



**City, University of London  
Staff and Students Equality Monitoring Report  
2015-2016**

## **INTRODUCTION**

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

The Public Sector Equality Duty (PSED) came into force on 5<sup>th</sup> April 2010. This section sets out the aims of the general equality duty of the PSED and displays information which demonstrates City's compliance with the specific duties required to enact the general equality duty.

### **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.

### **Specific Duties**

The equality duty is supported by the specific duties and revised on 10<sup>th</sup> September 2011. Under this provision public authorities must for staff, students and the community it serves:

- Publish information demonstrating compliance with the general equality duty across its functions on an annual basis with effect from 31<sup>st</sup> January 2012
- Set and publish equality objectives at least every four years with effect from 6<sup>th</sup> April 2012.

### **Management Information Data**

The commentary and data outlined below shows City, University of London's activity and monitoring information.

City is committed to further improving/extending the gathering of data across its functions to enable continued monitoring of the impact of decisions and practices on those who share protected characteristics.

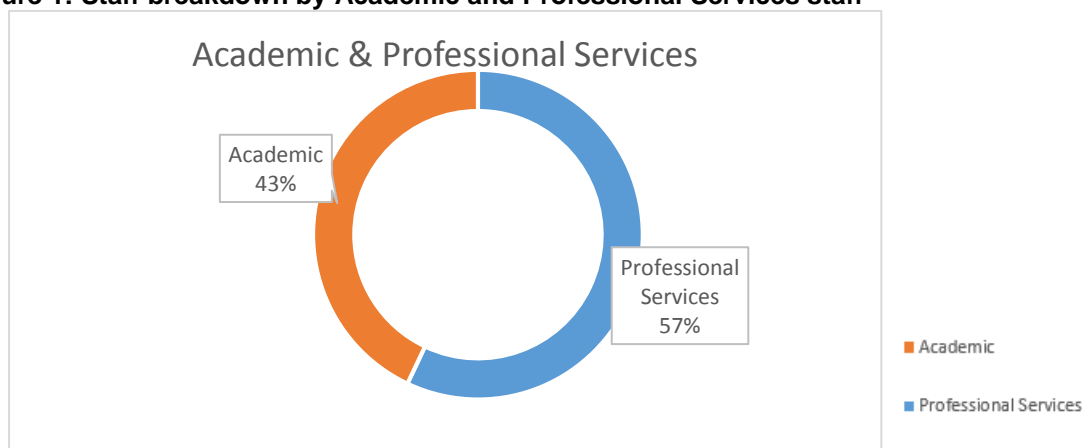
## Part 1: Staff

(Data from HR Information System, correct as of 16<sup>th</sup> September 2016)

This section presents City, University of London's staff equality data for the academic years 2013/14 to 2015/16. 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 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 hence, is not covered in this report.

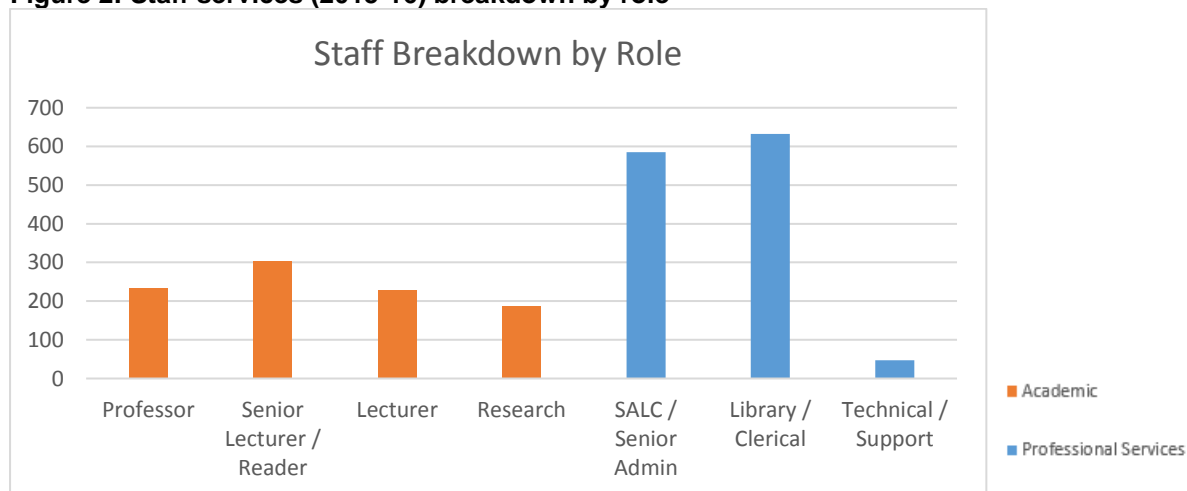
### Section 1: Workforce profile – Overview

