City, University of London
Staff and Student Equality Monitoring Report
2017-2018

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

Aims of the General Duty
In the exercise of their functions public authorities of which City is one, must have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who do and do not share a protected characteristic
- Foster good relations between people who do and do not share a protected characteristic.

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

Equality Objectives 2017-2019

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

Objective 1
To promote Gender Equality and impact positively on other equality areas, including intersectionality, in order to build and maintain an inclusive environment that supports and values the diversity of students, staff and the wider community.
Arising from the Athena SWAN Bronze Award and Action Plan, there are two Performance Indicators that support this objective:

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

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

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

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

Objective 2
- To consider and prepare for the Equality Challenge Unit's Race Equality Charter with a view to submitting an application by 2018/19.

Part 1: Staff

The data:

This section presents City's staff equality data for the academic years 2015/16 to 2017/18. City currently monitors eight protected characteristics defined by the Equality Act 2010. The characteristics covered are Gender/Sex, Maternity, Race, Disability, Sexual Orientation, Religion and Belief, Age and Gender Reassignment. The proportion of staff disclosing as being in a gender identity different to that assigned at birth was insufficient for statistical analysis and is not included in this report.

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

In the tables throughout the staff report * indicated where staff numbers are less than five.

Where possible, the report comparisons are made with the most recent Higher Education Statistics Agency (HESA) data from 2016/17.

Section 1: Overview

In 2017/18 City employed 2,057 staff comprising 890 Academic and Research (43%) and 1167 Professional Service Staff (PSS) (57%).

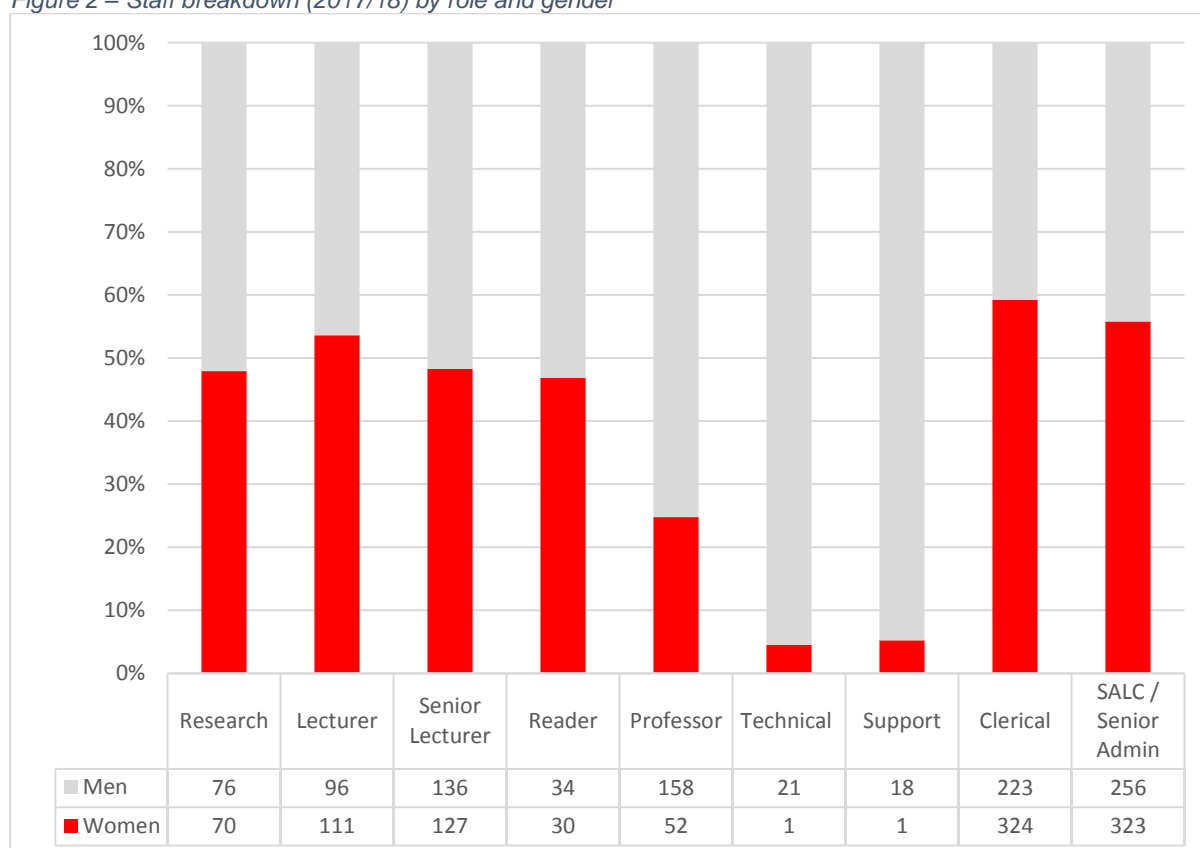*Figure 1 Staff breakdown by Academic and Professional Service Staff*
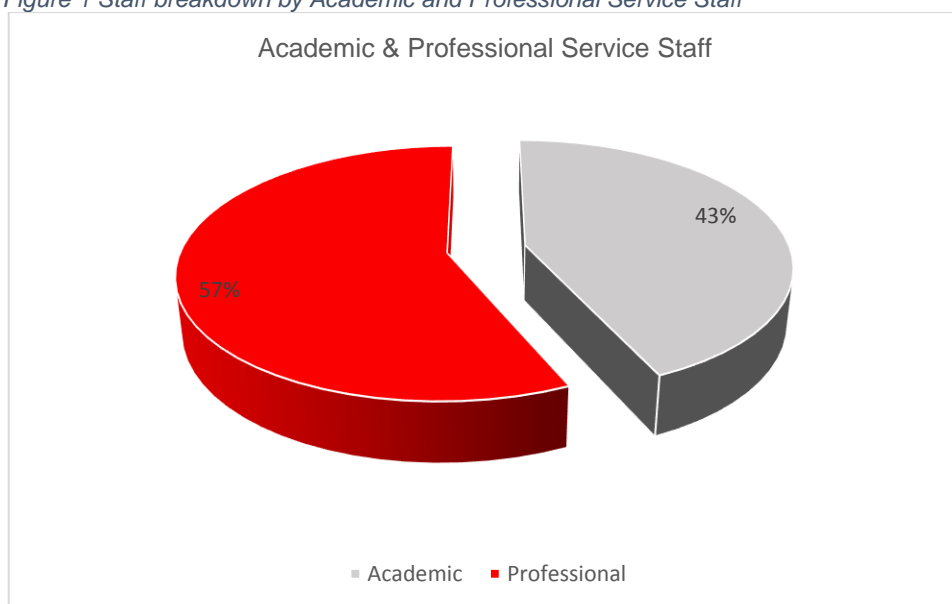
Section 2: Gender

Table 1 - Gender: Academic and Professional Service Staff by Role (2015-2018)											
	2015/16				2016/17				2017/18			
	Women	Men	W %	W %*	W	M	W %	W %*	W	M	W %	W %*
Academic	**364**	**488**	**42.7%**	**100%**	**367**	**502**	**42.2%**	**100%**	**390**	**500**	**43.8%**	**100%**
Research	62	74	45.6%	17%	59	83	41.5%	16.1%	70	76	47.9%	17.9%
Lecturer	115	89	56.4%	32%	111	90	55.2%	30.2%	111	96	53.6%	28.5%
Senior Lecturer	115	126	47.7%	32%	117	132	47%	31.9%	127	136	48.3%	32.6%
Reader	23	31	42.6%	6%	31	31	50%	8.4%	30	34	46.9%	7.7%
Professor	49	168	22.6%	13%	49	166	22.8%	13.4%	52	158	24.8%	13.3%
Professional	**579**	**488**	**54.3%**	**100%**	**613**	**499**	**55.1%**	**100%**	**649**	**518**	**55.6%**	**100%**
Technical	*	18	10%	0.3%	*	18	5.3%	0.2%	*	21	4.5%	0.2%
Support	*	16	11.1%	0.3%	*	18	5.3%	0.2%	*	18	5.3%	0.2%
Clerical	300	206	59.3%	52%	313	203	60.7%	51.1%	324	223	59.2%	50%
SALC / Senior Admin	275	248	52.6%	47%	298	260	53.4%	48.6%	323	256	55.8%	50%
Total	**943**	**976**	**49.1%**	**100%**	**980**	**1001**	**49.5%**	**100%**	**1039**	**1018**	**50.5%**	**100%**

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

Figure 2 – Staff breakdown (2017/18) by role and gender

	Research	Lecturer	Senior Lecturer	Reader	Professor	Technical	Support	Clerical	SALC / Senior Admin
■ Men	76	96	136	34	158	21	18	223	256
■ Women	70	111	127	30	52	1	1	324	323

Overall at City in 2017/18 50% of staff were women. This has remained constant for the last three years (Table 1). Nationally the proportion of women was 54% (HESA). 56% of Professional Service Staff (PSS) staff were women in 2017/18. This has increased from 54% in 2015/16.

In 2017/18 44% of City's academic staff were women, (46% nationally). This has remained stable during the period 2015/16 to 2017/18. The proportion of women academic staff decreases with increasing role seniority, 25% of professorial staff were women in 2017/18 (Table 2).

Table 2 - Academic and Professional Service Staff by Grade & Gender - 2017/18				
	Women	**Men**	**Women %**	**Women %***
Academic	**390**	**500**	**43.8%**	**100%**
Grade 5B	16	12	57.1%	4.1%
Grade 6	50	64	43.9%	12.8%
Grade 7	111	89	55.5%	28.5%
Grade 8	161	177	47.6%	41.3%
Professor	52	158	24.8%	13.3%
Professional	**649**	**518**	**55.6%**	**100%**
Grade 1		11	0%	0%
Grade 2	11	17	39.3%	1.7%
Grade 3	24	39	38.1%	3.7%
Grade 4	76	45	62.8%	11.7%
Grade 5	215	141	60.4%	33.1%
Grade 6	172	116	59.7%	26.5%
Grade 7	107	88	54.9%	16.5%
Grade 8	27	39	40.9%	4.2%
Grade 9	17	22	43.6%	2.6%
Total	**1039**	**1018**	**50.5%**	**100%**

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

For PSS staff the largest proportion of women were at Grade 4, 63% in 2016/17, although of PSS that are women, 33% are at Grade 5. Above Grade 5 the proportion of women continues to decrease to 44% women at Grade 9.

Table 3 - Academic and Professional Service Staff by School & Gender - 2017/18				
	Women	**Men**	**Women %**	**Women %***
Academic	**390**	**500**	**43.8%**	**100%**
Cass Business School	44	131	25.1%	11.3%
Professional Services	11	6	64.7%	2.8%
School of Arts and Social Sciences	119	105	53.1%	30.5%
School of Health Sciences	144	59	70.9%	36.9%
School of Mathematics, Computer Science and Engineering	30	148	16.9%	7.7%
The City Law School	42	51	45.2%	10.8%
Professional	**649**	**518**	**55.6%**	**100%**
Cass Business School	104	56	65.0%	16.0%
Professional Services	401	379	51.4%	61.8%
School of Arts and Social Sciences	33	22	60.0%	5.1%
School of Health Sciences	53	18	74.6%	8.2%
School of Mathematics, Computer Science and Engineering	40	32	55.6%	6.2%
The City Law School	18	11	62.1%	2.8%
Total	**1039**	**1018**	**50.5%**	**100%**

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

The School of Health Sciences (SHS) has the largest proportion of women academic staff, 71% in 2017/18. The School of Mathematics, Computer Science and Engineering (SMCSE) has the lowest proportion of academic women, 17% in 2017/18 (Table 3).

Across all five Schools there is a high proportion of women PSS. SHS has the highest proportion of women PSS, 75%.

Contract type

Table 4 - Academic and Professional Service Staff by Contract Type and Gender - 2017/18				
	Women	**Men**	**Women %**	**Women % ***
Academic	**390**	**500**	**43.8%**	**100%**
Fixed term	22	29	43.1%	6%
Permanent	368	471	43.9%	94%
Professional	**649**	**518**	**55.6%**	**100%**
Fixed term	47	33	58.8%	7%
Permanent	602	485	55.4%	93%
Total	**1039**	**1018**	**50.5%**	**100%**

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

In 2017/18 of academics on permanent contracts 44% were women, which compares with 44% nationally. For academic women staff, 6% were on fixed-term contracts, which compares well to 36% of women nationally.

For PSS of those on fixed-term contracts 59% were women in 2017/18, nationally 65%. For those on permanent contracts 55% were women which is lower than the national data of 63%.

Full-time or Part-time Status

Table 5 - Academic and Professional Service Staff by Full-time/Part-time status and Gender - 2017/18				
	Women	**Men**	**Women %**	**Women %***
Academic	**390**	**500**	**43.8%**	**100%**
Full time	260	418	38.3%	66.7%
Part time	130	82	61.3%	33.3%
Professional	**649**	**518**	**55.6%**	**100%**
Full time	555	493	53%	85.5%
Part time	94	25	79%	14.5%
Total	**1039**	**1018**	**50.5%**	**100%**

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

For academic staff that work part-time 61% were women in 2017/18, compared to 56% nationally. For PSS that work part-time 79% were women in 2017/18, compared to 80% nationally (Table 5).

<u>Turnover and Reasons for leaving</u>

Table 6 - Turnover: Academic and Professional Service Staff by Role and Gender - 2017/18									
	Women Turnover			Men Turnover			Overall Turnover		
	Headcount	Leavers	%	Headcount	Leavers	%	Headcount	Leavers	%
Academic	**390**	**62**	15.9%	**500**	**57**	11.4%	890	119	13.4%
Research	70	31	44.3%	76	27	35.5%	146	58	39.7%
Lecturer	111	20	18.0%	96	5	5.2%	207	25	12.1%
Senior Lecturer	127	6	4.7%	136	14	10.3%	263	20	7.6%
Reader	30	*	6.7%	34	0	0.0%	64	*	3.1%
Professor	52	*	5.8%	158	11	7.0%	210	14	6.7%
Professional	**649**	**99**	15.3%	**518**	**76**	14.7%	1167	175	15.0%
Technical Staff	*	0	0.0%	21	*	14.3%	22	*	13.6%
Support Staff	*	0	0.0%	18	*	11.1%	19	*	10.5%
Clerical	324	69	21.3%	223	32	14.3%	547	101	18.5%
SALC	323	30	9.3%	256	39	15.2%	579	69	11.9%
Total	**1039**	**161**	15.5%	**1018**	**133**	13.1%	2057	294	14.3%

* % Women leavers measured against all leavers

The annualised total turnover rate for City was 14.3% during 2017/18 (Table 6). The turnover for Research staff was the largest, 39.7%, as would be expected given the nature of funding for these roles. However, it should be noted that the turnover for women Research staff is higher than men, 44.3% compared to 35.5%. Reader/Associate Professor had the lowest turnover at 3.1%. Overall the turnover of women staff is higher than men, 15.5% compared to 13.1%.

