101 | 16 | 16% |
| Professional Services Staff | 139 | 51 | 37% | 1297 | 425 | 33% | 24 | 6 | 25% | 122 | 22 | 18% |

*'Headcount' reflects headcount over the year

In 2022/23, 35% of staff who declared a disability attended training. This is an increase from 32% in 2021/22 and there was also an increase in the number of staff declaring a disability.

# Students' Equality Monitoring Statistics

The following report provides an overview of student diversity 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
- Religion and Belief
- Sex
- Sexual Orientation

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's website. Including all students without exclusions allows us to give a fuller snapshot of our registered student population. Figures are computed utilising a unique identifier, considering that certain students may undertake multiple courses throughout the year. This leads to diverse totals based on the perspective from which the data is examined.

* Denotes a number which is less than 10 and redacted.

## Overview of Student Body

*Table 56: Student Body Overview*

| Academic Year | Headcount | FTE |
|---|---|---|
| **2019/20** | 19,936 | 14,859 |
| **2020/21** | 21,327 | 16,052 |
| **2021/22** | 20,686 | 16,159 |
| **2022/23** | 21,908 | 16,891 |

There has been an increase to overall student population between 2021/22 and 2022/23 by 6%. There has also been an increase for Full Time Equivalent (FTE) student which has been more gradual at 0.7%.

*Table 57: Student Body Overview*

| Increase per Academic Year | Headcount Increase | Increase FTE | Percentage Headcount Increase | Percentage FTE |
|---|---|---|---|---|
| **2019/20 - 2020/21** | 1,391 | 1,193 | 7.0% | 8.03% |
| **2020/21 - 2021/22** | -641 | 107 | -3.0% | 0.7% |
| **2021/22 - 2022/23** | 1,222 | 732 | 5.9% | 4.3% |

*Table 58: Mode of Study over Years*

| Academic Year | Full-Time (inc. Sandwich) Headcount | Full-Time (inc. Sandwich) FTE | Part-Time Headcount | Part-Time FTE |
|---|---|---|---|---|
| **2019/20** | 16,823 | 13,921 | 3,113 | 938 |
| **2020/21** | 18,065 | 15,093 | 3,262 | 959 |
| **2021/22** | 17,361 | 15,079 | 3,264 | 1,055 |
| **2022/23** | 18,515 | 15,819 | 3,460 | 1,072 |

The proportion of students studying part-time has increased from 3,264 in 2021/22 to 3,460 in 2022/23. The proportion of full-time students has also increased from 17,361 in 2021/22 to 18,515 in 2022/23.

*Table 59: % Mode of Study Over Years*

| Academic Year | Full-Time (inc. Sandwich) Headcount | Full-Time (inc. Sandwich) FTE | Part-Time Headcount | Part-Time FTE |
|---|---|---|---|---|
| **2019/20** | 84.4% | 93.7% | 15.6% | 5.8% |
| **2020/21** | 84.7% | 94.0% | 15.3% | 6.0% |
| **2021/22** | 83.9% | 93.3% | 15.8% | 5.1% |
| **2022/23** | 84.5% | 93.7% | 15.8% | 6.4% |

## School Populations

*Table 60: Overall Populations*

| Academic School | 2022/23 |
|---|---|
| **Bayes Business School** | 5,802 |
| **City Law School** | 2,887 |
| **Learning Enhancement and Development (LEaD)** | 218 |
| **School of Policy and Global Affairs** | 2,425 |
| **School of Communication and Creativity** | 1,349 |
| **School of Health and Psychological Sciences** | 5,904 |
| **School of Science and Technology** | 3,397 |

School of Health and Psychological Sciences account for the largest proportion of students at 27%, followed by Bayes Business School. Learning Enhancement and Development account for the smallest proportion of students at 1%.

*Table 61: Overall Population (%)*

| Academic School | 2022/23 |
|---|---|
| **Bayes Business School** | 26.5% |
| **City Law School** | 13.2% |
| **Learning Enhancement and Development (LEaD)** | 1.0% |
| **School of Policy and Global Affairs** | 11.1% |
| **School of Communication and Creativity** | 6.2% |
| **School of Health and Psychological Sciences** | 27.0% |
| **School of Science and Technology** | 15.5% |

## Level of Study Breakdown by School and City Overall

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

*Table 62: Level of Study Over Years*

| Academic Year | First Degree | Other UG | PGT | PGR |
|---|---|---|---|---|
| **2019/20** | 10,445 | 238 | 8,835 | 418 |
| **2020/21** | 12,234 | 0 | 8,616 | 477 |
| **2021/22** | 12,397 | * | 7,804 | 483 |
| **2022/23** | 12,197 | 1,447 | 7,632 | 718 |

*Table 63: % Level of Study Over Years*

| Academic Year | First Degree | Other UG | PGT | PGR |
|---|---|---|---|---|
| **2019/20** | 52.4% | 1.2% | 44.3% | 2.1% |
| **2020/21** | 57.4% | 0.0% | 40.4% | 2.2% |
| **2021/22** | 59.9% | 0.0% | 37.7% | 2.3% |
| **2022/23** | 55.7% | 6.6% | 3.3% | 34.8% |