Figure 1: Staff breakdown by Academic and Professional Services staff



In 2015/16 City employed 2,216 staff comprising 952 (43%) academic staff and 1264 (57%) professional staff.

Figure 2: Staff services (2015-16) breakdown by role



**Table1: Staff (2015-16) breakdown by role**

Breakdown of Staff by role 2015-16		
	No	%
<b>Academic</b>	<b>952</b>	<b>43.0</b>
Lecturer	229	10.3
Professor	233	10.5
Research	187	8.4
Senior Lecturer / Reader	303	13.7
<b>Professional Services</b>	<b>1264</b>	<b>57.0%</b>
Library / Clerical	632	28.5
SALC / Senior Admin	585	26.4
Technical / Support	47	2.1
<b>Total</b>	<b>2216</b>	<b>100</b>

The largest proportion of staff are in Library/Clerical roles (28.5%) followed by SALC/Senior Admin roles (26.4%). Technical/Support (2.1%) staff with 47 members of staff represent the smallest group of staff.

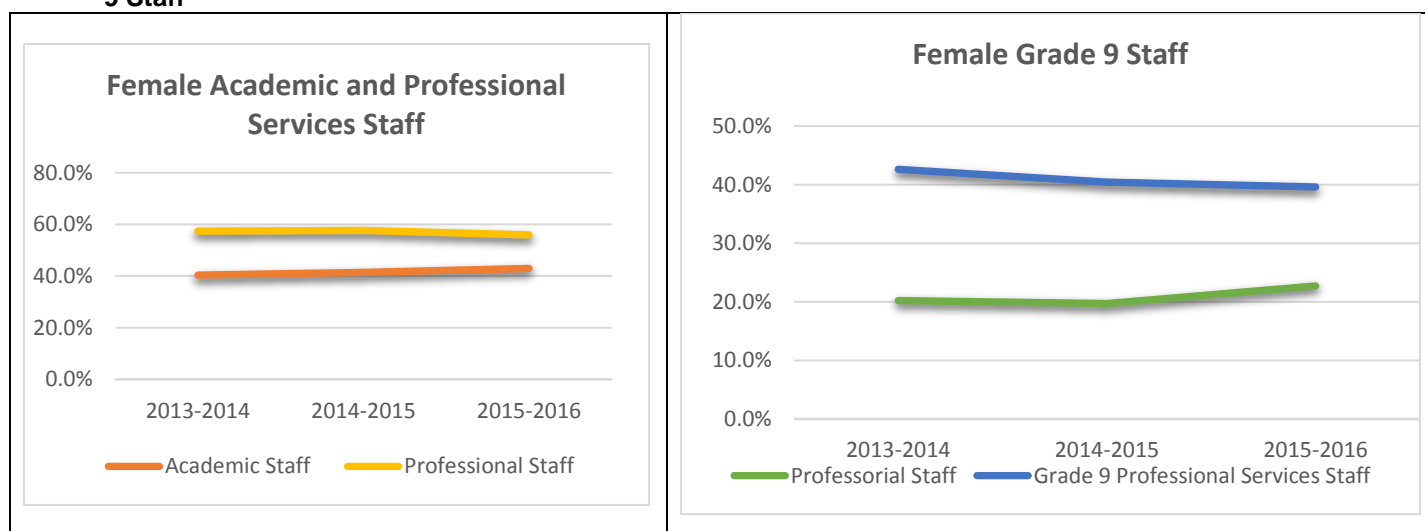
**Section 2. Work profile – Gender**

**Table 2: Staff breakdown by gender**

Gender	2013-14	2014-15	2015 - 16	2015-16
	%	%	%	No.
Percentage of female staff employed	50.4%	50.8%	50.4%	1116