Table 7 - Leaving reason: Academic and Professional Service Staff by Gender				
	Women	Men	Women %	Women %*
Academic	**62**	**57**	**52.1%**	**100%**
Expiry of contract	19	13	59.4%	30.6%
Other	*		100%	1.6%
Redundancy	*	5	16.7%	1.6%
Resignation	34	29	54%	54.8%
Retirement	7	9	43.8%	11.3%
TUPE	0	*	0%	0%
Professional	**99**	**76**	**56.6%**	**100%**
Expiry of contract	9	12	42.9%	9.1%
Other	*	*	33.3%	1%
Redundancy	6	6	50%	6.1%
Resignation	80	53	60.2%	80.8%
Retirement	*	*	50%	3%
Total	**161**	**133**	**54.8%**	**100%**

The most frequent reason for leaving was resignation (Table 7). For academic staff the proportion of women leavers was 55% which is higher than the proportion of women academics at City, (44%, 2017/18 – Table 1). For PSS staff 57% of leavers were women, which is in line with their representation at City.

Maternity, paternity, shared parental and adoption leave

Table 8 - Staff Returning from Maternity Leave			
	2015/16	2016/17	2017/18
Staff returning to City after Maternity Leave	83.7%	95.8%*	80%

of staff whose maternity has ended

The number of staff returning after maternity leave has remained above 80%.

Table 9 - Shared Parental Leave & Paternity Leave			
	Women	Men	Total
2015/16	*	23	25
Parental Leave		*	*
Paternity Leave		21	21
Shared Parental	*		*
2016/17	0	28	28
Parental Leave			
Paternity Leave	N/A	24	24
Shared Parental		*	*
2017/18	*	17	19
Parental Leave			0
Paternity Leave		16	16
Shared Parental	*	*	*
Total	*	68	72

In 2017/18 16 staff took paternity or shared parental leave, this is slightly lower than previous years.

Section 3: Ethnicity

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

Table 10 - Academic and Professional Service Staff by Residency Status							
	BAME	**White**	**Refused / Not known**	**% BAME**	**% BAME^**	**% White**	**% White^**
Academic	**146**	**720**	**24**	**16.9%**	**100.0%**	**83.1%**	**100.0%**
UK	78	430	12	15%	53.4%	84.6%	59.7%
Non UK	68	290	12	19%	46.6%	81.0%	40.3%
Professional	**349**	**798**	**20**	**30.4%**	**100.0%**	**69.6%**	**100.0%**
UK	315	652	17	33%	90.3%	67.4%	81.7%
Non UK	34	146	*	18.9%	9.7%	81.1%	18.3%
Total	**495**	**1518**	**44**	**24.6%**	**100%**	**75.4%**	**100%**

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

Overall 25% of City staff were BAME in 2017/18, this has increased from 23% in 2015/16. Of UK staff 27% were BAME, this is much higher than the UK national average of 9%. 15% of UK academics were BAME in 2017/18, which is also higher than the UK national average of 6.7%.

Figure 3 – Academic & Research and Professional Service Staff by ethnicity – 2017/18
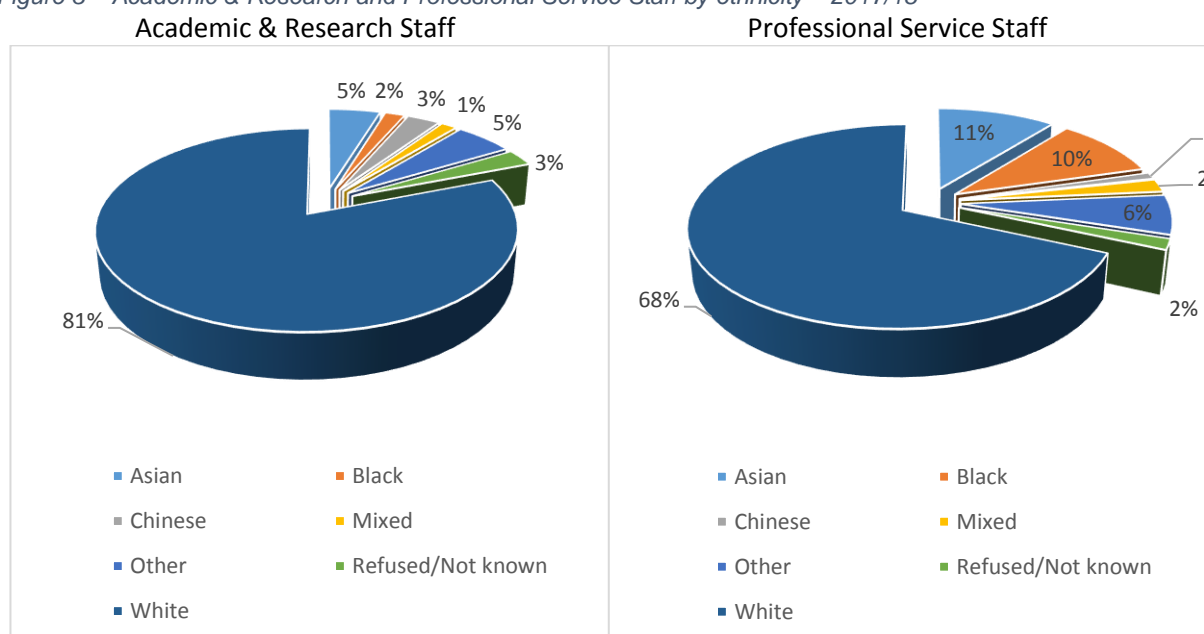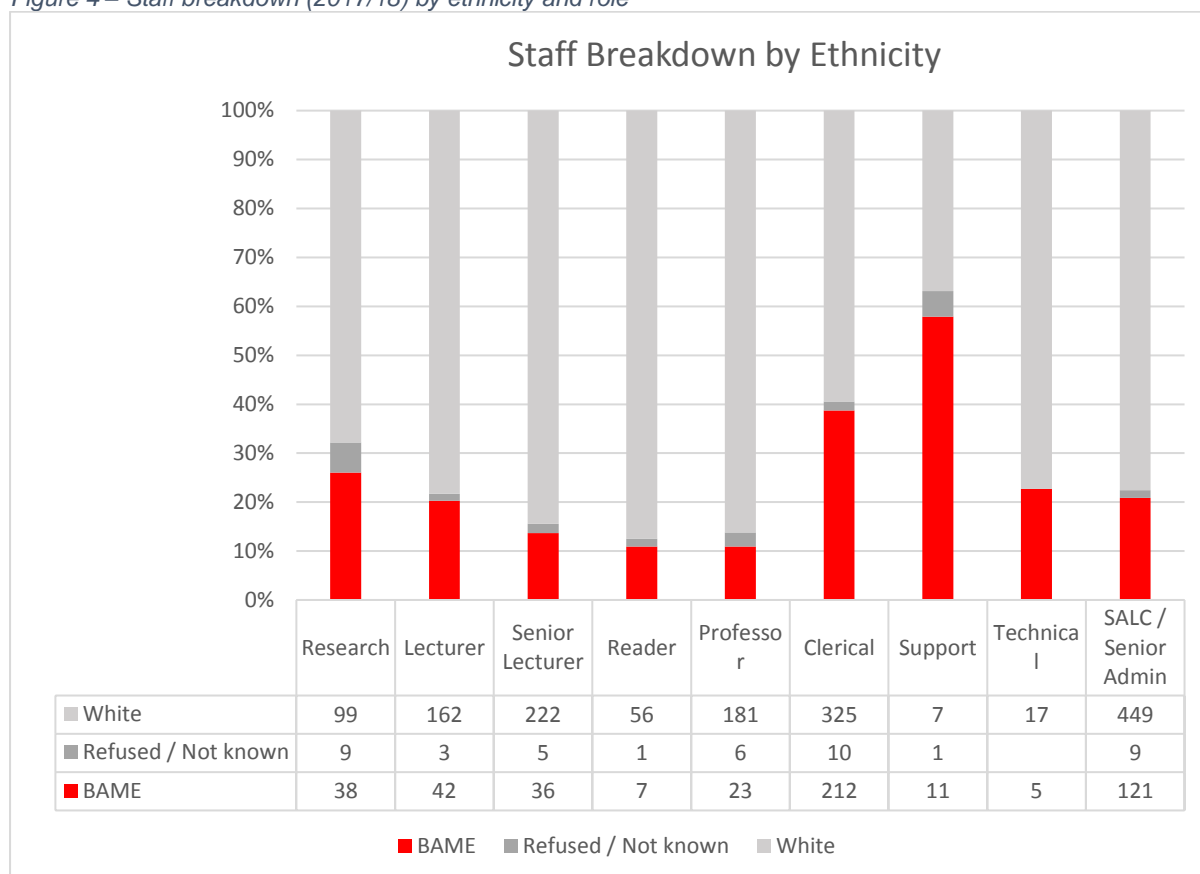
Table 11- Academic and Professional Service Staff by Role & Ethnicity (2015 - 2018)												
	2015/16				2016/17				2017/18			
	BAME	White	Refused / Not known	% BAME	BAME	White	Refused / Not known	% BAME	BAME	White	Refused / Not known	% BAME
Academic	**140**	**696**	**16**	**16.7%**	**141**	**706**	**22**	**16.6%**	**146**	**720**	**24**	**16.9%**
Research	38	94	*	28.8%	42	94	6	30.9%	38	99	9	27.7%
Lecturer	40	162	*	19.8%	37	159	5	18.9%	42	162	*	20.6%
Senior Lecturer	35	203	*	14.7%	33	212	4	13.5%	36	222	5	14%
Reader	*	49	*	7.5%	7	54	*	11.5%	7	56	*	11.1%
Professor	23	188	6	10.9%	22	187	6	10.5%	23	181	6	11.3%
Professional	**289**	**755**	**23**	**27.7%**	**316**	**776**	**20**	**28.9%**	**349**	**798**	**20**	**30.4%**
Clerical	172	318	16	35.1%	183	319	14	36.5%	212	325	10	39.5%
Support	9	9		50.0%	10	8	*	55.6%	11	7	*	61.1%
Technical	*	16	*	15.8%	*	15		21.1%	5	17		22.7%
SALC / Senior Admin	105	412	6	20.3%	119	434	*	21.5%	121	449	9	21.2%
Total	**429**	**1451**	**39**	**22.8%**	**457**	**1482**	**42**	**23.6%**	**495**	**1518**	**44**	**24.6%**

Figure 4 – Staff breakdown (2017/18) by ethnicity and role

Staff Breakdown by Ethnicity

	Research	Lecturer	Senior Lecturer	Reader	Professor	Clerical	Support	Technical	SALC / Senior Admin
■ White	99	162	222	56	181	325	7	17	449
■ Refused / Not known	9	3	5	1	6	10	1		9
■ BAME	38	42	36	7	23	212	11	5	121

■ BAME ■ Refused / Not known ■ White

For academic staff 17% were BAME in 2016/17 (Table 11). By role the proportion of BAME academic staff decreases from 28% of Research staff to 11% of Professors. This is higher than the national data, where 8% of Professors are BAME. For PSS 30% were BAME in 2017/18, which has increased from 28% in 2015/16.

Table 12 - Academic and Professional Service Staff by School & Ethnicity 2017/18				
	BAME	**White**	**Refused / Not known**	**% BAME**
Academic	**146**	**720**	**24**	**16.9%**
Cass Business School	28	142	5	16%
School of Arts and Social Sciences	30	187	7	14%
School of Health Sciences	22	177	*	11%
School of Mathematics, Computer Science and Engineering	48	124	6	28%
The City Law School	18	73	*	20%
Professional Services		17		0%
Professional	**349**	**798**	**20**	**30.4%**
Cass Business School	41	118	*	25.8%
School of Arts and Social Sciences	11	44		20.0%
School of Health Sciences	26	44	*	37.1%
School of Mathematics, Computer Science and Engineering	28	44		38.9%
The City Law School	9	20		31%
Professional Services	234	528	18	30.7%
Total	**495**	**1518**	**44**	**24.6%**

Calculations include only those who have disclosed their ethnicity

The School with the highest proportion of BAME staff is SMCSE with 28% BAME academic staff and 39% BAME PSS.

Contract Type

Table 13 - Academic and Professional Services by Contract Type & Ethnicity:							
	BAME	White	Refused / Not known	% BAME	% BAME^	% White	% White^
Academic	**146**	**720**	**24**	**16.9%**	**100%**	**83%**	**100%**
Fixed term	7	43	*	14%	5%	86%	6%
Permanent	139	677	*	17%	95%	83%	94%
Professional	**349**	**798**	**20**	**30%**	**100%**	**70%**	**100%**
Fixed term	36	44		45%	10%	55%	6%
Permanent	313	754	20	29%	90%	71%	94%
Total	**495**	**1518**	**44**	**25%**	**97%**	**75%**	**100%**

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

For BAME academic staff 5% were on fixed term contracts, which is similar to the proportion of white academic staff on fixed term contracts (6%). For PSS there was a higher proportion of BAME staff on fixed-term contracts, 10%, than White staff 6%.

Part-time work

Table 14 - Academic and Professional Services by Full-time / Part-time & Ethnicity							
	BAME	White	Refused / Not known	% BAME	% BAME^	% White	% White^
Academic	**146**	**720**	**24**	**16.9%**	**100%**	**83%**	**100%**
Full time	128	532	18	19%	88%	81%	74%
Part time	18	188	6	9%	12%	91%	26%
Professional	**349**	**798**	**20**	**30.4%**	**100%**	**70%**	**100%**
Full time	319	712	17	31%	91%	69%	89%
Part time	30	86	*	25.9%	9%	74%	11%
Total	**495**	**1518**	**44**	**25%**	**97%**	**75%**	**100%**

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

For academic BAME staff 12% work part-time, compared to 26% of white academic staff. Of BAME PSS 9% work part-time compared to 11% of white PSS staff.