*Figure 11: Level of Study*
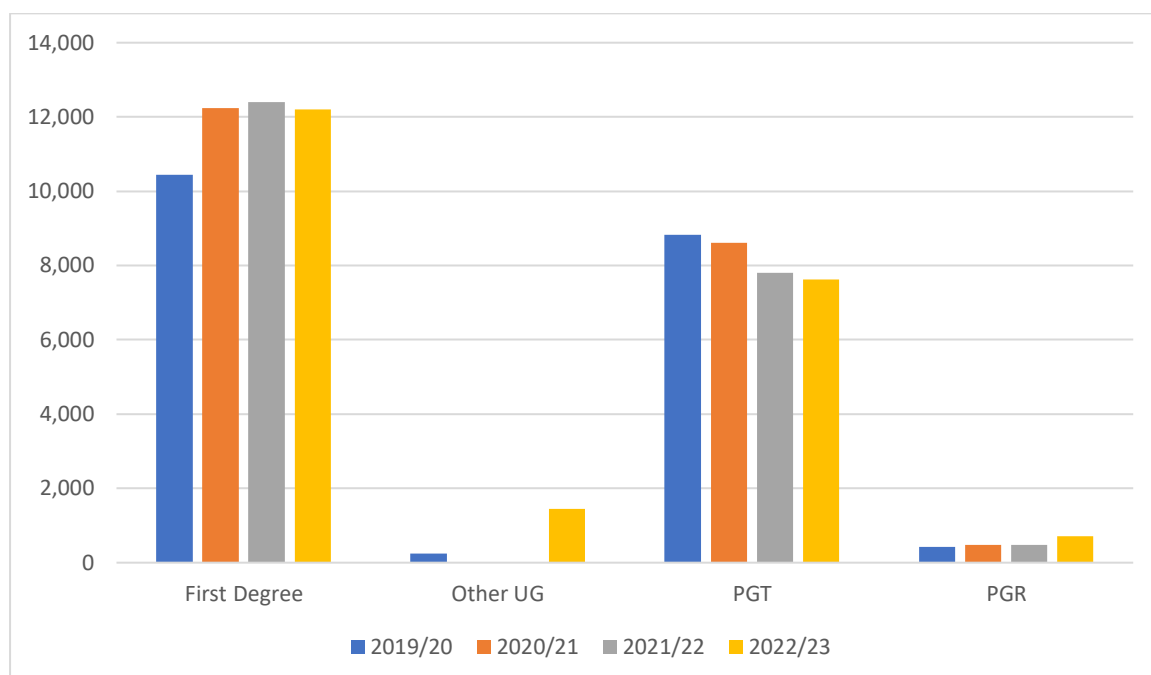


The proportion of postgraduate taught students has been gradually reducing from 2019/20 to date. The proportion of undergraduate First-Degree students has slightly decreased in 2022/23.

A further breakdown by School as follows;

*Table 64: Level of study by School*

| School | First Degree | Other UG | PGT | PGR | Total |
|---|---|---|---|---|---|
| **Bayes Business School** | 3,063 | * | 2,629 | 114 | **5,802** |
| **City Law School** | 1,512 | 166 | 1,186 | 24 | **2,887** |
| **Learning Enhancement and Development** | * | * | 217 | * | **218** |
| **School of Communication and Creativity** | 682 | * | 612 | 55 | **1,349** |
| **School of Policy and Global Affairs** | 2,425 | * | 267 | 68 | **2,425** |
| **School of Health and Psychological Sciences** | 2,665 | 1,281 | 1,718 | 246 | **5,904** |
| **School of Science and Technology** | 2,185 | * | 1,004 | 210 | **3397** |

## Age

The greatest proportion of students at City continued to be students aged between 18 and 21 years old, followed by students aged between 21 and 24 years old, which is similar to the previous three years data. All groups other than '25 to 29' and '30+' have seen a decrease across the three years.

*Table 65: Breakdown of Students by Age and Academic Year*

| Academic Year | Format | Under 18 | 18 - 20 | 21 - 24 | 25 - 29 | 30+ | Total |
|---|---|---|---|---|---|---|---|
| 2020/21 | Number | 139 | 8,122 | 6,561 | 2,840 | 3,662 | 21,324 |
| 2020/21 | Percentage | 0.7% | 38.1% | 30.8% | 13.3% | 17.2% | 100% |
| 2021/22 | Number | 155 | 8,452 | 6,039 | 2,574 | 3,455 | 20,675 |
| 2021/22 | Percentage | 0.7% | 40.9% | 29.2% | 12.4% | 16.7% | 100% |
| 2022/23 | Number | 264 | 11,086 | 4,735 | 2,378 | 3,446 | 21,890 |
| 2022/23 | Percentage | 1.2% | 50.6% | 21.6% | 10.9% | 15.7% | 100% |

*Table 66:Breakdown of Students by Age and School*

| Academic School | Under 18 | 18 - 20 | 21 - 24 | 25-29 | 30+ | Total |
|---|---|---|---|---|---|---|
| **Bayes Business School** | 173 | 2,797 | 1,778 | 551 | 504 | 5,802 |
| **City Law School** | 23 | 1,342 | 1,045 | 290 | 188 | 2,887 |
| **Learning Enhancement and Development** | * | * | 11 | 52 | 140 | 213 |
| **School of Policy and Global Affairs** | 20 | 1,985 | 244 | 101 | 75 | 2425 |
| **School of Communication and Creativity** | 13 | 616 | 420 | 160 | 139 | 1348 |
| **School of Health and Psychological Sciences** | * | 2,345 | 706 | 833 | 2,013 | 5904 |
| **School of Science and Technology** | 28 | 2,001 | 539 | 416 | 411 | 3395 |

Note: Age is calculated at start of the academic year reported, i.e. August 2022.

The above table provides a breakdown of age group by School for the year 2022/23. These numbers are presented as proportions of overall populations on the following page.

The majority of students at 51% are under the age of 21 which is in line with the sector norms, where across the UK the majority of students were aged 21 and under (Advance HE, 2022).