The profile of the University’s workforce shows almost an equal split of male and female staff, with 50.4% female staff during 2015-16. This figure has remained constant at around 50% for the last 3 years. In comparison the national proportion of female staff at 46.2 % ( HESA) has remained constant around this figure over a 3 year period.

**Figure 3: Staff breakdown by female Academic and professional services staff and female Grade 9 Staff**



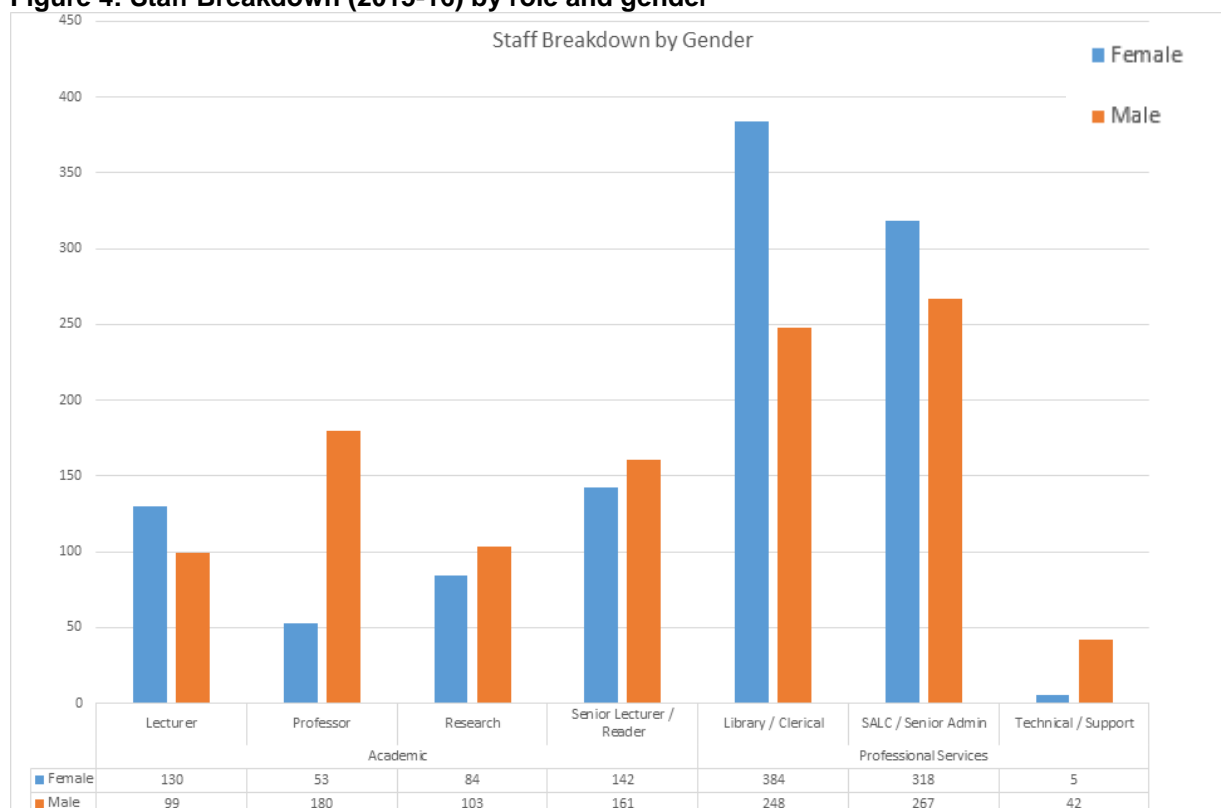
**Table 3: Academic and Professional Services staff by gender**