Turnover and Reasons for leaving

Table 15- Academic and Professional Services Staff by Role & Turnover & Ethnicity												
	BAME Turnover			White Turnover			Refused / Not Known Turnover			Total Turnover		
	BAME	Leaver	%	White	Leaver	%	Refused	Leaver	%	Total	Leaver	%
Academic	**146**	**26**	**17.8%**	**720**	**91**	**12.6%**	**24**	*****	**8.3%**	**890**	**119**	**13.4%**
Research	38	19	50%	99	38	38.4%	9	*	11.1%	146	58	39.7%
Lecturer	42	5	11.9%	162	19	11.7%	*	*	33.3%	207	25	12.1%
Senior Lecturer	36	*	2.8%	222	19	8.6%	5	0	0%	263	20	7.6%
Reader	7	0	0%	56	*	3.6%	*	0	0%	64	*	3.1%
Professor	23	*	4.3%	181	13	7.2%	6	0	0%	210	14	6.7%
Professional	**349**	**63**	**18.1%**	**798**	**109**	**13.7%**	**20**	**-**	**15%**	**1167**	**175**	**15%**
Technical Staff	5	*	20%	17	2	11.8%	0	0	0%	22	*	13.6%
Support Staff	11	*	9.1%	7	1	14.3%	*	0	0%	19	*	10.5%
Clerical	212	39	18.4%	325	59	18.2%	10	*	30%	547	101	18.5%
SALC	121	22	18.2%	449	47	10.5%	9	0	0%	579	69	11.9%
Total	**495**	**89**	**18%**	**1518**	**200**	**13.2%**	**44**	**5**	**11.4%**	**2057**	**294**	**14.3%**

The turnover rate for BAME staff was 18% in 2017/18. This is higher than the turnover for White staff, 13%. For academic BAME staff the rate for BAME is the highest, 50%, and is higher than the total turnover rate for this staff group, 39.7% (Table 15). Table 16 shows the reasons for leaving.

Table 16- Academic and Professional Services Staff by Reason for Leaving by Ethnicity				
	BAME	White	Refused / Not known	% BAME
Academic	**26**	**91**	*****	**22.2%**
Expiry of contract	10	22		31.3%
Other	*			100%
Redundancy		6		0%
Resignation	14	48	*	22.6%
Retirement	*	14	*	6.7%
TUPE		*		0%
Professional	**63**	**109**	*****	**37%**
Expiry of contract	10	10	*	50%
Other	-	2		33.3%
Redundancy	7	5		58.3%
Resignation	44	87	*	33.6%
Retirement	*	*		16.7%
Total	**89**	**200**	*****	**30.8%**

Section 4: Disability

Table 17 - Academic and Professional Service Staff by Disability Disclosure (2015-18)						
	2015/16		**2016/17**		**2017/18**	
Academic	**852**	**% Academic**	**869**	**% Academic**	**890**	**% Academic**
Disability	44	5.2%	45	5.2%	48	5.4%
No known disability	683	80.2%	704	81%	732	82.2%
Not known/refused	125	14.7%	120	13.8%	110	12.4%
Professional	**1067**	**% Professional**	**1112**	**% Professional**	**1167**	**% Professional**
Disability	46	4.3%	47	4.2%	56	4.8%
No known disability	885	82.9%	943	84.8%	997	85.4%
Not known/refused	136	12.7%	122	11%	114	9.8%
All Staff	**1919**	**% All Staff**	**1981**	**% All Staff**	**2057**	**% All Staff**
Disability	90	4.7%	92	4.6%	104	5.1%
No known disability	1568	81.7%	1647	83.1%	1729	84.1%
Not known/refused	261	13.6%	242	12.2%	224	10.9%

City has a slightly higher proportion of disabled staff, 5.1% compared to the HE sector average, 4.7%. The 2016/17 Family Resources Survey reports that 19% of the working age population have a disability.

Table 18 shows the proportions of disclosed disability types and a comparison to HESA 2016/17 national data. It should also be noted that whilst City's disclosure of mental health conditions is better that the national UK HE data, the Thriving at Work report, 2017, shows that around 15% of people at work have symptoms of an existing mental health condition .

Table 18 Disability Disclosure – breakdown and comparison to HESA data		
	City (31.07.18)	**HESA 2016/17 national HE UK data**
A long standing illness or health condition (e.g. Cancer)	27.9%	24.6%
A specific learning difficulty (e.g. Dyslexia or Dyspraxia)	25.0%	20.8%
A mental health condition (e.g. Depression or Schizophrenia)	12.5%	11.8%
A disability, impairment or medical condition not listed	11.5%	15.1%
A physical impairment or mobility issues (e.g. Wheelchair)	7.7%	9.2%
Deaf or serious hearing impairment	5.8%	5.5%
Two or more impairments and/or disabling medical conditions	5.8%	8.9%
Blind or a serious visual impairment uncorrected by glasses	1.9%	2.1%
General learning disability (e.g. Down's syndrome)	1.9%	0.9%
Total	**100%**	**100%**

Contract type

Table 19 - Academic and Professional Service Staff by Contract Type & Disability Disclosure- 2017/18					
	Disability	No known disability	Not known/refused	% with Disability	% with Disability^
Academic	**48**	**732**	**110**	**5.4%**	**100%**
Fixed term	5	45	*	9.8%	10.4%
Permanent	43	687	109	5.1%	89.6%
Professional	**56**	**997**	**114**	**4.8%**	**100%**
Fixed term	5	73	*	6.3%	9%
Permanent	51	924	112	4.7%	91%
Total	**104**	**1729**	**224**	**5.1%**	**88.5%**

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

For academic staff on fixed-term contracts 9.8% have a disability are on fixed-term contracts, compared to 4.2% nationally. For PSS on fixed-term contracts 6.3% have a disability, which is higher than the national data of 5.7%.

Full-time or part-time status

Table 20: Academic and Professional Service Staff by Full-time / Part-time & Disability Disclosure - 2017/18					
	Disability	No known disability	Not known/refused	% with Disability	% with Disability^
Academic	**48**	**732**	**110**	**100%**	**100%**
Full time	36	566	76	69%	75%
Part time	12	166	34	31%	25%
Professional	**56**	**997**	**114**	**100%**	**100%**
Full time	53	887	108	95%	95%
Part time	*	110	6	5%	5%
Total	**104**	**1729**	**224**	**100%**	**0%**

At City in 2017/18 16% of staff were part-time. For academic staff that declared a disability 25% were part-time, and PSS 5% were part-time.

Section 5: Age

Table 21 - Academic and Professional Staff by Age Range 2015-18						
	2015/16		2016/17		2017/18	
	No.	%	No.	%	No.	%
Academic	**852**	**100%**	**869**	**100%**	**890**	**100%**
Under 25		0%	4	0.5%	3	0.3%
25 - 34	118	13.8%	124	14.3%	132	14.8%
35 - 44	250	29.3%	246	28.3%	253	28.4%
45 - 54	253	29.7%	256	29.5%	251	28.2%
55 - 64	169	19.8%	172	19.8%	192	21.6%
65 +	62	7.3%	67	7.7%	59	6.6%
Professional	**1067**	**100%**	**1112**	**100%**	**1167**	**100%**
Under 25	39	3.7%	40	3.6%	40	3.4%
25 - 34	341	32.0%	361	32.5%	380	32.6%
35 - 44	366	34.3%	370	33.3%	371	31.8%
45 - 54	212	19.9%	225	20.2%	247	21.2%
55 - 64	92	8.6%	99	8.9%	113	9.7%
65 +	17	1.6%	17	1.5%	16	1.4%
All Staff	**1919**	**100%**	**1981**	**100%**	**2057**	**100%**
Under 25	39	2%	44	2.2%	43	2.1%
25 - 34	459	23.9%	485	24.5%	512	24.9%
35 - 44	616	32.1%	616	31.1%	624	30.3%
45 - 54	465	24.2%	481	24.3%	498	24.2%
55 - 64	261	13.6%	271	13.7%	305	14.8%
65 +	79	4.1%	84	4.2%	75	3.6%

The largest proportion of City's staff are aged 35-44, comprising 30% of staff. For academic staff the largest age groups are 35-44 and 45-54. However for PSS 25-34 is the largest age group, 33% in 2017/18.

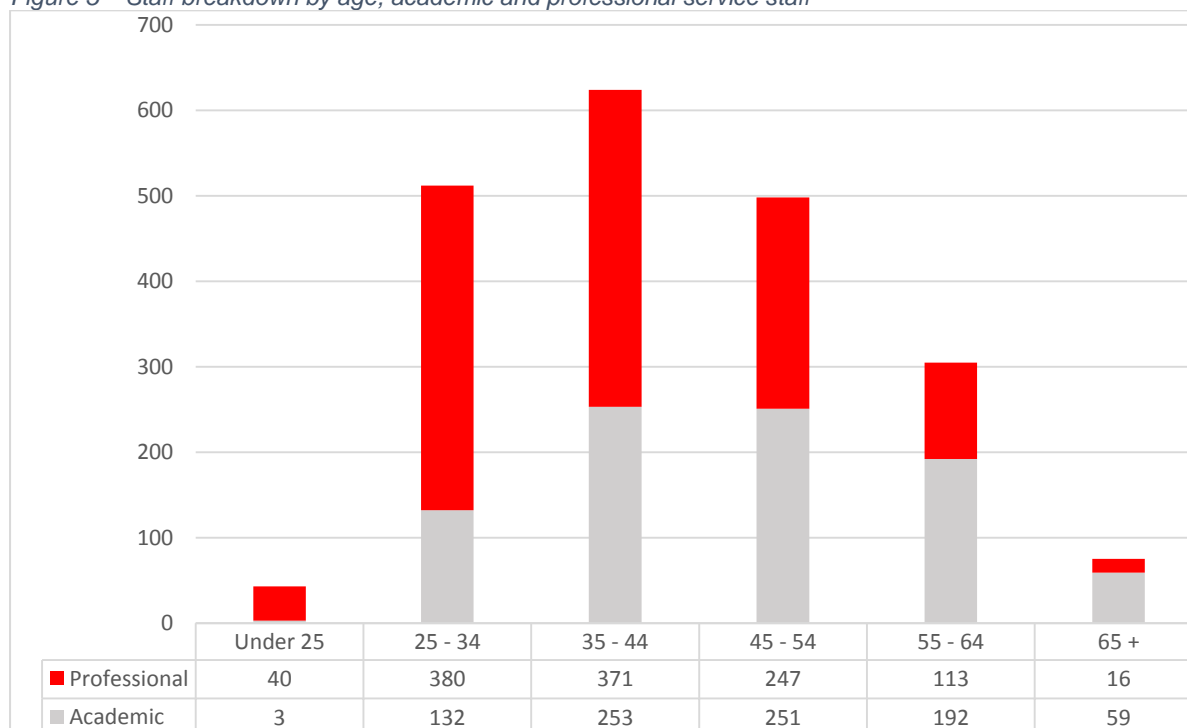*Figure 5 – Staff breakdown by age, academic and professional service staff*

	Under 25	25 - 34	35 - 44	45 - 54	55 - 64	65 +
Professional	40	380	371	247	113	16
Academic	3	132	253	251	192	59

| | Table 22 - Academic Staff by Age Range and Role - 2015-18 | | | | | | | | | | | | | | | | | | | |
| | Research | | | | Lecturer | | | | Senior Lecturer | | | | Reader | | | | Professors | | | |
	15/16	16/17	17/18	%	15/16	16/17	17/18	%	15/16	16/17	17/18	%	15/16	16/17	17/18	%	15/16	16/17	17/18	%
Under 25		*	*	2%				0%				0%				0%				0%
25 - 34	67	70	69	47%	45	47	58	28%	6	6	*	2%		*	*	2%				0%
35 - 44	51	45	51	35%	82	77	75	36%	78	84	92	35%	16	20	20	31%	23	20	15	7%
45 - 54	11	15	14	10%	53	55	53	26%	87	90	93	35%	23	23	21	33%	79	73	70	33%
55 - 64	6	6	6	4%	22	21	20	10%	61	56	65	25%	14	17	22	34%	66	72	79	38%
65 +	*	*	*	2%	*	*	*	0%	9	13	9	3%	*	*		0%	49	50	46	22%
Total	136	142	146	100%	204	201	207	100%	241	249	263	100%	54	62	64	100%	217	215	210	100%

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 Researchers is 25-34, 47%, compared to Associate Professor/Reader where 2% of staff are aged 25-34. The largest age group for Professors is 55-64, 38%.

| | Table 23 - Professional Services Staff by Age Range and Role - 2015-18 | | | | | | | | | | | |
| | Clerical & Library | | | | Support & Technical | | | | SALC / Senior Admin | | | |
Age Range	2015/16	2016/17	2017/18	%^	2015/16	2016/17	2017/18	%^	2015/16	2016/17	2017/18	%^
Under 25	37	39	39	7.1%	*	*		0%			*	0.2%
25 - 34	222	226	236	43.1%	12	10	13	32%	107	125	131	22.6%
35 - 44	134	142	144	26.3%	7	6	*	10%	225	222	223	38.5%
45 - 54	73	68	81	14.8%	11	13	14	34%	128	144	152	26.3%
55 - 64	33	34	41	7.5%	*	*	7	17%	56	60	65	11.2%
65 +	7	7	6	1.1%	*	*	*	7%	7	7	7	1.2%
Total	506	516	547	100%	38	38	41	100%	523	558	579	100%

^% at each range in 2017/18

For PSS by role, the largest age group for staff in Support & Technical Roles are aged 45-54, 34%. For Clerical & Library staff, 25-34 is the largest age group, however there is a higher proportion of staff in this age group, 43.1%. For SALC staff the largest age group in 35-44 with 39% of SALC staff in this age category.

Contract Status

Table 24 - Academic and Professional Staff by Age Range & Contract Type - 2017/18				
	Fixed term	**Permanent**	**% Fixed Term**	**% Fixed Term^**
Academic	**51**	**839**	**6%**	**100%**
Under 25		*	0%	0%
25 - 34	16	116	12%	31%
35 - 44	11	242	4%	22%
45 - 54	8	243	3%	16%
55 - 64	7	185	4%	14%
65 +	9	50	15%	18%
Professional	**80**	**1087**	**6.9%**	**100%**
Under 25	14	26	35%	18%
25 - 34	43	337	11.3%	54%
35 - 44	12	359	3.2%	15%
45 - 54	9	238	3.6%	11%
55 - 64	*	112	0.9%	1%
65 +	*	15	6.3%	1%
Total	**131**	**1926**	**100%**	**100%**

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

For PSS, the 25-34 age group has the highest proportion of staff on fixed-term contracts, 54%. For academics, staff aged 25-34 have the largest proportion of staff on fixed-term contracts, 31%, compared to 6% of academics at City.