*Table 67: % Breakdown Students by Age and School*

| Academic School | Under 18 | 18 - 20 | 21 - 24 | 25 - 29 | 30+ |
|---|---|---|---|---|---|
| **Bayes Business School** | 3.0% | 48.2% | 30.6% | 9.5% | 8.7% |
| **City Law School** | 0.8% | 46.5% | 36.2% | 10% | 6.5% |
| **Learning Enhancement and Development** | 0% | 0% | 5.4% | 25.6% | 69.0% |
| **School of Policy and Global Affairs** | 0.8% | 81.9% | 10.1% | 4.2% | 3.1% |
| **School of Communication and Creativity** | 1.0% | 45.7% | 31.2% | 11.9% | 10.3% |
| **School of Health and Psychological Sciences** | 0.1% | 39.7% | 12.0% | 14.1% | 34.1% |
| **School of Science and Technology** | 0.8% | 58.9% | 15.9% | 12.3% | 12.1% |

## Disability

The proportion of students with a declared disability has increased from 8% in 2021/22, to 12% in 2022/23. This is still lower than the national average, as Advance HE reports that, according to the most recently available data, 15% of students nationally declare a disability (Advance HE, 2022).

*Table 68:Breakdown of Disability Status by Academic Year*

| Academic Year | No Known Disability | No Known Disability % | Declared Disability | Declared Disability % | Total |
|---|---|---|---|---|---|
| **2019/20** | 18,515 | 92.9% | 1,421 | 7.1% | 19,936 |
| **2020/21** | 19,354 | 90.7% | 1,973 | 9.3% | 21,327 |
| **2021/22** | 19,079 | 92.2% | 1,607 | 7.8% | 20,686 |
| **2022/23** | 19,195 | 87.6% | 2,713 | 12.4% | 21,908 |

12% is the highest percentage of students with a declared disability over the period of the last 4 years.
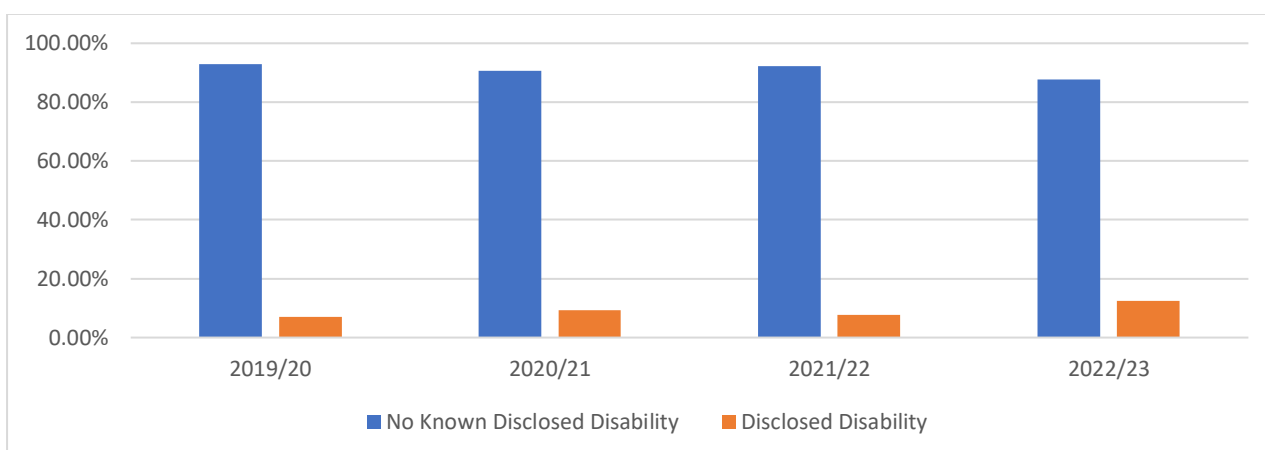
*Figure 12: Disability Status*



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*Table 69: Breakdown of Disability Group over 3 years*

| Disability Group | 2019/20 Number | 2019/20 % | 2020/21 Number | 2020/21 % | 2021/22 Number | 2021/22 % | 2022/23 Number | 2022/23 % |
|---|---|---|---|---|---|---|---|---|
| **No Known Disability** | 18,515 | 92.9% | 19,554 | 91.7% | 19,079 | 92.2% | 19,195 | 87.6% |
| **Mobility Disability** | 57 | 0.3% | 69 | 0.3% | 39 | 0.2% | 77 | 0.4% |
| **Mental Health Condition** | 281 | 1.4% | 386 | 1.8% | 420 | 2.0% | 832 | 3.8% |
| **Specific Learning Difference** | 635 | 3.2% | 725 | 3.4% | 598 | 2.9% | 623 | 2.8% |
| **Other / Not Listed** | 154 | 0.8% | 185 | 0.9% | 159 | 0.8% | 133 | 0.6% |
| **Hearing Disability** | 25 | 0.1% | 45 | 0.2% | 49 | 0.2% | 53 | 0.2% |
| **Long-Standing Illness** | 129 | 0.6% | 174 | 0.8% | 158 | 0.8% | 203 | 0.9% |
| **Visual Disability** | 24 | 0.1% | 43 | 0.2% | 29 | 0.1% | 105 | 0.5% |
| **Social or Communication Disability** | 41 | 0.2% | 54 | 0.3% | 54 | 0.3% | 57 | 0.3% |
| **Two or More Disabilities** | 75 | 0.4% | 92 | 0.4% | 101 | 0.5% | 611 | 2.8% |
| **Development condition that you have had since childhood** | | | | | | | 19 | 0.1% |
| **Total** | 19,936 | 100% | 21,327 | 100% | 20,686 | 100% | 21,908 | 100% |

Due to changes in HESA returns, there has been a change in the language used to describe disabilities. This has resulted in an extra category which cannot be mapped to those previously used. Appendix A shows how the new categories have been mapped to those previously used. In 2022/23, the most highly represented disability group is students who have reported a Mental Health Condition, which accounts for 4% of City's students. This is a change from previous years where it has been a Specific Learning Difference (SpLD). SpLD is now the second most reported disability alongside those who reported two or more disabilities at 3%.