Staff Category	2013-2014		2014-2015		2015-2016	
	%		%		%	
	Female	Male	Female	Male	Female	Male
Professorial Staff	20.2	79.8	19.7	80.3	22.7	77.3
Grade 9 Professional Services Staff	42.6	57.4	40.4	59.6	39.6	60.4
Staff Category	2013-2014		2014-2015		2015-2016	
	%		%		%	
	Female	Male	Female	Male	Female	Male
Academic Staff	40.4	59.6	41.4	58.6	43.0	57.0
Professional Services Staff	57.4	42.6	57.7	42.3	55.9	44.1
<b>Total Staff Employed</b>	<b>50.4</b>	<b>49.6</b>	<b>50.8</b>	<b>49.2</b>	<b>50.4</b>	<b>49.6</b>

The majority of academic staff over the 3 year period of this report are men (57%) (National figure 55.4% – HESA). However, the proportion of female academic staff increased to 43.4% (409n) from 40.4% over this period. In contrast the majority of professional services staff over the 3 year period are women (55.9% during 2015-16). An increase was also seen in the proportion of male professional services staff which now stands at 44.1%, formerly 42.6% in 2013-14.

The proportion of female staff in professorial roles stood at 22.7% (53n) during 2015-16, showing a rise of 1.1% over the last three years, from 21.6% in 2013-14. The percentage of female Grade 9 senior professional services staff fell to 39.6% (19n) from 42.6% in 2013-14.

**Figure 4: Staff Breakdown (2015-16) by role and gender**



**Table 4: Staff Breakdown (2015-16) by role and gender**

Staff Breakdown by Gender	Female		Male	
	%	No.	%	No.
<b>Academic</b>	<b>43.0</b>	<b>409</b>	<b>57.0</b>	<b>543</b>
Lecturer	56.8	130	43.2	99
Professor	22.7	53	77.3	180
Research	44.9	84	55.1	103
Senior Lecturer / Reader	46.9	142	53.1	161
<b>Professional Services</b>	<b>55.9</b>	<b>707</b>	<b>44.1</b>	<b>557</b>
Library / Clerical	60.8	384	39.2	248
SALC / Senior Admin	54.4	318	45.6	267
Technical / Support	10.6	*	89.4	42
<b>Total</b>	<b>50.4</b>	<b>1116</b>	<b>49.6</b>	<b>1100</b>

\*Denotes number under 10

There are proportionately more male staff than female staff across all academic roles with the exception of lecturers with a female representation of 56.8% compared to male at 43.2%. The greatest disparity is amongst professorial staff with a female representation of 22.7% compared to male at 77.3%. There are proportionately more female than male staff in library/clerical (60.8%) and SALC/senior admin (54.4%). Female staff however are very much under-represented in Technical/Support roles.

**Table 5: Staff Returning from Maternity Leave**

Maternity Leave	2013-14	2014-15	2015-16
	%	%	%
Staff returning to City after Maternity Leave	90.8	93.2	83.7

The number of staff returning after maternity leave rose to 93% in 2014-15 but, fell during 2015-16 to 83.7% (41n).

### **Section 3 Work profile – Ethnicity**

**Table 6: BAME staff in the workforce**

Ethnic Origin	2013-14	2014-15	2015-16	2015-16
	%	%	%	No.
Overall BAME Staff	19.8	21.4	22.7	502

Over the period of this 3 year report, the proportion of BAME staff has risen from 19.8% in 2013-14 to 22.7% in 2015-16. (National figure 6.7% – HESA). London has a BAME population of 55% compared to 20% for England.

### **UK Nationals**

**Table 7: UK National by All Staff 2015-16**

UK Nationals (All staff)	%	No.
UK National	73.2	1622
Other Staff	26.8	594
<b>Total</b>	<b>100</b>	<b>2216</b>

UK Nationals made up 73.2% of City's staff profile with Non-UK Nationals making up 26.8% of staff.