Full-time and part-time status

Table 25 - Academic and Professional Staff by Age Range & Full-time/Part-time status 2017/18				
	Full time	**Part time**	**% Part-time**	**% Part-time ***
Academic	**678**	**212**	**23.8%**	**100.0%**
Under 25	*	*	33.3%	0.5%
25 - 34	111	21	15.9%	9.9%
35 - 44	197	56	22.1%	26.4%
45 - 54	188	63	25.1%	29.7%
55 - 64	154	38	19.8%	17.9%
65 +	26	33	55.9%	15.6%
Professional	**1048**	**119**	**10.2%**	**100.0%**
Under 25	35	5	12.5%	4.2%
25 - 34	360	20	5.3%	16.8%
35 - 44	323	48	12.9%	40.3%
45 - 54	222	25	10.1%	21%
55 - 64	98	15	13.3%	12.6%
65 +	10	6	37.5%	5%
Total	**1726**	**331**	**16.1%**	**100%**

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

The highest proportion of staff working part-time for academics is 45-54, 29.7%, and for 40% of part time PSS are aged 35-44.

Section 6: Religion and Belief and Sexual Orientation

Table 26 - All Staff by Religious Belief (2015 – 2018)			
	2015/16	2016/17	2017/18
Buddhist	0.5%	0.6%	0.8%
Christian	18%	19%	20.2%
Hindu	2.4%	2.5%	2.2%
Jewish	1.2%	1.4%	1.6%
Muslim	3.9%	4.2%	5.1%
Sikh	0.4%	0.6%	0.5%
Spiritual	0.3%	0.5%	0.6%
No religion	31.0%	32.8%	33.7%
Other	0.5%	0.7%	0.6%
Not known/refused	41.8%	37.8%	34.7%
Total	**100%**	**100%**	**100%**

Staff who state they have no religion are the highest proportion of staff, 33.7% in 2017/18. This has also increased from 31% in 2015/16. 20.2% of staff identified as Christian, which has also increased from 18% in 2015/16.

Table 27 - All Staff by Sexual Orientation (2015 - 2018)			
	2015/16	2016/17	2017/18
Bisexual, gay man, gay woman/lesbian	4.5%	4.4%	5.2%
Heterosexual	63.2%	65.7%	67.7%
Other	0%	0.2%	0.2%
Refused	13.8%	13.6%	13.2%
Not known	18.5%	16.1%	13.8%
Total	**100%**	**100%**	**100%**

5.2% of City staff disclosed themselves as either bisexual, gay man or gay woman/lesbian. This is an increase from 4.5% in 2015/16. Whilst the proportion of staff choosing "prefer not to say" has remained at around 13%, the proportion of staff disclosing their sexual orientation as "Not known" has decreased from 18.5% in 2015/16 to 13.8% in 2017/18.

Section 7: Members of committees

Table 27 - Executive Team Membership by Gender (2015 - 2019)				
	2015/16	**2016/17***	**2017/18***	**2018/19***
Total membership	7	7	7	7
Member - Men	6	5	5	4
Member - Women	1	2	2	3
% Women	**14.3%**	**28.6%**	**28.6%**	**42.9%**

Figures reflect the start of the year

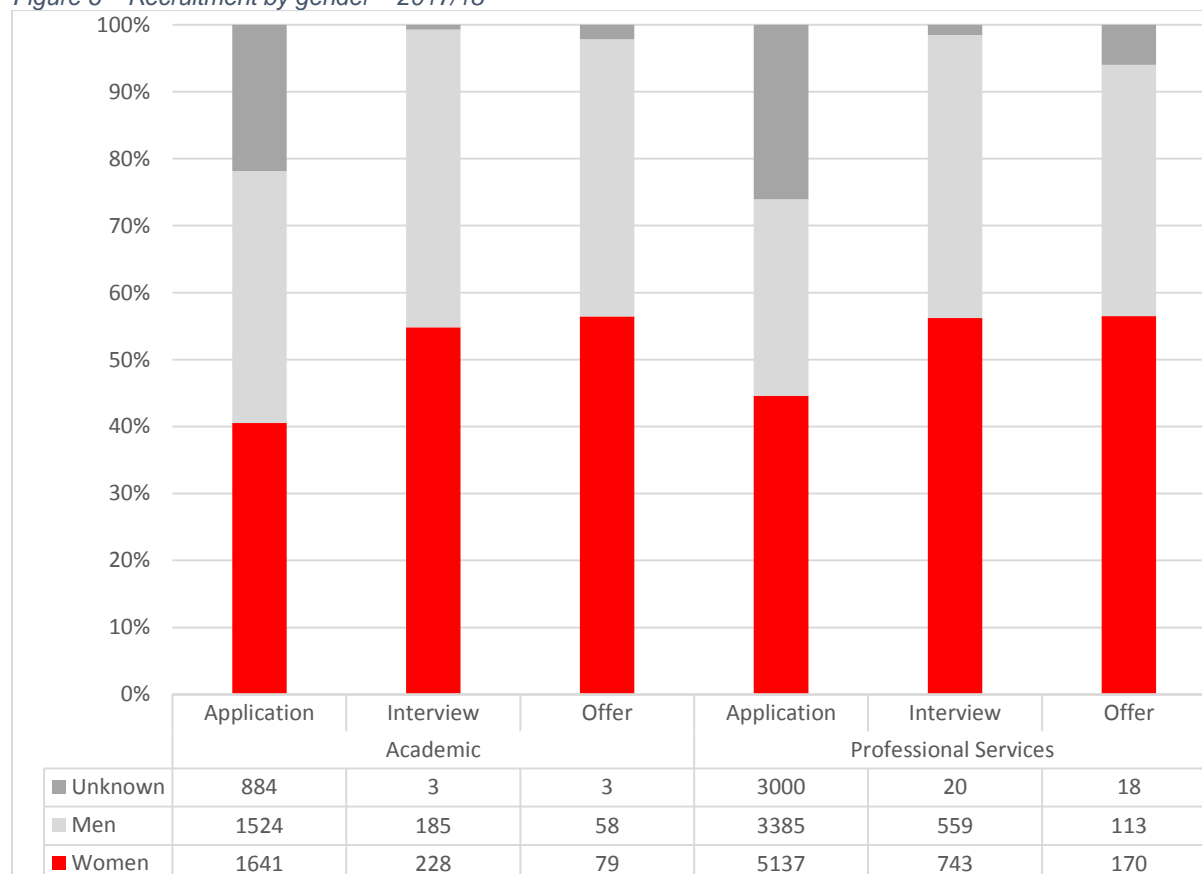| Table 28 - Executive Committee Membership by Gender (2015 - 2019)				
ExCo Membership	**2015/16**	**2016/17***	**2017/18***	**2018/19***
Total membership	18	18	19	20
Member - Men	15	12	12	11
Member - Women	3	6	7	9
% women	**16.7%**	**33.3%**	**36.8%**	**45%**

City is committed to increasing the representation of women on senior committees, with a minimum of 30% women by 2021.

Since 2015/16 there has been an increase in the proportion of women on both our Executive Team and Executive Committee, and both have increased in the last year, to 42.9% and 45% respectively.

Section 8: Recruitment

Table 29 - Women applicants at each stage of recruitment (%)2015-2018			
Recruitment Stage	**2015/16**	**2016/17**	**2017/18**
Applicants	38.6%	41.1%	43.6%
Shortlisted	52.5%	54.6%	55.9%
Appointments	49.2%	58.2%	54%

Figure 6 – Recruitment by gender – 2017/18

	Academic			Professional Services		
	Application	Interview	Offer	Application	Interview	Offer
Unknown	884	3	3	3000	20	18
Men	1524	185	58	3385	559	113
Women	1641	228	79	5137	743	170

Overall the percentage of women applicants has increased from 31.5% in 2014/15 to 43.6% in 2017/18.
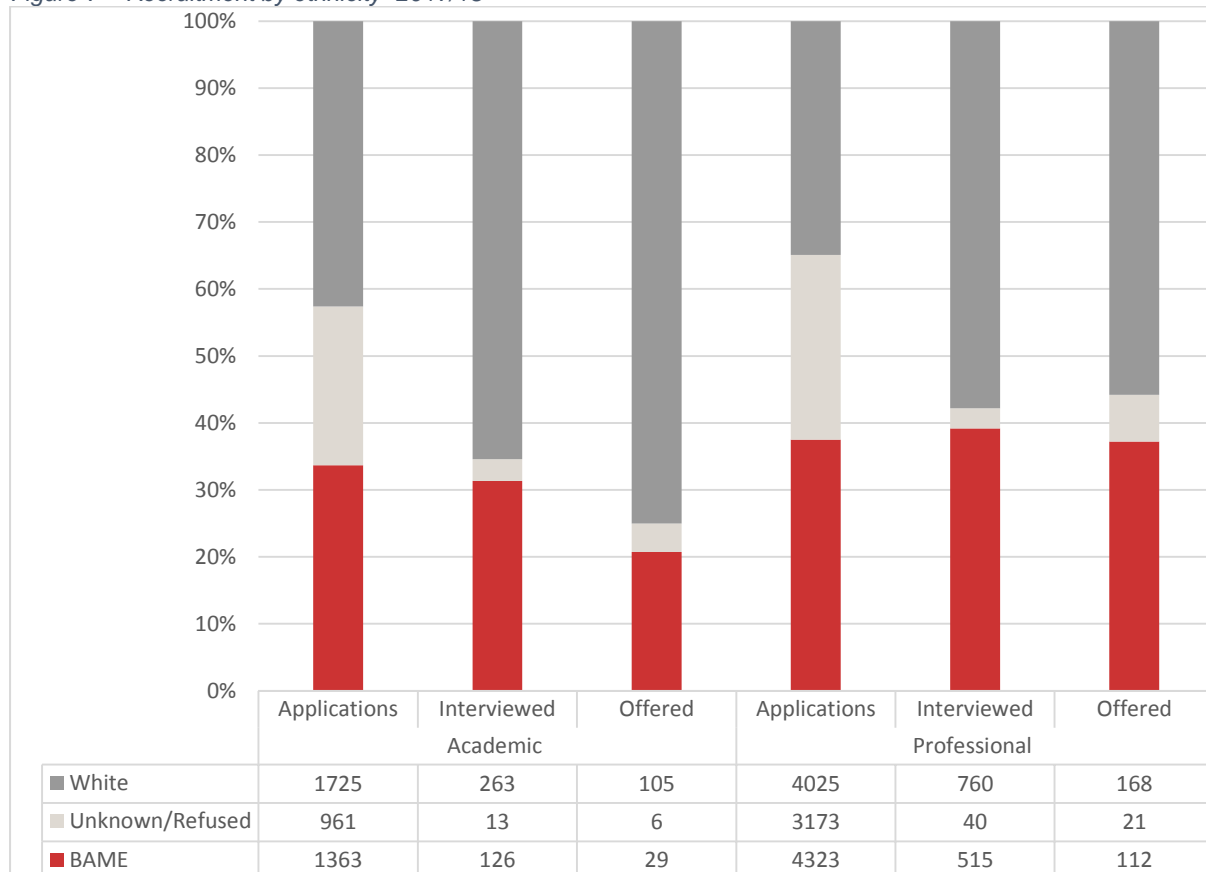
The proportion of women being shortlisted was 55.9% in 2017/18, which has remained consistent for the last three years.

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

Table 30 - Academic and Professional Service Staff by Gender and Stage (2014-2018)														
	2015/16					2016/17					2017/18				
	Women	% from previous Stage	Men	% from previous Stage	Other/ Unknown	Women	% from previous Stage	Men	% from previous Stage	Other/ Unknown	Women	% from previous Stage	Men	% from previous Stage	Other/ Unknown
Academic															
Research	**613**		**732**		**333**	**570**		**488**		**350**	**1058**		**553**		**519**
Application	533		615		330	474		400		350	890		467		516
Interview	60	11.3%	92	15.0%	*	78	16.5%	59	14.8%		129	14.5%	66	14.1%	*
Offer	20	33.3%	25	27.2%	*	18	23.1%	29	49.2%		39	30.2%	20	30.3%	*
Academic	**747**		**1220**		**410**	**878**		**1220**		**427**	**863**		**1188**		**365**
Application	687		1142		405	757		1107		426	730		1031		363
Interview	34	4.9%	50	4.4%	*	79	10.4%	85	7.7%	*	93	12.7%	119	11.5%	*
Offer	26	76.5%	28	56.0%	*	42	53.2%	28	32.9%		40	43.0%	38	31.9%	*
Professor	*		**15**		**17**	**22**		**22**		**17**	**27**		**26**		**6**
Application	*		12		16	18		15		17	21		26		*
Interview		0.0%	*	16.7%		*	16.7%	*	33.3%		6	29%		0%	
Offer	*	0.0%	*	50.0%	*	*	33.3%	*	40.0%			0%		0%	*
Professional															
Clerical/Technical/Support/ Other related	**4005**		**3047**		**2650**	**4397**		**2867**		**2496**	**4794**		**3076**		**2369**
Application	3535		2676		2620	3783		2451		2484	4134		2610		2349
Interview	391	11.1%	313	11.7%	20	491	13.0%	351	14.3%	6	546	13.2%	388	14.9%	10
Offer	79	20.2%	58	18.5%	10	123	25.1%	65	18.5%	6	114	20.9%	78	20.1%	10
SALC	**1074**		**766**		**524**	**1240**		**1087**		**537**	**1256**		**981**		**669**
Application	878		631		516	984		864		517	1003		775		651
Interview	165	18.8%	106	16.8%	*	195	19.8%	186	21.5%	11	197	19.6%	171	22.1%	10
Offer	31	18.8%	29	27.4%	*	61	31.3%	37	19.9%	9	56	28%	35	20%	8

Table 31 - BAME applicants at each stage of recruitment (%)			
Recruitment Stage	**2015/16**	**2016/17**	**2017/18**
Application	34.3%	35.9%	36.5%
Interview	37.3%	37.8%	38.3%
Appointment	24.3%	26.4%	29.4%

Figure 7 – Recruitment by ethnicity -2017/18

	Applications	Interviewed	Offered	Applications	Interviewed	Offered
		Academic			Professional	
White	1725	263	105	4025	760	168
Unknown/Refused	961	13	6	3173	40	21
BAME	1363	126	29	4323	515	112

Overall the percentage of BAME applicants has increased from 34.3% in 2015/16 to 36.9% in 2017/18.

The proportion of those interviewed that were BAME was 38.3% in 2017/18, which has remained around this proportion for the last three years. The proportion of appointments that were BAME was 29.4% in 2017/18, which is an increase from 24.3% in 2015/16.