*Table 70: Breakdown of Disability Group by School*

| Academic School | 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 | Development condition that you have had since childhood |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Bayes Business School | 5,364 | 13 | 100 | 133 | 27 | 13 | 30 | 25 | * | 89 | * |
| City Law School | 2,504 | 13 | 142 | 64 | 16 | * | 25 | 15 | * | 90 | * |
| Learning Enhancement and Development | 196 | * | * | * | * | * | * | * | * | * | * |
| School of Policy and Global Affairs | 2,147 | * | 96 | 41 | 12 | * | 18 | 10 | 9 | 74 | * |
| School of Communication and Creativity | 1,069 | * | 121 | 55 | * | * | * | * | * | 69 | * |
| School of Health and Psychological Sciences | 4,924 | 29 | 282 | 243 | 58 | 19 | 95 | 21 | 14 | 217 | * |
| School of Science and Technology | 3,059 | * | 89 | 2.5% | 14 | * | 25 | 28 | 15 | 67 | * |

*Table 71:% Breakdown of Disability Group by School*

| Academic School | 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 | Development condition that you have had since childhood |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Bayes Business School** | 92.5% | 0.2% | 1.7% | 2.3% | 0.5% | 0.2% | 0.5% | 0.4% | 0.0% | 1.5% | 0.1% |
| **City Law School** | 86.7% | 0.5% | 4.9% | 2.2% | 0.6% | 0.1% | 0.9% | 0.5% | 0.3% | 3.1% | 0.2% |
| **Learning Enhancement and Development** | 89.9% | 0.5% | 2.3 | 1.8% | 1.4% | 0.0% | 0.9% | 0.9% | 0.0% | 2.3% | 0.0% |
| **School of Policy and Global Affairs** | 88.5% | 0.3% | 4.0% | 1.7% | 0.5% | 0.4% | 0.7% | 0.4% | 0.4% | 3.1% | 0.1% |
| **School of Communication and Creativity** | 79.2% | 0.4% | 9.0% | 4.1% | 0.3% | 0.3% | 0.6% | 0.3% | 0.7% | 5.1% | 0.0% |
| **School of Health and Psychological Sciences** | 83.4% | 0.5% | 4.8% | 4.1% | 1.0% | 0.3% | 1.6% | 0.4% | 0.4% | 3.7% | 0.0% |
| **School of Science and Technology** | 90.1% | 0.2% | 2.6% | 84 | 0.4% | 0.1% | 0.7% | 0.8% | 0.4% | 2.0% | 0.1% |

Bayes Business School had the highest proportion of students with No Known Disability. The School of Communication and Creativity had the highest proportion of students to declare a disability during 2022/223, followed by the School of Health and Psychological Sciences. The School of Communication and Creativity accounted for the highest proportion of students who have declared a mental health condition, which was 9% in 2022/23.

## Ethnicity

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

This report refers to BAME staff throughout the tables, which is consistent with HESA's data collecting and reporting. We use the term whilst recognising its limitations and homogenisation. City's writing style guide states that BAME should only be used in relation to data collection and reporting.

*Table 72: Ethnic Group over Years*

| Ethnic Group | 2019/20 | 2020/21 | 2021/22 | 2022/23 |
|---|---|---|---|---|
| **BAME** | 58.4% | 63.2% | 64.8% | 68.1% |
| **White** | 39.7% | 34.9% | 32.9% | 30.0% |

BAME students accounted for 68% in 2022/2023, which is a 3pp increase from 65% in 2021/22. This is also the highest proportion across a four-year period. Disaggregated data highlights that Asian students were the largest group at 37%, with White students the second largest proportion at 30%.

*Table 73: Ethnicity over Years*

| Ethnic Group | 2019/20 | 2020/21 | 2021/22 | 2022/23 |
|---|---|---|---|---|
| **Arab** | 843 | 986 | 1,053 | 1,191 |
| **Asian** | 4,049 | 4,664 | 6,909 | 7,996 |
| **Black** | 1,913 | 2,265 | 2,336 | 2,497 |
| **Chinese** | 2,037 | 1,897 | 1,428 | 1,293 |
| **Mixed** | 426 | 545 | 1,047 | 1,097 |
| **Other** | 2,819 | 3,113 | 628 | 654 |
| **White** | 6,974 | 7,448 | 6,814 | 6,571 |
| **Not Known/Refused** | 875 | 409 | 471 | 609 |
| **Total** | 19,936 | 21,327 | 20,686 | 21,908 |

*Table 74: % Ethnicity over Years*

| Ethnic Group | 2019/20 | 2020/21 | 2021/22 | 2022/23 |
|---|---|---|---|---|
| **Arab** | 4.2% | 4.6% | 5.1% | 5.4% |
| **Asian** | 20.3% | 21.9% | 33.4% | 36.5% |
| **Black** | 9.6% | 10.6% | 11.3% | 11.4% |
| **Chinese** | 10.2% | 8.9% | 6.9% | 5.9% |
| **Mixed** | 2.1% | 2.6% | 5.1% | 5.0% |
| **Other** | 14.1% | 14.6% | 3.0% | 3.0% |
| **White** | 35.0% | 34.9% | 32.9% | 30.0% |
| **Not Known/Refused** | 4.4% | 1.9% | 2.3% | 2.8% |
| **Total** | 100% | 100% | 100% | 100% |