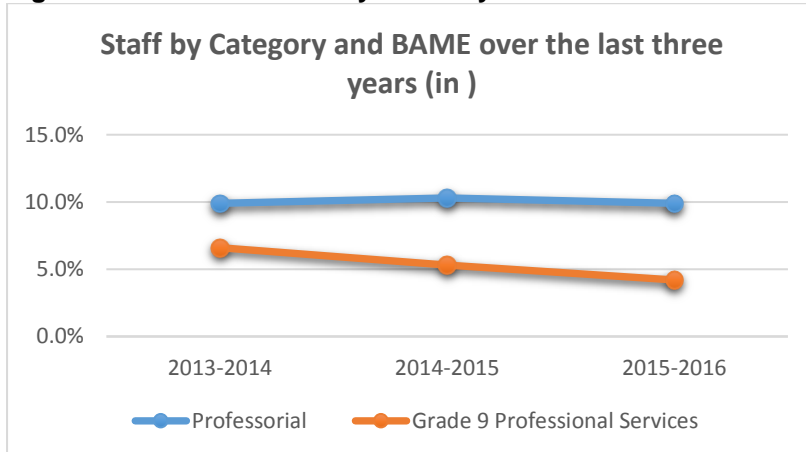
**Table 8: UK National by Ethnicity 2015-16**

Nationality 2014/15	BAME	Refused / Not known	White	BAME	White
	No.	No.	No.	%	%
UK National	372	27	1237	22.7	75.6
Non UK National	100	12	462	17.4	80.5
<b>Total</b>	<b>472</b>	<b>39</b>	<b>1699</b>	<b>21.4</b>	<b>76.9</b>

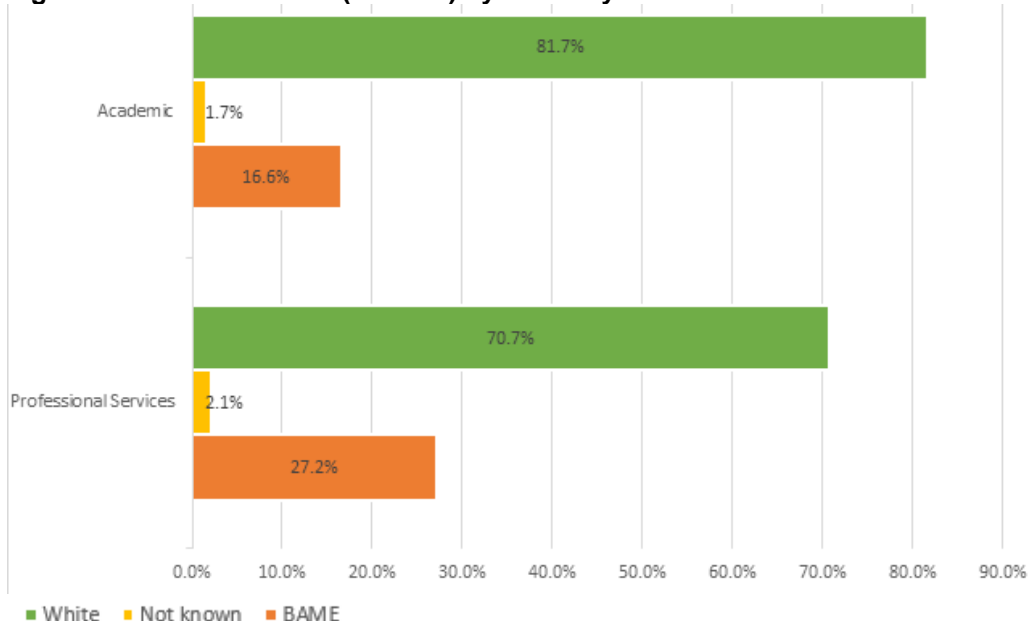
Nationality 2015/16	BAME	Refused / Not known	White	BAME	White
	No.	No.	No.	%	%
UK National	394	26	1202	24.3	74.1
Non UK National	108	16	470	18.2	79.1
<b>Total</b>	<b>502</b>	<b>42</b>	<b>1672</b>	<b>23.7</b>	<b>75.5</b>