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

Table 32 - Recruitment: Academic and Professional Service Staff by Ethnicity & Stage (2015 - 2018)														
	2015/16					2016/17					2017/18				
	BAME	% from previous Stage	White	% from previous Stage	Unknown/ Refused	BAME	% from previous Stage	White	% from previous Stage	Unknown/ Refused	BAME	% from previous Stage	White	% from previous Stage	Unknown/ Refused
Academic															
Research	**563**		**732**		**379**	**493**		**527**		**377**	**688**		**882**		**549**
Applications	497		614		367	432		414		375	620		710		543
Interviewed	54	10.9%	90	14.7%	9	49	11.3%	85	20.5%	*	55	8.9%	127	17.9%	*
Offered	12	22.2%	28	31.1%	*	12	24.5%	28	32.9%	*	13	23.6%	45	35.4%	*
Academic	**665**		**1263**		**442**	**609**		**1410**		**491**	**795**		**1195**		**423**
Applications	639		1154		441	576		1229		485	713		1000		411
Interviewed	19	3.0%	63	5.5%	*	27	4.7%	126	10.3%	*	66	9.3%	135	13.5%	9
Offered	7	36.8%	46	73.0%		6	22.2%	55	43.7%	*	16	24.2%	60	44.4%	*
Professor	*		**11**		**15**	**10**		**15**		**17**	**35**		**16**		**8**
Applications	*		8		15	10		13		17	30		15		7
Interviewed		0.0%	*	25.0%			0.0%	*	7.7%		*	16.7%	1	6.7%	
Offered		0.0%	*	100.0%			0.0%	*	0.0%			0.0%		0.0%	*
Professional															
Clerical/ Technical / Support	**3655**		**3466**		**2579**	**3829**		**3258**		**2669**	**3979**		**3726**		**2529**
Applications	3299		2979		2553	3364		2717		2635	3484		3115		2493
Interviewed	311	9.4%	395	13.3%	18	391	11.6%	435	16.0%	22	404	11.6%	511	16.4%	25
Offered	45	14.5%	92	23.3%	8	74	18.9%	106	24.4%	12	91	22.5%	100	19.6%	11
SALC	**658**		**1152**		**557**	**989**		**1292**		**572**	**971**		**1227**		**705**
Applications	573		918		543	866		955		545	839		910		680
Interviewed	75	13.1%	186	20.3%	10	111	12.8%	261	27.3%	18	111	13.2%	249	27.4%	15
Offered	10	13.3%	48	25.8%	*	12	10.8%	76	29.1%	9	21	18.9%	68	27.3%	10

Table 33 - Disabled applicants at each stage of Recruitment - 2017/18							
Disability	Applications	%	Interviewed	%	Hired	% Hired*	% Hired**
No Known Disability	10927	69.7%	1525	14.0%	330	3.0%	21.6%
Unknown	3901	24.9%	24	0.6%	15	0.4%	62.5%
Yes (GIS)	463	3.0%	129	27.9%	11	2.4%	8.5%
Yes (Not GIS)	381	2.4%	77	20.2%	22	5.8%	28.6%
Total	15672	100%	1755	11.2%	378	2.4%	21.5%

of those that applied
of those that were interviewed

5% of applicants disclose a disability, with 3% of disabled applicants requesting to be considered under GIS. It is also apparent that of those interviewed a higher proportion of disabled candidates not under GIS are hired (28.6%), compared to 8.5% of GIS applicants.

Section 9: Promotion and Progression

Table 34 - Promotion & Progression: Academic and Professional Service Staff (2013 - 2017)				
	Women	**Men**	**% Women****	**% Men****
Academic	**109**	**87**	**55.6%**	**44.4%**
2013/14	42	32	56.8%	43.2%
2014/15	9	10	47.4%	52.6%
2015/16	26	25	51.0%	49.0%
2016/17	32	20	61.5%	38.5%
2017/18	20	23	46.5%	53.5%
Professional	**174**	**148**	**54.0%**	**46.0%**
2013/14	45	40	52.9%	47.1%
2014/15	45	46	49.5%	50.5%
2015/16	28	22	56.0%	44.0%
2016/17	56	40	58.3%	41.7%
2017/18	45	33	57.7%	42.3%
Total	**283**	**235**	**54.6%**	**45.4%**

NB: Promotion relates circumstances to Academic and Professional Service staff progression from one grade to another (unless it is automatic) and the formal academic promotion process. There is no formal process for promotions for PSS).

For both Academic and PSS staff a higher proportion of women were promoted or progressed in 2017/18, which is a trend that has continued for the last two years.

Table 35 - Promotion & Progression: Academic and Professional Service Staff (2015 - 2018)				
	BAME	**White**	**Refused/ Not known**	**BAME %**
Academic	**28**	**117**	*****	**19.2%**
2015/16	8	43		15.7%
2016/17	12	40		23.1%
2017/18	8	34	*	18.6%
Professional Services	**64**	**154**	**6**	**28.6%**
2015/16	6	41	*	12.0%
2016/17	29	66	*	30.2%
2017/18	29	47	*	37.2%
Total	**92**	**271**	**7**	**24.9%**

BAME % is measured against all categories (including Unknown/Refused)

In 2017/18, 18.6% of academics promoted were BAME staff which is higher than City's academic BAME population (16.4%) and for PSS 37.2% of staff that progressed were BAME, which is also higher that the PSS BAME population in 2017/18, 29%.

Table 36 - Promotion & Progression: Academic and Professional Service Staff 2017/18				
	Disability	**No known Disability**	**Not known/refused**	**% with Disability**
Academic	*	38	*	4.7%
Professional Services	6	65	7	7.7%
Total	**8**	**103**	**10**	**6.6%**

For academic staff 4.7% of those promoted had disclosed as disabled in 2017/18, and 7.7% PSS.

Section 11: Training opportunities

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

Table 37 - Training by Gender: 2015-2018						
	Women			Men		
	Headcount	Attended	%	Headcount	Attended	%
2015/16	**1117**	**519**	**46%**	**1099**	**343**	**31%**
Academic	410	87	21%	542	72	13%
Professional	707	432	61%	557	271	49%
2016/17	**1143**	**459**	**40%**	**1124**	**283**	**25%**
Academic	418	85	20%	556	74	13%
Professional	725	374	52%	568	209	37%
2017/18	**1203**	**512**	**42.6%**	**1144**	**338**	**29.5%**
Academic	450	106	24%	553	93	17%
Professional	753	406	54%	591	245	41%

* 2015-2018 'Headcount' reflects headcount over the year

The proportion of women attending training in 2017/18 was 42.6%, this is similar to the proportions for the prior two years. It should be noted that a higher proportion of women attend training than men, 42.6% of women, compared to 29.5% of men.

Table 38 - Training - Grade 9 Staff: 2015-2018						
	Women			Men		
	Headcount	Attended	%	Headcount	Attended	%
2015/16	**71**	**16**	**23%**	**208**	**31**	**15%**
Professor	52	7	13%	179	22	12%
Senior Admin	19	9	47%	29	9	31%
2016/17	**66**	**20**	**30%**	**202**	**39**	**19%**
Professor	50	15	30%	174	27	16%
Senior Admin	16	*	31%	28	12	43%
2017/18	**73**	**23**	**31.5%**	**196**	**34**	**17.3%**
Professor	55	14	25.5%	170	28	16.5%
Senior Admin	18	9	50.0%	26	6	23.1%

Of our professors and senior admin staff groups, women were also more likely to attend training than men; 31.5% of women, compared to 17.3% of men in 2017/18.

Table 39 - Training by Ethnicity 2015-2018								
	BAME			Refused/Not known			White		
	Headcount	Attended	%	Headcount	Attended	%	Headcount	Attended	%
2015/16	**502**	**213**	**42%**	**42**	**16**	**38%**	**1672**	**633**	**38%**
Academic	158	27	17%	16	*	13%	778	130	17%
Professional	344	186	54%	26	14	54%	894	503	56%
2016/17	**545**	**198**	**36%**	**49**	**14**	**29%**	**1673**	**530**	**32%**
Academic	169	24	14%	22	*	18%	783	131	17%
Professional	376	174	46%	27	10	37%	890	399	45%
2017/18	**581**	**235**	**40.4%**	**54**	**15**	**27.8%**	**1712**	**600**	**35.0%**
Academic	170	32	18.8%	25	*	16.0%	808	163	20.2%
Professional	411	203	49.4%	29	11	37.9%	904	437	48.3%

In 2017/18, 40.4% of BAME staff attended training which was slightly higher than the proportion of White staff attending training, 35.0%. The proportion of BAME staff attending training increased from the previous year, 36% in 2016/17.

A much higher proportion of BAME PSS attended training, 49.4%, than BAME academic staff, 18.8% in 2017/18.

Table 40 - Training by Age Range 2015-2018						
	Women			Men		
	Headcount	Attended	%	Headcount	Attended	%
2015/16	**1117**	**519**	**46%**	**1099**	**343**	**31%**
Under 25	39	28	72%	34	10	29%
25 - 34	360	191	53%	264	118	45%
35 - 44	340	162	48%	333	111	33%
45 - 54	230	92	40%	248	66	27%
55 - 64	130	44	34%	154	33	21%
65+	18	*	11%	66	*	8%
2016/17	**1143**	**459**	**40%**	**1124**	**283**	**25%**
Under 25	44	28	64%	32	11	34%
25 - 34	337	163	48%	270	94	35%
35 - 44	359	147	41%	335	78	23%
45 - 54	252	78	31%	264	64	24%
55 - 64	133	42	32%	157	31	20%
65+	18	*	6%	66	*	8%
2017/18	**1203**	**512**	**43%**	**1144**	**338**	**30%**
Under 25	37	12	32%	30	14	47%
25 - 34	358	192	54%	288	106	37%
35 - 44	391	161	41%	315	93	30%
45 - 54	256	97	38%	269	67	25%
55 - 64	139	45	32%	171	54	32%
65+	22	*	23%	71	*	6%

The number of staff attending training varies by age group. For both men and women, staff aged 25-34 had the largest proportion of staff attending training.

Table 41- Training by Disability Disclosure 2015-2018											
	Information refused			None			Not Known			Disabled		
	Headcount	Attended	%	Headcount	Attended	%	Headcount	Attended	%	Headcount	Attended	%
2015/16	**14**	*****	**14.3%**	**1791**	**725**	**40.5%**	**314**	**102**	**32.5%**	**97**	**33**	**34.0%**
Academic	8	*	12.5%	761	139	18.3%	137	11	8%	46	8	17.4%
Professional	6	*	16.7%	1030	586	56.9%	177	91	51.4%	51	25	49%
2016/17	**19**	*****	**10.5%**	**1885**	**638**	**33.8%**	**259**	**66**	**25.5%**	**104**	**36**	**34.6%**
Academic	11		0%	796	132	16.6%	123	15	12.2%	44	12	27.3%
Professional	8	*	25%	1089	506	46.5%	136	51	37.5%	60	24	40%
2017/18	**23**	**7**	**30.4%**	**1975**	**736**	**37.3%**	**232**	**60**	**25.9%**	**117**	**47**	**40.2%**
Academic	11	*	27.3%	826	164	19.9%	113	18	15.9%	53	14	26.4%
Professional	12	*	33.3%	1149	572	49.8%	119	42	35.3%	64	33	51.6%

In 2017/18 40.2% of staff who disclosed a disability attended training. This proportion and number of disabled staff attending training has increased from 34.0% in 2015/16.

Students' Equality Monitoring Statistics 2017/18

The following report presents a summary of student equality data at City, considered as the overall student population, and as populations within constituent academic Schools. The following protected characteristics (as identified in the Equality Act 2010) are considered in the analysis conducted throughout the report:

- Age
- Disability
- Ethnicity
- Gender (Sex)

City also collect data on Religion and Belief, Sexual Orientation and Gender Identity for students, although the data collected is currently insufficient for meaningful reporting to take place. This data collection has been in place since 2017/18.

The data presented throughout this section are taken from City's annual HESA Return for 2017/18, and are compared to similar data from the HESA Returns of 2014/15 – 2016/17.

* Denotes a number which is less than 10.

1. Overview of Student Body
Student Body Overview

Academic Year	Student Body Overview	
	Headcount	FTE
2014/15	18,278	13,010
2015/16	18,997	13,809
2016/17	19,411	14,102
2017/18	20,419	14,529

Increase per Academic Year	Student Body Overview			
	Increase		Percentage Increase	
	Headcount	FTE	Headcount	FTE
2014/15 - 2015/16	719	799	3.93%	6.14%
2015/16 - 2016/17	414	293	2.18%	2.12%
2016/17 - 2017/18	1,008	427	5.19%	3.03%

The Student Body at City has continue to grow across the last four academic years, with the most substantial growth in Headcount occurring between 2016/18 and 2017/18 – an increase of 5.19%.

Student Body Mode of Study
The following tables show the Student Body broken down into full-time and part-time students across the previous four academic years. Full-time also includes students on a Sandwich programme.

Academic Year	Mode of Study			
	Full-Time (inc. Sandwich)		Part-Time	
	Headcount	FTE	Headcount	FTE
2014/15	14,553	11,941	3,716	1,067
2015/16	15,595	12,709	3,402	939
2016/17	15,927	13,056	3,848	1,046
2017/18	16,264	13,412	4,155	1,117

Academic Year	Mode of Study			
	Full-Time (inc. Sandwich)		Part-Time	
	Headcount	FTE	Headcount	FTE
2014/15	79.62%	91.78%	20.33%	8.20%
2015/16	82.09%	92.03%	17.91%	6.80%
2016/17	82.05%	92.58%	19.82%	7.42%
2017/18	79.65%	92.31%	20.35%	7.69%

Although there has been some fluctuation across the four academic years, City has consistently had around 80% full-time students to 20% part-time (in terms of student Headcount).

School Populations
City is comprised of five academic Schools: Cass Business School (Cass), City Law School (CLS), the School of Arts & Social Sciences (SASS), the School of Health Sciences (SHS) and the School of Mathematics, Computer Science and Engineering (SMCSE). The Learning Enhancement & Development Directorate (LEaD) also runs an MA Academic Practice and PhD/MPhil Professional Education, hence their inclusion alongside Schools in this report. Hereafter, they will be collectively referred to as Schools.

| Academic School	Overall Population			
	2014/15	2015/16	2016/17	2017/18
Cass	5,417	5,882	5,705	5,805
CLS	1,835	2,071	2,108	2,336
LEaD	160	187	168	214
SASS	3,369	3,692	3,975	4,387
SHS	4,190	3,721	3,879	4,096
SMCSE	3,307	3,444	3,576	3,581
City Total	18,278	18,997	19,411	20,419

It should be noted that LEaD draw their students principally from staff already employed at City, and so the equality breakdown of staff at City, particularly academic staff, will have a direct impact on the equality breakdown of LEaD's student populations.