The ethnicity breakdown was similar to last year's figures. The smallest proportion is both those whose ethnicity is Not known/Refused and those who identified as 'Other' at 3%. This was followed by those who identified themselves as Mixed or Arab at 5%. The biggest decrease from 2021/22 is students who identified themselves as White, with a decrease of 3%. The largest increase was in students who identified as Asian which increased by 3%.
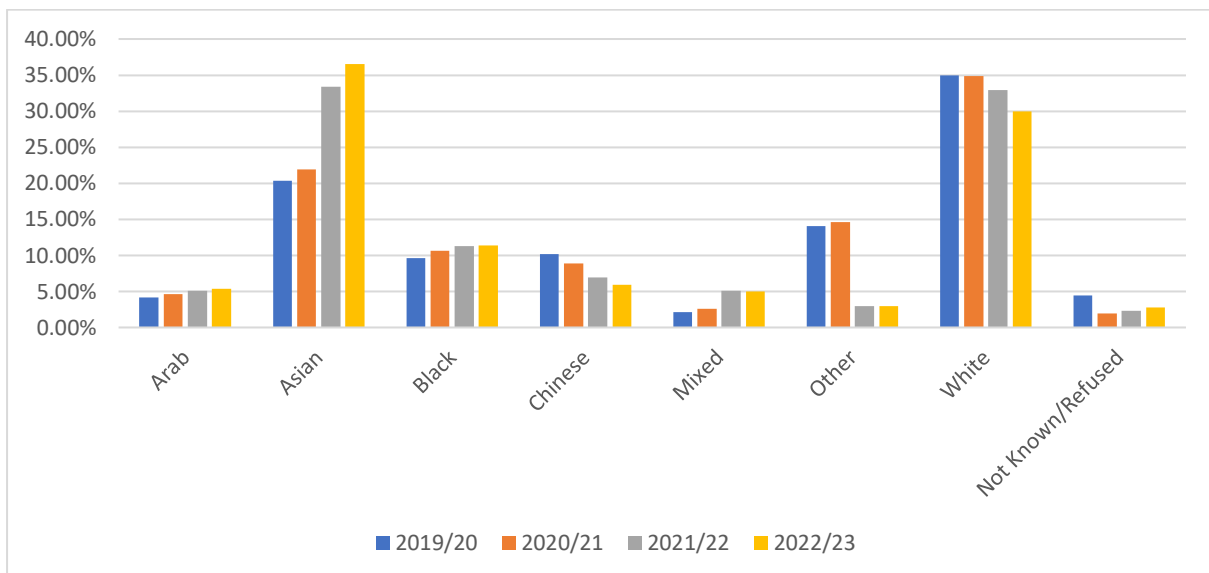
*Figure 13: Ethnicity Breakdown over years.*

*Table 75: Ethnicity by Domicile Over Years*

| Ethnicity | 2019/20 UK | 2019/20 Non-UK | 2020/21 UK | 2020/21 Non-UK | 2021/22 UK | 2021/22 Non-UK | 2022/23 UK | 2022/23 Non-UK |
|---|---|---|---|---|---|---|---|---|
| Arab | 364 | 479 | 419 | 567 | 463 | 590 | 513 | 681 |
| Asian | 3125 | 924 | 3,776 | 888 | 5,194 | 1,715 | 5,531 | 2,469 |
| Black | 1713 | 200 | 2,074 | 191 | 2,126 | 210 | 2,253 | 244 |
| Chinese | 519 | 1518 | 519 | 1,378 | 379 | 1,049 | 317 | 976 |
| Mixed | 313 | 113 | 413 | 132 | 754 | 293 | 826 | 270 |
| Other | 1794 | 1025 | 2,125 | 983 | 522 | 106 | 555 | 98 |
| White | 4496 | 2478 | 4,953 | 2,495 | 4,635 | 2,179 | 4,538 | 2,037 |
| Not-Known/ Refused | 268 | 607 | 305 | 104 | 289 | 182 | 264 | 288 |
| Total | 12,592 | 7,344 | 14,584 | 6,738 | 14,362 | 6,324 | 14,817 | 7,069 |

*Table 76: % Ethnicity by Domicile Over Years*

| Ethnicity | 2019/20 UK | 2019/20 Non-UK | 2020/21 UK | 2020/21 Non-UK | 2021/22 UK | 2021/22 Non-UK | 2022/23 UK | 2022/23 Non-UK |
|---|---|---|---|---|---|---|---|---|
| Arab | 2.9% | 6.5% | 2.9% | 8.4% | 3.2% | 9.3% | 3.5% | 9.6% |
| Asian | 24.8% | 12.6% | 25.9% | 13.2% | 36.2% | 27.1% | 37.3% | 34.9% |
| Black | 13.6% | 2.7% | 14.2% | 2.8% | 14.8% | 3.3% | 15.2% | 3.5% |
| Chinese | 4.1% | 20.7% | 3.6% | 20.5% | 2.6% | 16.6% | 2.1% | 13.8% |
| Mixed | 2.5% | 1.5% | 2.8% | 2.0% | 5.2% | 4.6% | 5.6% | 3.8% |
| Other | 14.2% | 14.0% | 14.6% | 14.6% | 3.6% | 1.7% | 3.8% | 1.4% |
| White | 35.7% | 33.7% | 34.0% | 37.0% | 32.3% | 34.5% | 30.6% | 28.2% |
| Not-Known/ Refused | 2.1% | 8.3% | 2.1% | 1.5% | 2.0% | 2.9% | 1.9% | 4.1% |
| Total | 63.2% | 36.8% | 68.4% | 31.6% | 69.4% | 30.6% | 67.3% | 32.3% |

According to Advance HE (2022), 26% of UK-domiciled students identified as BAME.[1] In 2022/23, BAME students accounted for 68% of the overall student population, 68% of our UK-domiciled students, and 67% of our Non-UK-domiciled students.