There was a higher proportion of BAME staff amongst UK National staff (24.3%) (National figure 8.2% – HESA) during 2015-16. The proportion of BAME UK National staff increased by 2.4% from the previous year. In comparison the proportion of Non UK National staff increased by 0.8% over a two year period and now stands at 18.2%. (National figure 28.5% – HESA.)

**Figure 5: Staff breakdown by Ethnicity in Professorial and Professional Services senior roles**



**Figure 6: Staff breakdown (2015-16) by Ethnicity and Academic and Professional Services**

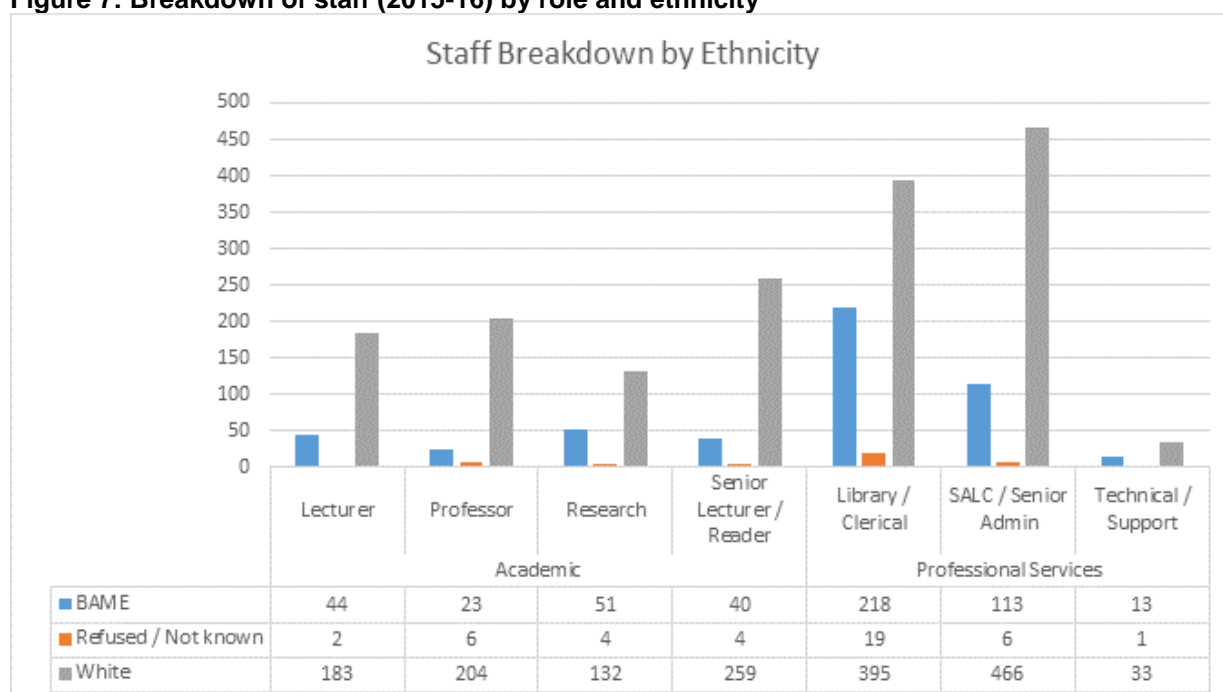


**Table 9: Breakdown of Staff by Category and Ethnicity – percentage of BAME staff**

	2013-2014	2014-2015	2015-2016
	%	%	%
Professorial Staff	9.9	10.3	9.9
Grade 9 Professional Services Staff	6.6	5.3	4.2
Academic Staff	13.2	14.6	16.6
Professional Services Staff (below grade 9)	24.4	26.3	27.3

The percentage of BAME academics shows a steady rise from 13.2% during 2013-14 to 16.6% during 2015-16. The percentage of BAME professional services staff also shows a rise from 24.4% during 2013-14 to 27.3% during 2015-16. However, the percentage of BAME professorial staff at around 10% (23n) has remained constant for the last three years. The proportion of BAME who are Grade 9 professional services has shown a drop of 1.3%, year on year, for the 3 year period of this report and is now at 4.2%.