Academic School	Overall Population (%)			
	2014/15	2015/16	2016/17	2017/18
Cass	29.64%	30.96%	29.39%	28.43%
CLS	10.04%	10.90%	10.86%	11.44%
LEaD	0.88%	0.98%	0.87%	1.05%
SASS	18.43%	19.43%	20.48%	21.48%
SHS	22.92%	19.59%	19.98%	20.06%
SMCSE	18.09%	18.13%	18.42%	17.54%
City Total	100.00%	100.00%	100.00%	100.00%

Cass has consistently been the School with the highest proportion of City's students, followed by SASS and the SHS (SASS having grown slightly larger than SHS from 2016/17 onwards). SMCSE has consistently had around 18% of City students, while LEaD accounts for around 1%.

Level of Study Breakdown by School and City Overall:

Academic Year	City Overall								Total
	First Degree		Other UG		PGT		PGR		
	Number	%	Number	%	Number	%	Number	%	
2014/15	8,190	44.81%	1,505	8.23%	7,998	43.76%	585	3.20%	18,278
2015/16	8,762	46.12%	1,066	5.61%	8,622	45.39%	547	2.88%	18,997
2016/17	9,074	46.75%	998	5.14%	8,818	45.43%	521	2.68%	19,411
2017/18	10,243	50.16%	105	0.51%	9,266	45.38%	805	3.94%	20,419

Level of Study Breakdown - City Overall
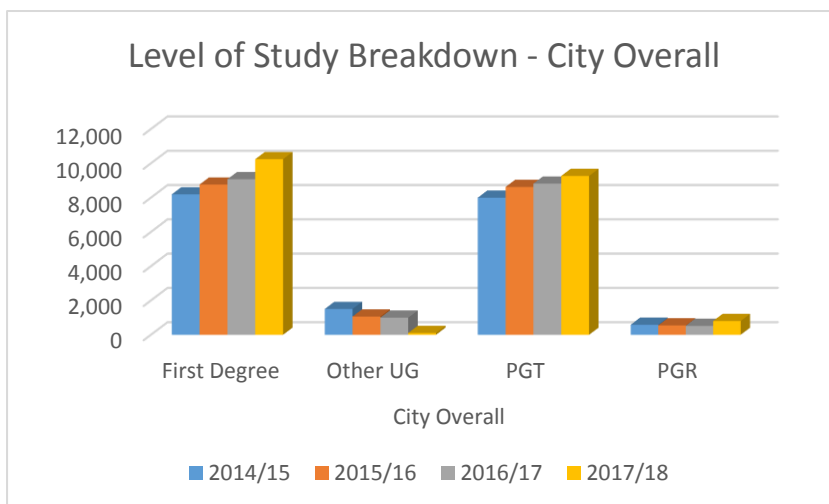
Between 44.81% and 50.16% of City students are undertaking their first degree, and the numbers have risen each academic year, while the numbers of students undertaking another UG programme have fallen so that in 2017/18 this was just under 10% of the number in 2014/15. There has also been a considerable increase in the number of PGR students in 2017/18, while this had remained fairly consistent in prior years. PGT numbers have steadily increased, while the overall proportion of PGT students at City has remained quite consistent.

| Academic Year | Cass | | | | |
	First Degree	Other UG	PGT	PGR	Total
2014/15	2,170	*	3,207	40	5,417
2015/16	2,309	*	3,511	62	5,882
2016/17	2,234	*	3,405	66	5,705
2017/18	2,214	*	3,496	95	5,805

| Academic Year | CLS | | | | |
	First Degree	Other UG	PGT	PGR	Total
2014/15	860	181	778	16	1,835
2015/16	992	194	872	13	2,071
2016/17	1,049	181	860	18	2,108
2017/18	1,073	*	1,237	26	2,336

| Academic Year | LEaD | | | | |
	First Degree	Other UG	PGT	PGR	Total
2014/15	*	*	157	*	160
2015/16	*	*	184	*	187
2016/17	*	*	167	*	168
2017/18	*	*	212	*	214

| Academic Year | SASS | | | | |
	First Degree	Other UG	PGT	PGR	Total
2014/15	1,621	23	1,474	251	3,369
2015/16	1,882	25	1,541	244	3,692
2016/17	2,160	12	1,609	194	3,975
2017/18	2,390	*	1,665	332	4,387

| Academic Year | SHS | | | | |
	First Degree	Other UG	PGT	PGR	Total
2014/15	1,635	1,299	1,180	76	4,190
2015/16	1,574	847	1,245	55	3,721
2016/17	1,595	804	1,394	86	3,879
2017/18	2,565	105	1,325	101	4,096

Academic Year	SMCSE				
	First Degree	Other UG	PGT	PGR	Total
2014/15	1,904	*	1,202	199	3,307
2015/16	2,005	*	1,269	170	3,444
2016/17	2,036	*	1,383	156	3,576
2017/18	2,001	*	1,331	249	3,581

2. Age

Academic Year	Format	Age Breakdown					
		Under 18	18 - 20	21 - 24	25 - 29	30+	Total
2014/15	Number	75	5,463	5,867	3,276	3,597	18,278
	Percentage	0.41%	29.89%	32.10%	17.92%	19.68%	100.00%
2015/16	Number	71	5,834	6,421	3,067	3,604	18,997
	Percentage	0.37%	30.71%	33.80%	16.14%	18.97%	100.00%
2016/17	Number	63	6,059	6,510	3,061	3,718	19,411
	Percentage	0.32%	31.21%	33.54%	15.77%	19.15%	100.00%
2017/18	Number	*	3,341	8,095	4,372	4,611	20,419
	Percentage	0.00%	16.36%	39.64%	21.41%	22.58%	100.00%

For each academic year, 21 – 24 has been the most highly represented age group for City overall, although this age group is significantly underrepresented in LEaD and SHS, where 30+ has tended to be the most highly represented group. Between 2016/17 and 2017/18, there was a substantial decrease in the proportion of students falling into the 18 – 20 group, which fell almost by half from 31.21% to 16.36%. All proportions had been fairly consistent across each academic year, until this substantial shift in 2017/18, which has occurred with relative consistency across all Schools.

Age Breakdown - Schools and City
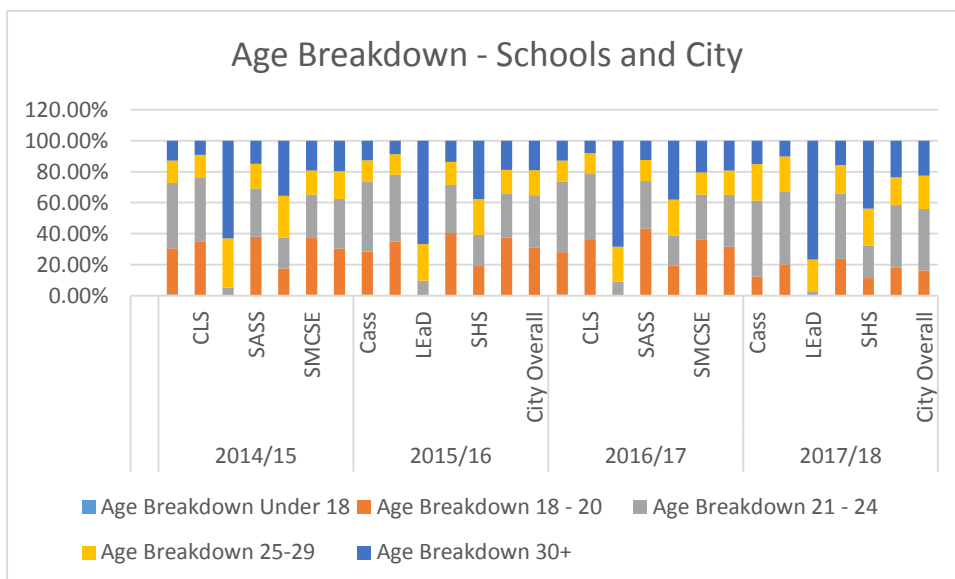
| Academic Year	Academic School	Age Breakdown					
		Under 18	18 - 20	21 - 24	25-29	30+	Total
2014/15	Cass	42	1,607	2,293	779	696	5,417
	CLS	*	637	759	263	169	1,835
	LEaD	*	*	*	51	101	160
	SASS	*	1,273	1,051	536	500	3,369
	SHS	*	736	827	1,135	1,492	4,190
	SMCSE	17	1,210	929	512	639	3,307
	City Overall	75	5,463	5,867	3,276	3,597	18,278
2015/16	Cass	36	1,632	2,665	806	743	5,882
	CLS	*	718	893	274	180	2,071
	LEaD	*	*	18	44	125	187
	SASS	13	1,478	1,149	551	501	3,692
	SHS	*	730	727	860	1,403	3,721
	SMCSE	15	1,276	969	532	652	3,444
	City Overall	71	5,834	6,421	3,067	3,604	18,997
2016/17	Cass	32	1,567	2,590	785	731	5,705
	CLS	*	748	901	283	169	2,108
	LEaD	*	*	15	38	115	168
	SASS	15	1,704	1,221	543	492	3,975
	SHS	*	753	746	902	1,477	3,879
	SMCSE	*	1,287	1,037	510	734	3,576
	City Overall	63	6,059	6,510	3,061	3,718	19,411
2017/18	Cass	*	716	2,849	1,363	877	5,805
	CLS	*	472	1,090	537	237	2,336
	LEaD	*	*	*	44	164	214
	SASS	*	1,038	1,854	804	691	4,387
	SHS	*	463	854	986	1,793	4,096
	SMCSE	*	652	1,442	638	849	3,581
	City Overall	*	3,341	8,095	4,372	4,611	20,419

This reduction in the proportion of students falling into the 18 – 20 age group, across all Schools, will be monitored in future years as an area of particular concern. It will be important to consider this downward trend alongside sector data, provided by HESA, to establish whether this is a sector-wide trend, or specific only to City.

Academic Year	Academic School	Age Breakdown (%)				
		Under 18	18 - 20	21 - 24	25-29	30+
2014/15	Cass	0.78%	29.67%	42.33%	14.38%	12.85%
	CLS	0.38%	34.71%	41.36%	14.33%	9.21%
	LEaD	0.00%	0.00%	5.00%	31.88%	63.13%
	SASS	0.27%	37.79%	31.20%	15.91%	14.84%
	SHS	0.00%	17.57%	19.74%	27.09%	35.61%
	SMCSE	0.51%	36.59%	28.09%	15.48%	19.32%
	City Overall	0.41%	29.89%	32.10%	17.92%	19.68%
2015/16	Cass	0.61%	27.75%	45.31%	13.70%	12.63%
	CLS	0.29%	34.67%	43.12%	13.23%	8.69%
	LEaD	0.00%	0.00%	9.63%	23.53%	66.84%
	SASS	0.35%	40.03%	31.12%	14.92%	13.57%
	SHS	0.03%	19.62%	19.54%	23.11%	37.70%
	SMCSE	0.44%	37.05%	28.14%	15.45%	18.93%
	City Overall	0.37%	30.71%	33.80%	16.14%	18.97%
2016/17	Cass	0.56%	27.47%	45.40%	13.76%	12.81%
	CLS	0.33%	35.48%	42.74%	13.43%	8.02%
	LEaD	0.00%	0.00%	8.93%	22.62%	68.45%
	SASS	0.38%	42.87%	30.72%	13.66%	12.38%
	SHS	0.03%	19.41%	19.23%	23.25%	38.08%
	SMCSE	0.22%	35.99%	29.00%	14.26%	20.53%
	City Overall	0.32%	31.21%	33.54%	15.77%	19.15%
2017/18	Cass	0.00%	12.33%	49.08%	23.48%	15.11%
	CLS	0.00%	20.21%	46.66%	22.99%	10.15%
	LEaD	0.00%	0.00%	2.80%	20.56%	76.64%
	SASS	0.00%	23.66%	42.26%	18.33%	15.75%
	SHS	0.00%	11.30%	20.85%	24.07%	43.77%
	SMCSE	0.00%	18.21%	40.27%	17.82%	23.71%
	City Overall	0.00%	16.36%	39.64%	21.41%	22.58%

3. Gender

Academic Year	Gender Breakdown - City						Total
	Women		Men		Other		
	Number	%	Number	%	Number	%	
2014/15	10,153	55.55%	8,125	44.45%	-	-	18,278
2015/16	10,611	55.86%	8,385	44.14%	*	0.01%	18,997
2016/17	10,819	55.74%	8,590	44.25%	*	0.01%	19,411
2017/18	11,623	56.92%	8,791	43.05%	*	0.02%	20,419

City has a consistently higher proportion of women students than Men students, which has accounted for between 55.55% and 56.92% of the total student population across the past four academic years, with the proportions of women and Men students remaining largely unaltered, even as overall student numbers have increased.