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[1] Advance HE Statistical Report Students 2022, p. 123 Equality in higher education: statistical report 2022 | Advance HE (advance-he.ac.uk)

In 2022/23, Asian students accounted for the highest proportion of UK-domiciled and Non-UK-domiciled students, UK at 37% and Non-UK at 35%. There has been a decrease of 3pp for Non –UK Chinese students in 2022/23 to 14%.

The proportion of Non-UK-domiciled students who identified into the Not Known/Refused group has increased from 3% in 2021/22 to 4% in 2022/23.

City's proportion of UK-domiciled students decreased for the first time across the four-year period, reducing from 69% in 2021/22 to 67% in 2022/23.

*Table 77: Ethnicity by School*

| Academic School | Arab | Asian | Black | Chinese | Mixed | Other | White | Not Known / Refused |
|---|---|---|---|---|---|---|---|---|
| Bayes Business School | 411 | 1933 | 165 | 939 | 272 | 92 | 1812 | 178 |
| City Law School | 194 | 1290 | 226 | 67 | 153 | 131 | 727 | 99 |
| Learning Enhancement and Development | 11 | 46 | 11 | * | * | * | 125 | * |
| School of Policy and Global Affairs | 143 | 1087 | 286 | 50 | 118 | 116 | 567 | 58 |
| School of Communication and Creativity | 44 | 254 | 101 | 42 | 113 | 26 | 717 | 52 |
| School of Health and Psychological Sciences | 156 | 1924 | 1351 | 51 | 274 | 172 | 1855 | 121 |
| School of Science and Technology | 236 | 1475 | 359 | 140 | 162 | 116 | 858 | 98 |

*Table 78: % Ethnicity by School*

| Academic School | Arab | Asian | Black | Chinese | Mixed | Other | White | Not Known / Refused |
|---|---|---|---|---|---|---|---|---|
| **Bayes Business School** | 7.1% | 33.3% | 2.9% | 16.2% | 4.7% | 1.6% | 31.2% | 3.1% |
| **City Law School** | 6.7% | 44.7% | 7.8% | 2.3% | 5.3% | 4.5% | 25.2% | 3.4% |
| **Learning Enhancement and Development** | 5.1% | 21.1% | 5.1% | 3.7% | 3.7% | 0.5% | 57.3% | 3.7% |
| **School of Policy and Global Affairs** | 5.9% | 44.8% | 11.8% | 2.1% | 4.9% | 4.8% | 23.4% | 2.4% |
| **School of Communication and Creativity** | 3.3% | 18.8% | 7.5% | 3.1% | 8.4% | 1.9% | 53.2% | 3.9% |
| **School of Health and Psychological Sciences** | 2.6% | 32.6% | 22.9% | 0.9% | 4.6% | 2.9% | 31.4% | 2.1% |
| **School of Science and Technology** | 7.0% | 43.4% | 10.6% | 4.1% | 4.8% | 3.4% | 10.6% | 2.9% |

Amongst Schools, Learning Enhancement and Development had the highest proportion of White students at 57% compared to School of Science and Technology who had the lowest proportion at 11%. In comparison the School of Policy and Global Affairs and City Law School had the highest proportion of Asian students at 45%, compared to School of Communication and Creativity who had the lowest proportion at 19%

# Religion and Belief

Table 79: City overall by religion and belief

| City Overall - Religion and Belief* | Headcount | % of Total |
|---|---|---|
| Any other religion or belief | 375 | 1.7% |
| Buddhist | 489 | 2.2% |
| Christian | 4872 | 22.2% |
| Hindu | 1904 | 8.7% |
| Jewish | 218 | 1.0% |
| Muslim | 6965 | 31.8% |
| No religion | 4916 | 22.4% |
| Sikh | 333 | 1.5% |
| Not known | 62 | 0.3% |
| Information refused | 1774 | 8.1% |
| **Grand Total** | **21,908** | **100%** |

*The descriptions are using HESA definitions.

In 2022/23, 69% of students identified as belonging to a faith or belief group. Muslim students accounted for the highest proportion at 32%, followed by Christian students at 22%. City differs to that of the figures nationally according to Advance HE (2022). Nationally, the highest proportion of students identify with no religion at 43%, followed by Christian at 28%, and Muslim at 9%.[2]

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[2] Advance HE Statistical Report Students 2022, p. 213 Equality in higher education: statistical report 2022 | Advance HE (advance-he.ac.uk)

*Table 80: Religion and Belief breakdown by School*

| Religion and Belief breakdown by School for 2022/3 | Any other religion or belief | Buddhist | Christian | Hindu | Information refused | Jewish | Muslim | No religion | Not known | Sikh |
|---|---|---|---|---|---|---|---|---|---|---|
| Bayes Business School | 87 | 255 | 1320 | 808 | 409 | 73 | 1,089 | 1,661 | 21 | 79 |
| City Law School | 42 | 99 | 525 | 179 | 228 | 28 | 1,255 | 469 | * | 54 |
| School of Communication and Creativity | 42 | 16 | 275 | 47 | 133 | 17 | 225 | 575 | * | 12 |
| School of Health and Psychological Sciences | 118 | 38 | 1,745 | 337 | 490 | 62 | 1,846 | 1,150 | 11 | 107 |
| School of Policy and Global Affairs | 39 | 32 | 384 | 160 | 170 | 19 | 1,185 | 386 | * | 45 |
| School of Science and Technology | 47 | 49 | 584 | 367 | 315 | 17 | 1,346 | 627 | 10 | 35 |
| Learning Enhancement and Development | * | * | 48 | * | 40 | * | 34 | 80 | * | * |