**Figure 7: Breakdown of staff (2015-16) by role and ethnicity**



**Table 10: Breakdown of staff (2015-16) by role and ethnicity**

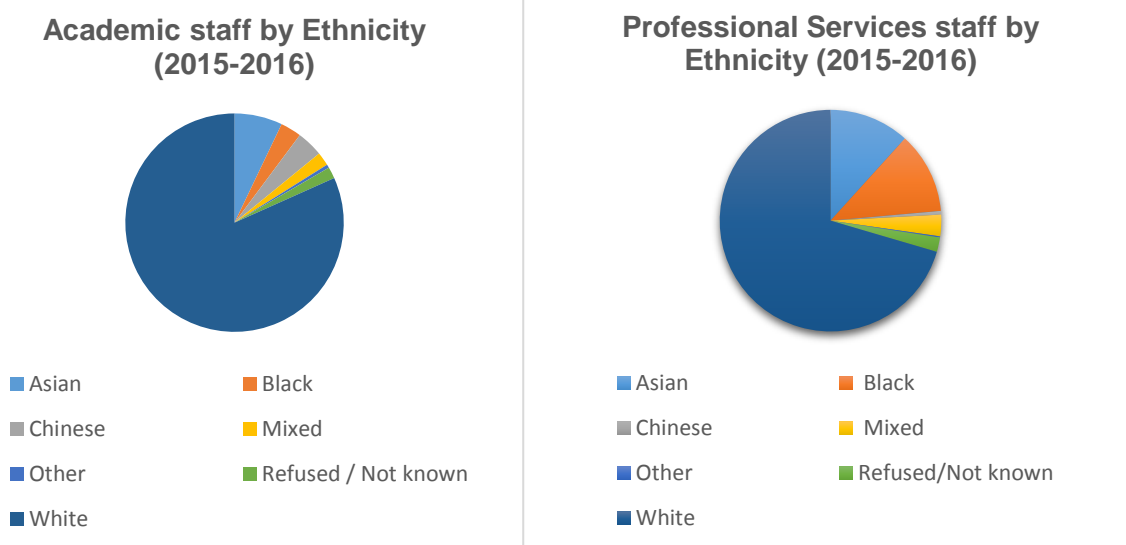
	BAME	Refused / Not known	White	% BAME	% White
	No.	No.	No.	%	%
<b>Academic</b>	<b>158</b>	<b>16</b>	<b>778</b>	<b>16.6</b>	<b>81.7</b>
Professor	23	*	204	9.9	87.6
Senior Lecturer / Reader	40	*	259	13.2	85.5
Lecturer	44	*	183	19.2	79.9
Research	51	*	132	27.3	70.6



	BAME	Refused / Not known	White	% BAME	% White
	No.	No.	No.	%	%
<b>Professional Services</b>	<b>344</b>	<b>26</b>	<b>894</b>	<b>27.2</b>	<b>70.7</b>
SALC / Senior Admin	113	*	466	19.3	79.7
Library / Clerical	218	19	395	34.5	62.5
Technical / Support	13	*	33	27.7	70.2
<b>Total</b>	<b>502</b>	<b>42</b>	<b>1672</b>	<b>22.7</b>	<b>75.5</b>