Gender Breakdown - City
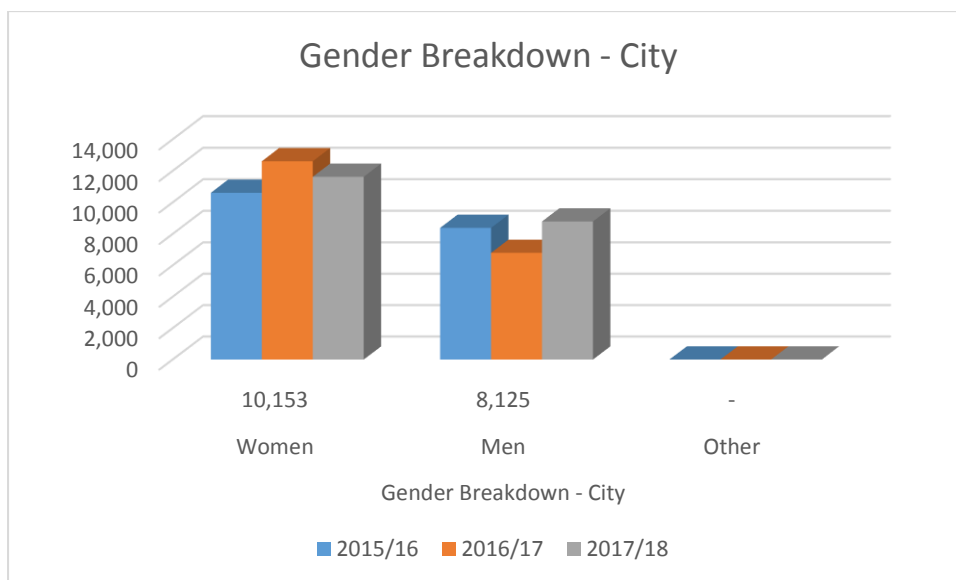
Since 2015/16, City has been collecting data on students who identify their gender as Other, rather than Women or Men. Although the proportion of students selecting this option is very small (only 0.01% - 0.02%), the number of students has increased slightly across the three years where this data has been collected. We hope to see this upward trend continue for this category.
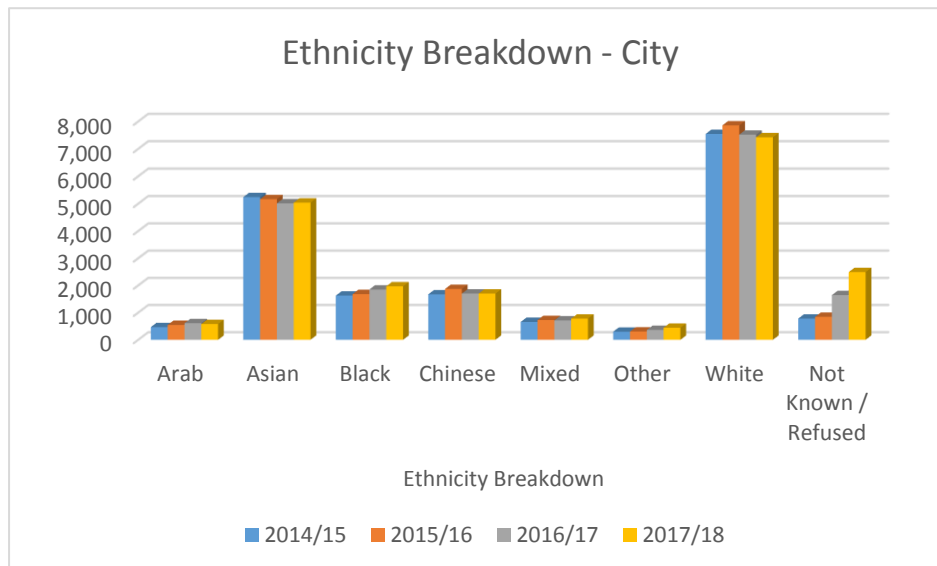
Academic Year	Academic School	Gender Breakdown						Total
		Women		Men		Other		
		Number	%	Number	%	Number	%	
2014/15	Cass	2,283	42.15%	3,134	57.85%	-	-	5,417
	CLS	1,105	60.22%	730	39.78%	-	-	1,835
	LEaD	87	54.38%	73	45.63%	-	-	160
	SASS	2,287	67.88%	1,082	32.12%	-	-	3,369
	SHS	3,538	84.44%	652	15.56%	-	-	4,190
	SMCSE	853	25.79%	2,454	74.21%	-	-	3,307
	City Overall	10,153	55.55%	8,125	44.45%	-	-	18,278
2015/16	Cass	2,623	44.59%	3,259	55.41%	*	0.00%	5,882
	CLS	1,268	61.23%	803	38.77%	*	0.00%	2,071
	LEaD	115	61.50%	72	38.50%	*	0.00%	187
	SASS	2,522	68.31%	1,169	31.66%	*	0.03%	3,692
	SHS	3,197	85.92%	524	14.08%	*	0.00%	3,721
	SMCSE	886	25.73%	2,558	74.27%	*	0.00%	3,444
	City Overall	10,611	55.86%	8,385	44.14%	*	0.01%	18,997
2016/17	Cass	2,560	44.87%	3,145	55.13%	*	0.00%	5,705
	CLS	1,310	62.14%	797	37.81%	*	0.05%	2,108
	LEaD	96	57.14%	72	42.86%	*	0.00%	168
	SASS	2,676	67.32%	1,298	32.65%	*	0.03%	3,975
	SHS	3,285	84.69%	594	15.31%	*	0.00%	3,879
	SMCSE	892	24.94%	2,684	75.06%	*	0.00%	3,576
	City Overall	10,819	64.97%	8,590	35.03%	*	0.01%	19,411
2017/18	Cass	2,661	45.84%	3,143	54.14%	*	0.02%	5,805
	CLS	1,448	61.99%	887	37.97%	*	0.04%	2,336
	LEaD	123	57.48%	90	42.06%	*	0.47%	214
	SASS	2,950	67.24%	1,436	32.73%	*	0.02%	4,387
	SHS	3,510	85.69%	585	14.28%	*	0.02%	4,096
	SMCSE	931	26.00%	2,650	74.00%	*	0.00%	3,581
	City Overall	11,623	56.92%	8,791	43.05%	*	0.02%	20,419

Similarly to City overall, Schools have maintained fairly consistent proportions of women and Men students in their populations, across the four academic years shown above. The greatest fluctuation occurs in LEaD, which is likely to have been caused by the smaller number of students. LEaD's representation of women students ranges from 54.38% (2014/15) to 61.50% (2015/16), although this has become more regular across the two previous academic years: 57.14% identified as women in 2016/17, and 57.48% in 2017/18.

SMCSE consistently have the lowest representation of women students, ranging from 24.94% (2015/16) to 26.00% (2017/18), while SHS has the highest representation of women students, ranging from 84.44% (2014/15) to 85.92% (2015/16). All Schools are involved in working towards individual Athena SWAN Gender Equality Charter awards, and so data on their student populations broken down by gender is being scrutinised at local levels.

4. Ethnicity

Academic Year	Format	Ethnicity Breakdown								
		Arab	Asian	Black	Chinese	Mixed	Other	White	Not Known / Refused	Total
2014/15	Number	466	5,239	1,625	1,670	658	298	7,543	779	18,278
	Percentage	2.55%	28.66%	8.89%	9.14%	3.60%	1.63%	41.27%	4.26%	100.00%
2015/16	Number	547	5,164	1,682	1,870	726	306	7,857	845	18,997
	Percentage	2.88%	27.18%	8.85%	9.84%	3.82%	1.61%	41.36%	4.45%	100.00%
2016/17	Number	610	5,013	1,849	1,701	714	362	7,518	1,643	19,411
	Percentage	3.14%	25.83%	9.53%	8.76%	3.68%	1.86%	38.73%	8.46%	100.00%
2017/18	Number	579	5,038	1,967	1,700	779	443	7,423	2,490	20,419
	Percentage	2.84%	24.67%	9.63%	8.33%	3.82%	2.17%	36.35%	12.19%	100.00%

Ethnicity Breakdown - City

Ethnicity Breakdown

■ 2014/15 ■ 2015/16 ■ 2016/17 ■ 2017/18

The most highly-represented ethnic groups at City are White and Asian students, with White students ranging from 36.35% (2017/18) to 41.36% (2015/16) of the total student population, and Asian students making up between 24.67% (2017/18) and 28.66% (2014/15) of the student population. For both of these groups, the proportions have dropped significantly across the time period.

Other ethnic groups have remained fairly consistent, with only around 1-2 percentage points of fluctuation across the time period. The proportion of students refusing to provide ethnicity information, or selecting that they do not know their ethnicity, has risen from 4.26% (2014/15) to 12.19% (2017/18). This is a problematic trend for City, as this may limit our ability to make data-driven observations on the ethnic breakdown of our student population. We will continue to monitor this, and contrast this against other equality groups in order to identify any wider impacts, as well as against the sector, to identify whether this is a City-specific trend, or is occurring across the sector.

Academic Year	Academic School	Ethnicity Breakdown								
		Arab	Asian	Black	Chinese	Mixed	Other	White	Not Known / Refused	Total
2014/15	Cass	131	1,317	140	1,140	150	54	2,150	335	5,417
	CLS	53	604	160	85	81	41	721	90	1,835
	LEaD	*	11	10	*	*	*	108	13	160
	SASS	77	786	179	176	164	72	1,759	156	3,369
	SHS	28	1,382	821	39	141	46	1,694	39	4,190
	SMCSE	176	1,139	315	225	114	81	1,111	146	3,307
	City Overall	466	5,239	1,625	1,670	658	298	7,543	779	18,278
2015/16	Cass	150	1,327	148	1,297	166	56	2,373	365	5,882
	CLS	79	676	172	128	84	45	782	105	2,071
	LEaD	*	23	13	*	11	*	119	*	187
	SASS	94	945	195	164	203	80	1,836	175	3,692
	SHS	40	958	833	43	130	44	1,622	51	3,721
	SMCSE	183	1,235	321	230	132	75	1,125	143	3,444
	City Overall	547	5,164	1,682	1,870	726	306	7,857	845	18,997
2016/17	Cass	174	1,160	166	1,192	153	56	2,096	708	5,705
	CLS	82	624	174	116	77	60	739	236	2,108
	LEaD	*	19	*	*	11	*	107	12	168
	SASS	104	1,035	252	145	203	111	1,785	340	3,975
	SHS	52	941	878	40	146	58	1,681	82	3,879
	SMCSE	197	1,234	371	200	124	75	1,110	265	3,576
	City Overall	610	5,013	1,849	1,701	714	362	7,518	1,643	19,411
2017/18	Cass	149	1,091	154	1,215	142	62	1,899	1,093	5,805
	CLS	77	648	186	125	97	80	785	338	2,336
	LEaD	*	29	13	14	12	*	120	19	214
	SASS	107	1,045	289	130	230	135	1,876	575	4,387
	SHS	60	1,034	979	34	166	81	1,635	107	4,096
	SMCSE	182	1,191	346	182	132	82	1,108	358	3,581
	City Overall	579	5,038	1,967	1,700	779	443	7,423	2,490	20,419

Only LEaD has consistently had numbers for some ethnic groups which have been too low to report here (numbers which have been less than 10). In line with City more broadly, Asian and White students have tended to be the most highly represented within LEaD, and so have been consistently reported.

| Academic Year	Academic School	Ethnicity Breakdown (%)							
		Arab	Asian	Black	Chinese	Mixed	Other	White	Not Known / Refused
2014/15	Cass	2.42%	24.31%	2.58%	21.04%	2.77%	1.00%	39.69%	6.18%
	CLS	2.89%	32.92%	8.72%	4.63%	4.41%	2.23%	39.29%	4.90%
	LEaD	0.63%	6.88%	6.25%	3.13%	5.00%	2.50%	67.50%	8.13%
	SASS	2.29%	23.33%	5.31%	5.22%	4.87%	2.14%	52.21%	4.63%
	SHS	0.67%	32.98%	19.59%	0.93%	3.37%	1.10%	40.43%	0.93%
	SMCSE	5.32%	34.44%	9.53%	6.80%	3.45%	2.45%	33.60%	4.41%
	City Overall	2.55%	28.66%	8.89%	9.14%	3.60%	1.63%	41.27%	4.26%
2015/16	Cass	2.55%	22.56%	2.52%	22.05%	2.82%	0.95%	40.34%	6.21%
	CLS	3.81%	32.64%	8.31%	6.18%	4.06%	2.17%	37.76%	5.07%
	LEaD	0.53%	12.30%	6.95%	4.28%	5.88%	3.21%	63.64%	3.21%
	SASS	2.55%	25.60%	5.28%	4.44%	5.50%	2.17%	49.73%	4.74%
	SHS	1.07%	25.75%	22.39%	1.16%	3.49%	1.18%	43.59%	1.37%
	SMCSE	5.31%	35.86%	9.32%	6.68%	3.83%	2.18%	32.67%	4.15%
	City Overall	2.88%	27.18%	8.85%	9.84%	3.82%	1.61%	41.36%	4.45%
2016/17	Cass	3.05%	20.33%	2.91%	20.89%	2.68%	0.98%	36.74%	12.41%
	CLS	3.89%	29.60%	8.25%	5.50%	3.65%	2.85%	35.06%	11.20%
	LEaD	0.60%	11.31%	4.76%	4.76%	6.55%	1.19%	63.69%	7.14%
	SASS	2.62%	26.04%	6.34%	3.65%	5.11%	2.79%	44.91%	8.55%
	SHS	1.34%	24.26%	22.63%	1.03%	3.76%	1.50%	43.34%	2.11%
	SMCSE	5.51%	34.51%	10.37%	5.59%	3.47%	2.10%	31.04%	7.41%
	City Overall	3.14%	25.83%	9.53%	8.76%	3.68%	1.86%	38.73%	8.46%
2017/18	Cass	2.57%	18.79%	2.65%	20.93%	2.45%	1.07%	32.71%	18.83%
	CLS	3.30%	27.74%	7.96%	5.35%	4.15%	3.42%	33.60%	14.47%
	LEaD	1.87%	13.55%	6.07%	6.54%	5.61%	1.40%	56.07%	8.88%
	SASS	2.44%	23.82%	6.59%	2.96%	5.24%	3.08%	42.76%	13.11%
	SHS	1.46%	25.24%	23.90%	0.83%	4.05%	1.98%	39.92%	2.61%
	SMCSE	5.08%	33.26%	9.66%	5.08%	3.69%	2.29%	30.94%	10.00%
	City Overall	2.84%	24.67%	9.63%	8.33%	3.82%	2.17%	36.35%	12.19%

LEaD has consistently had the highest proportion of White students (56.07% - 67.50%), while SMCSE has consistently had the lowest proportion of this group (30.94% - 33.60%). SHS (0.67%, 2014/15) and LEaD (0.53%, 2015/16) have consistently had a lower representation of Arab students than other Schools, while SHS have had the highest representation of Black students across all four years (19.59% - 23.90%). SHS have also consistently had the lowest proportion of students grouped into the Not Known/Refused category.