*Redacted figures below 10

*Table 81: Religion and Belief breakdown by School*

| Religion and Belief breakdown by School for 2022/3 | Any other religion or belief | Buddhist | Christian | Hindu | Information refused | Jewish | Muslim | No religion | Not known | Sikh |
|---|---|---|---|---|---|---|---|---|---|---|
| Bayes Business School | 1.5% | 4.4% | 22.8% | 13.9% | 7.1% | 1.3% | 18.8% | 28.6% | 0.4% | 1.4% |
| City Law School | 1.5% | 3.4% | 18.2% | 6.2% | 7.9% | 1.0% | 43.5% | 16.3% | 0.3% | 1.9% |
| School of Communication and Creativity | 3.1% | 1.2% | 20.4% | 3.5% | 9.9% | 1.3% | 16.7% | 42.6% | 0.5% | 0.9% |
| School of Health and Psychological Sciences | 2.0% | 0.6% | 29.6% | 5.7% | 8.3% | 1.1% | 31.2% | 19.5% | 0.2% | 1.8% |
| School of Policy and Global Affairs | 1.6% | 1.3% | 15.8% | 6.6% | 7.0% | 0.8% | 48.9% | 15.9% | 0.2% | 1.9% |
| School of Science and Technology | 1.4% | 1.4% | 17.2% | 10.8% | 9.3% | 0.5% | 39.6% | 18.5% | 0.3% | 1% |
| Learning Enhancement and Development | 1.4% | 0.5% | 22.0% | 4.1% | 18.4% | 0.9% | 15.6% | 36.7% | 0.0% | 0.5% |

In Bayes Business School, School of Communication and Creativity, and Learning Enhancement and Development, students identifying with No Religion accounted for the highest proportion at 29%, 43% and 37% respectively. In City Law School, School of Policy and Global Affairs, and School of Science and Technology, Muslim students accounted for the highest proportion at 44%, 49% and 40% respectively.

## Sex

In this section, sex refers to legal sex. The option Other is available to students for whom there is another legal sex option, other than female or male, in their country of domicile.

*Table 82: Staff by Sex Over Years*

| Academic Year | Number of Female | % Female | Number of Male | % Male | Number of Other | % Other | Total |
|---|---|---|---|---|---|---|---|
| **2019/20** | 11,422 | 57.3% | 8,508 | 42.7% | * | 0.03% | 19,936 |
| **2020/21** | 12,339 | 57.9% | 8,980 | 42.1% | * | 0.04% | 21,327 |
| **2021/22** | 11,937 | 57.7% | 8,741 | 42.3% | * | 0.04% | 20,686 |
| **2022/23** | 12,670 | 57.8% | 9,147 | 41.8% | 91 | 0.4% | 21,908 |

*Redacted numbers.

City remains a majority female University, with 58% of students reporting as female in 2022/23. The proportion of males has continued to rise across the four-year period. The proportion of students who identified as Other increased from 0.04% in 2021/22 to 0.4% in 2022/23.

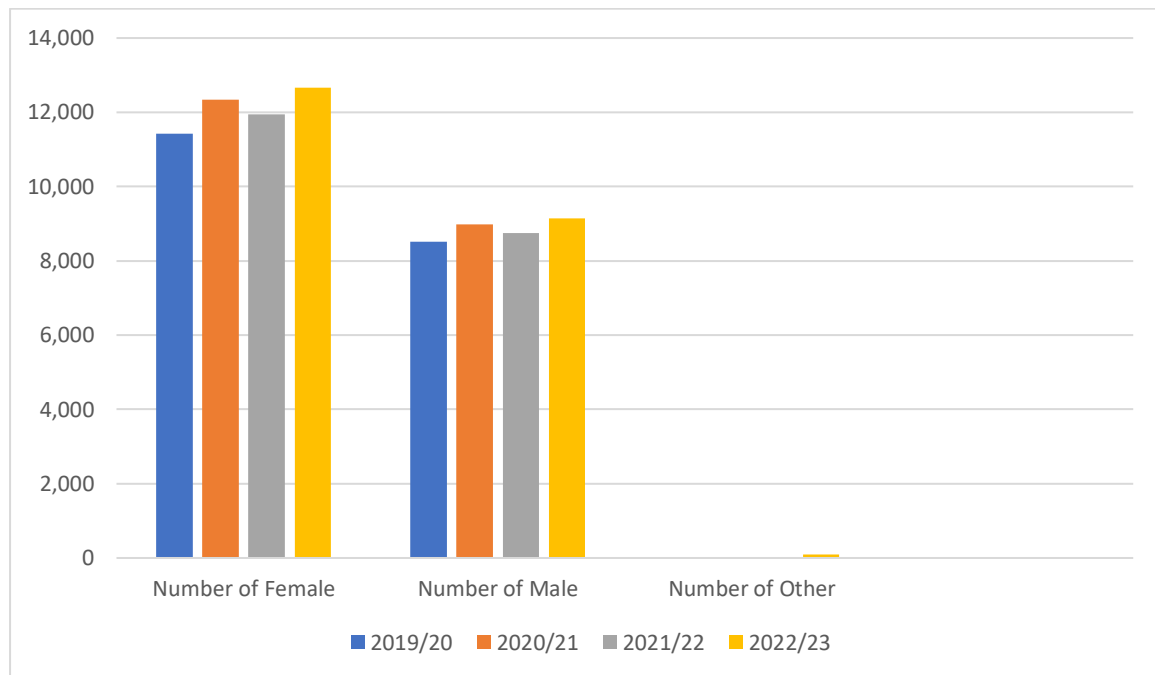*Figure 14: Breakdown of Sex Over Years*

*Table 83: Sex by Academic School*

| Academic School | Number of Female | % Female | Number of Male | % Male | Number of Other | % Other |
|---|---|---|---|---|---|---|
| Bayes Business School | 2,468 | 19.5% | 3,325 | 36.4% | * | 9.9% |
| City Law School | 1,895 | 15.0% | 997 | 10.7% | 15 | 16.5% |
| Learning Enhancement and Development | 125 | 1.0% | 86 | 0.9% | * | 7.7% |
| School of Communication and Creativity | 959 | 7.6% | 377 | 4.1% | 13 | 14.3% |
| School of Policy and Global Affairs | 1,310 | 10.3% | 1,106 | 12.1% | * | 9.9% |
| School of Health and Psychological Sciences | 5,046 | 39.8% | 841 | 9.2% | 17 | 18.7% |
| School of Science and Technology | 902 | 7.1% | 2,470 | 27% | 25 | 27.5% |

Of the female students at City, the majority belonged to School of Health and Psychological Sciences at 40%, whereas of the Male students at City, the majority belonged to Bayes Business School at 36%. Of those identifying as Other, the majority belonged to the School of Science and Technology at 28%.

## Sexual Orientation

*Table 84: Sexual Orientation*

| Sexual orientation * | Headcount | % of Total |
|---|---|---|
| **Bisexual** | 303 | 1.4% |
| **Gay Man/Gay Woman/Lesbian** | 188 | 0.9% |
| **Heterosexual** | 18,459 | 84.3% |
| **Information refused** | 2,040 | 9.3% |
| **Not available** | 877 | 4.0% |
| **Other** | 41 | 0.2% |
| **Grand Total** | **21,908** | **100%** |

*The descriptions are using HESA definitions.

Heterosexual students accounted for the largest proportion of students at 84%. 2% of students identified as either Bisexual, Gay Man or Gay Woman/Lesbian, using HESA definitions. The proportion of students under categories information refused or not available, was 9% and 4% respectively.

*Table 85: Sexual Orientation by School*

| School | Bisexual | Gay Man/Gay Woman/Lesbian | Heterosexual | Other | Information refused | Not available |
|---|---|---|---|---|---|---|
| **Bayes Business School** | 60 | 28 | 4,961 | * | 544 | 205 |
| **City Law School** | 53 | 27 | 2,446 | * | 277 | 80 |
| **Learning Enhancement and Development** | * | * | 164 | * | 35 | 17 |
| **School of Communication and Creativity** | 61 | 39 | 909 | 11 | 183 | 146 |
| **School of Policy and Global Affairs** | 20 | 15 | 2,103 | * | 189 | 96 |
| **School of Health and Psychological Sciences** | 82 | 66 | 5,060 | 16 | 456 | 224 |
| **School of Science and Technology** | 26 | 12 | 2,864 | * | 372 | 119 |

*Redacted figures below 10

*Table 86: % Sexual Orientation by School*

| School | Bisexual | Gay Man/Gay Woman/Lesbian | Heterosexual | Other | Information refused | Not available |
|---|---|---|---|---|---|---|
| Bayes Business School | 19.8% | 14.9% | 26.9% | 9.8% | 26.7% | 23.4% |
| City Law School | 17.5% | 14.4% | 13.3% | 9.8% | 13.6% | 9.1% |
| Learning Enhancement and Development | 0.3% | 0.5% | 0.9% | 0.0% | 1.7% | 1.9% |
| School of Communication and Creativity | 20.1% | 20.7% | 4.9% | 26.8% | 9.0% | 16.7% |
| School of Policy and Global Affairs | 6.6% | 8.0% | 11.4% | 4.9% | 9.3% | 11.0% |
| School of Health and Psychological Sciences | 27.1% | 35.1% | 27.4% | 39.0% | 22.4% | 25.5% |
| School of Science and Technology | 8.6% | 6.4% | 15.5% | 9.8% | 18.2% | 13.6% |

This concludes the Staff and Student Equality Monitoring report containing statutory data complying with the Public Sector Equality Duty in Equality Act 2010.

## Appendix A

| New HESA Categories | Categories in place |
|---|---|
| **No known impairment, health condition or learning difference** | No Known Disability |
| **D/deaf or have a hearing impairment** | Hearing Disability |
| **Social/communication conditions such as a speech and language impairment or an autistic spectrum condition** | Social or Communication Disability |
| **Physical impairment (a condition that substantially limits one or more basic physical activities such as walking, climbing stairs, lifting or carrying).** | Mobility Disability |
| **Blind or have a visual impairment uncorrected by glasses** | Visual Disability |
| **An impairment, health condition or learning difference not listed** | Other / Not Listed |
| **Long-term illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy** | Long-Standing Illness |
| **Multiple impairments, health conditions or learning differences** | Two or More Disabilities |
| **Learning difference such as dyslexia, dyspraxia or AD(H)D** | Specific Learning Difference |
| **Mental health condition, challenge or disorder, such as depression, schizophrenia or anxiety** | Mental Health Condition |
| **Development condition that you have had since childhood which affects motor, cognitive, social and emotional skills, and speech and language** | Development condition that you have had since childhood |