Format	Ethnicity	Ethnicity by Domicile							
		2014/15		2015/16		2016/17		2017/18	
		UK	Non-UK	UK	Non-UK	UK	Non-UK	UK	Non-UK
Number	Arab	168	298	200	347	246	364	281	294
	Asian	3,732	1,507	3,680	1,484	3,747	1,266	3,917	1,121
	Black	1,405	220	1,466	216	1,612	237	1,754	213
	Chinese	313	1,357	431	1,439	346	1,355	406	1,294
	Mixed	476	182	523	203	537	177	583	196
	Other	209	89	238	68	287	75	362	81
	White	4,606	2,937	4,779	3,078	4,842	2,676	5,020	2,403
	Not-Known/Refused	155	624	175	670	232	1,412	279	2,211
	Total	11,064	7,214	11,492	7,505	11,849	7,562	12,602	7,817
Proportion of Total		60.53%	39.47%	60.49%	39.51%	61.04%	38.96%	61.72%	38.28%
%	Arab	1.52%	4.13%	1.74%	4.62%	2.08%	4.81%	2.23%	3.76%
	Asian	33.73%	20.89%	32.02%	19.77%	31.62%	16.74%	31.08%	14.34%
	Black	12.70%	3.05%	12.76%	2.88%	13.60%	3.13%	13.92%	2.72%
	Chinese	2.83%	18.81%	3.75%	19.17%	2.92%	17.92%	3.22%	16.55%
	Mixed	4.30%	2.52%	4.55%	2.70%	4.53%	2.34%	4.63%	2.51%
	Other	1.89%	1.23%	2.07%	0.91%	2.42%	0.99%	2.87%	1.04%
	White	41.63%	40.71%	41.59%	41.01%	40.86%	35.39%	39.83%	30.74%
	Not-Known/Refused	1.40%	8.65%	1.52%	8.93%	1.96%	18.67%	2.21%	28.28%
	Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Consistently, between 60.49% (2015/16) and 61.72% (2017/18) of the overall student population at City have been UK domiciled. White students have been the most highly represented group across both UK and Non-UK students in each academic year, and the group to experience the most significant growth has been Not-Known/Refused Non-UK students, rising from 8.65% (2014/15) of the Non-UK population to 28.28% (2017/18). City's proportion of Non-UK students has been decreasing since 2015/16.

Academic Year	Ethnic Group	Academic School						
		Cass	CLS	LEaD	SASS	SHS	SMCSE	City Overall
2014/15	BAME	54.13%	55.80%	24.38%	43.16%	58.64%	61.99%	54.47%
	White	39.69%	39.29%	67.50%	52.21%	40.43%	33.60%	41.27%
	Total Known Ethnicity	93.82%	95.09%	91.88%	95.37%	99.07%	95.59%	95.74%
2015/16	BAME	53.45%	57.17%	33.16%	45.53%	55.04%	63.18%	54.19%
	White	40.34%	37.76%	63.64%	49.73%	43.59%	32.67%	41.36%
	Total Known Ethnicity	93.79%	94.93%	96.80%	95.26%	98.63%	95.85%	95.55%
2016/17	BAME	50.85%	53.75%	29.17%	46.54%	54.52%	61.55%	52.80%
	White	36.74%	35.06%	63.69%	44.91%	43.34%	31.04%	38.73%
	Total Known Ethnicity	87.59%	88.81%	92.86%	91.45%	97.86%	92.59%	91.53%
2017/18	BAME	48.46%	51.93%	35.05%	44.13%	57.47%	59.06%	51.45%
	White	32.71%	33.60%	56.07%	42.76%	39.92%	30.94%	36.35%
	Total Known Ethnicity	81.17%	85.53%	91.12%	86.89%	97.39%	90.00%	87.80%

Cass, CLS, SHS and SMCSE have all consistently had a higher representation of BAME students than White students across the four year period, with generally quite stark distinctions between the proportions of BAME and White students (the smallest distinction being within SHS in 2016/17, where the gap was only 11.18%). SASS had a higher representation of White students than BAME students in 2014/15 and 2015/16, although this has now reversed in 2016/17 and 2017/18, with a margin of around 1.5% difference. LEaD consistently have a much higher representation of White students than BAME students.
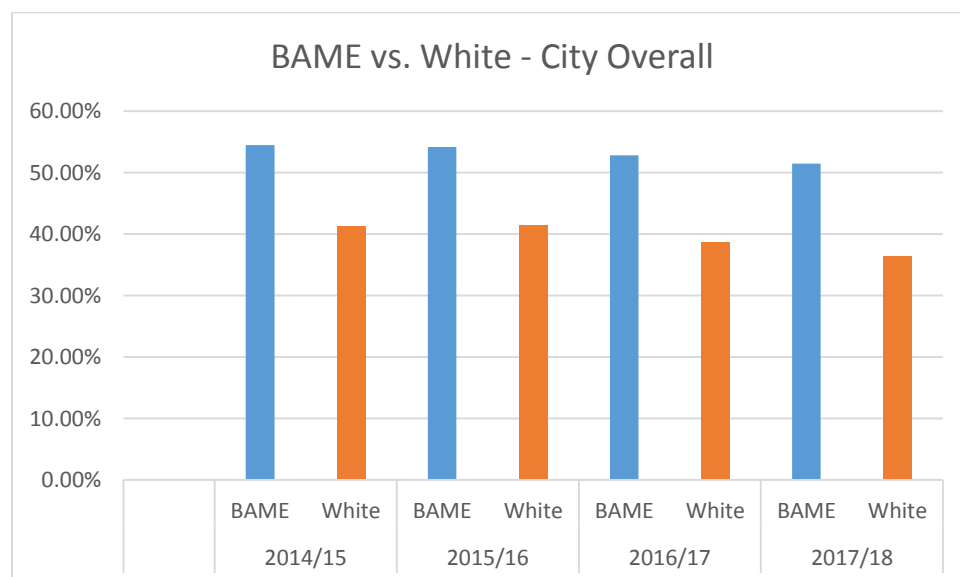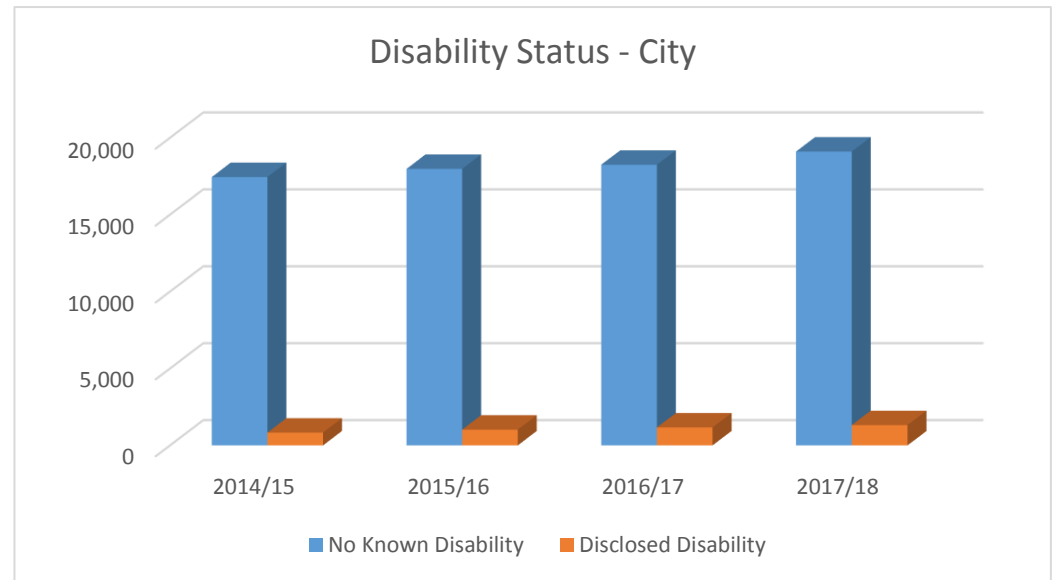

Overall, although the proportion of students disclosing their ethnicity information to the institution is decreasing, our proportion of BAME students remains more highly represented than our proportion of White students. White students, however, constitute the most highly represented ethnic group at City, across all of the previous four academic years.

5. **Disability**

Academic Year	Format	Disability Breakdown										
		No Known Disability	Mobility Disability	Mental Health Condition	Specific Learning Difference	Other / Not Listed	Hearing Disability	Long-Standing Illness	Visual Disability	Social or Communication Disability	Two or More Disabilities	Total
2014/15	Number	17,444	22	66	452	132	26	68	21	26	19	18,278
	Percentage	95.44%	0.12%	0.36%	2.47%	0.72%	0.14%	0.37%	0.11%	0.14%	0.10%	100.00%
2015/16	Number	17,974	34	116	512	147	28	106	24	27	29	18,997
	Percentage	94.61%	0.18%	0.61%	2.70%	0.77%	0.15%	0.56%	0.13%	0.14%	0.15%	100.00%
2016/17	Number	18,246	40	175	571	150	20	125	21	28	35	19,411
	Percentage	94.00%	0.21%	0.90%	2.94%	0.77%	0.10%	0.64%	0.11%	0.14%	0.18%	100.00%
2017/18	Number	19,100	50	243	603	153	32	139	19	30	50	20,419
	Percentage	93.54%	0.24%	1.19%	2.95%	0.75%	0.16%	0.68%	0.09%	0.15%	0.24%	100.00%

Academic Year	Disability Status				Total
	No Known Disability		Disclosed Disability		
	Number	%	Number	%	
2014/15	17,444	95.44%	832	4.55%	18,278
2015/16	17,974	94.61%	1,023	5.39%	18,997
2016/17	18,246	94.00%	1,165	6.00%	19,411
2017/18	19,100	93.54%	1,319	6.46%	20,419

Disability Status - City

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Academic Year	Academic School	Disability Breakdown (%)									
		No Known Disability	Mobility Disability	Mental Health Condition	Specific Learning Difference	Other / Not Listed	Hearing Disability	Long-Standing Illness	Visual Disability	Social or Communication Disability	Two or More Disabilities
2014/15	Cass	97.62%	0.04%	0.09%	1.26%	0.42%	0.04%	0.28%	0.07%	0.15%	0.04%
	CLS	94.99%	0.22%	0.44%	2.34%	1.04%	0.16%	0.33%	0.22%	0.16%	0.11%
	LEaD	95.63%	0.00%	0.63%	1.25%	1.25%	0.00%	0.63%	0.00%	0.63%	0.00%
	SASS	94.72%	0.15%	0.53%	2.61%	0.86%	0.12%	0.47%	0.18%	0.21%	0.15%
	SHS	93.29%	0.14%	0.55%	4.22%	0.76%	0.19%	0.55%	0.12%	0.00%	0.17%
	SMCSE	95.55%	0.15%	0.33%	2.27%	0.82%	0.27%	0.24%	0.06%	0.21%	0.09%
	City Overall	95.44%	0.12%	0.36%	2.47%	0.72%	0.14%	0.37%	0.11%	0.14%	0.10%
2015/16	Cass	97.14%	0.09%	0.17%	1.34%	0.54%	0.10%	0.39%	0.09%	0.10%	0.03%
	CLS	94.45%	0.43%	0.72%	2.12%	0.72%	0.14%	0.82%	0.14%	0.05%	0.39%
	LEaD	95.72%	0.00%	0.53%	2.14%	1.07%	0.00%	0.53%	0.00%	0.00%	0.00%
	SASS	93.82%	0.24%	1.03%	2.71%	1.03%	0.08%	0.57%	0.11%	0.27%	0.14%
	SHS	91.16%	0.21%	0.97%	5.40%	0.78%	0.24%	0.81%	0.16%	0.00%	0.27%
	SMCSE	94.92%	0.09%	0.46%	2.44%	0.90%	0.20%	0.41%	0.17%	0.29%	0.12%
	City Overall	94.61%	0.18%	0.61%	2.70%	0.77%	0.15%	0.56%	0.13%	0.14%	0.15%
2016/17	Cass	96.93%	0.07%	0.25%	1.49%	0.51%	0.11%	0.37%	0.09%	0.12%	0.07%
	CLS	93.07%	0.38%	1.19%	2.89%	1.09%	0.09%	0.71%	0.09%	0.09%	0.38%
	LEaD	97.62%	0.00%	0.00%	1.19%	0.60%	0.00%	0.60%	0.00%	0.00%	0.00%
	SASS	93.11%	0.28%	1.69%	2.89%	0.83%	0.05%	0.65%	0.05%	0.18%	0.28%
	SHS	90.33%	0.28%	1.13%	5.72%	0.88%	0.13%	1.19%	0.13%	0.03%	0.18%
	SMCSE	94.66%	0.17%	0.70%	2.40%	0.84%	0.14%	0.45%	0.20%	0.31%	0.14%
	City Overall	94.00%	0.21%	0.90%	2.94%	0.77%	0.10%	0.64%	0.11%	0.14%	0.18%

Academic Year	Academic School	Disability Breakdown (%)									
		No Known Disability	Mobility Disability	Mental Health Condition	Specific Learning Difference	Other / Not Listed	Hearing Disability	Long-Standing Illness	Visual Disability	Social or Communication Disability	Two or More Disabilities
2017/18	Cass	96.43%	0.12%	0.43%	1.58%	0.55%	0.17%	0.48%	0.10%	0.03%	0.09%
	CLS	93.41%	0.47%	1.20%	2.61%	0.86%	0.04%	0.64%	0.09%	0.17%	0.51%
	LEaD	94.39%	0.00%	0.93%	2.34%	0.93%	0.00%	0.93%	0.00%	0.00%	0.47%
	SASS	91.75%	0.34%	2.21%	3.08%	0.93%	0.07%	0.89%	0.09%	0.23%	0.41%
	SHS	91.02%	0.22%	1.32%	5.54%	0.71%	0.20%	0.73%	0.10%	0.00%	0.17%
	SMCSE	93.97%	0.22%	1.03%	2.32%	0.81%	0.28%	0.70%	0.08%	0.39%	0.20%
	City Overall	93.54%	0.24%	1.19%	2.95%	0.75%	0.16%	0.68%	0.09%	0.15%	0.24%

City's disclosure rate for student disability has increased steadily across the previous four academic years, rising from 4.55% in 2014/15 to 6.46% in 2017/18. Although this has improved, this is still considerably lower than the disability disclosure rate within Higher Education across the United Kingdom, which was 12.0% in 2016/17 according to the Advance HE Statistical Report for 2018.[1] Disability includes all forms of disability, mental health condition or specific learning difference (SpLD) which students may experience and identify with.

The most highly-represented disability groups at City across the time period are SpLD's and Other/Not Listed disabilities, although in 2016/17 and 2017/18, mental health conditions have now become more highly reported than Other/Not Listed disabilities. SpLD's have risen from 2.47% in 2014/15 to 2.95% in 2017/18, Other/Not-Listed disabilities have risen slightly from 0.72% in 2014/15 to 0.75% in 2017/18, and mental health conditions have risen from 0.36% of the student population in 2014/15 to 1.19% in 2017/18.

SHS have tended to have the highest representation of disabled students across the time period, ranging from 6.71% (2014/15) to 9.67% (2016/17), while Cass have experienced the lowest representation of disabled students, ranging from only 2.38% (2014/15) to 3.57% (2017/18), although this represents a small increase across the four academic years. Other Schools have also tended to increase their representation of disabled students fairly consistently and in line with one another, with the exception of LEaD which has seen slightly more variation in its proportions.

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[1] Advance HE Equality & Higher Education Students Statistical Report 2018, https://www.advance-he.ac.uk/sites/default/files/2018_HE-stats-report-students.pdf (accessed 11/09/2018), p. 76.