\*Denotes number under 10

**Figure 8: Academic and Professional Services staff by Ethnicity 2015-16**



**Table 11. Academic and Professional Services staff by Ethnicity 2015-16**

Academic		
Ethnicity	%	Number
Asian	7.1	68
Black	3.1	29
Chinese	3.9	37
Mixed	2.0	19
Other	0.5	*
Refused / Not known	1.7	16
White	81.7	778
<b>Total</b>	<b>100</b>	<b>952</b>
Professional Services		
Ethnicity	%	N0.
Asian	11.8	149
Black	11.6	147
Chinese	0.6	*
Mixed	3.1	39
Other	0.2	*
Refused / Not known	2.1	26
White	70.7	894
<b>Total</b>	<b>100</b>	<b>1264</b>

\* Denotes number under 10

An analysis of academic staff shows that staff categorised as Asian (7.1%, 68n) are the largest BAME group followed by Chinese academic staff at 3.9% (37n). Amongst professional services staff Asian and Black staff make up the highest proportion of BAME staff showing an almost equal representation at 11.8% (149n) and 11.6% (147n).

#### **Section 4. Work profile – Disability**

**Table12: Breakdown of staff by Disability**

	<b>2014-15</b>	<b>2015-16</b>	<b>2015-16</b>
	<b>%</b>	<b>%</b>	<b>No.</b>
<b>Total Percentage of Disabled staff employed</b>	3.8	4.4	97
Percentage of Disabled Professorial staff	5.6	6.4	15
Percentage of Disabled Grade 9 Senior Admin	3.5	4.2	*
<b>Breakdown by Category</b>	<b>2014-2015</b>	<b>2015 - 2016</b>	<b>2015 - 2016</b>
	<b>%</b>	<b>%</b>	<b>No.</b>
Percentage of Disabled academic staff	4.4	4.8	46
Percentage of Disabled professional services staff	3.4	4.0	51

\* Denotes number under 10

The proportion of staff disclosing a disability in the workforce increased from 3.8% last year to 4.4% (97n) during 2015-16 (National figure 4.2% – HESA). A higher proportion of staff disclosing a disability is seen at professorial level, 6.4% (15n) compared to the number in the workforce.

#### **Section 5. Work profile – Sexual Orientation**

**Table13: Breakdown of staff by Sexual Orientation**

<b>Staff by Sexual Orientation</b>	<b>2013-2014</b>	<b>2014-2015</b>	<b>2015-2016</b>
	<b>%</b>	<b>%</b>	<b>%</b>
Staff who are heterosexual	54.2	51.8	62.1
Staff whose sexual orientation is not known	28.1	32.9	20.1
Staff who prefer not to say	14.8	12.2	13.5
Staff who are gay	2.0	2.1	2.7
Staff who are lesbian	0.3	0.4	0.7
Staff who are bisexual	0.5	0.5	0.8
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

The percentage of staff disclosing as gay (2.7%, 59n) is considerably higher than those disclosing their sexuality as Lesbian (0.7%, 16n) and bisexual (0.8%, 18n). The percentage of staff whose sexuality is not known has dropped considerably to 20.1% in 2015-16 (down from 32.9% in 2014-15).

#### **Section 6. Work profile – Religion**

**Table 14: Breakdown of staff by Religion/Belief**

<b>Staff by Religion/Belief</b>	<b>2013-2014</b>	<b>2014-2015</b>	<b>2015-2016</b>	<b>2015-16</b>
	<b>%</b>	<b>%</b>	<b>%</b>	<b>No.</b>
Staff whose religion is not known	42.9	34.6	22.7	504
Staff who have stated no religion	25.4	28.2	30.4	674
Staff who are Christian	11.0	15.5	17.4	386
Staff who prefer not to say	13.9	13.3	20.3	450
Staff who are Muslim	2.5	3.3	3.8	85
Staff who are Hindu	1.6	2.0	2.3	50
Staff who are Jewish	1.1	1.2	1.2	26

Staff who are Sikh	0.4	0.6	0.5	10
Staff who state Other	0.7	0.5	0.9	20
Staff who are Buddhist	0.5	0.5	0.5	11
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>2216</b>

Staff who state that they have no religion (30.4% (6749n) form the highest proportion of staff in this characteristic; this is followed by staff who categorise themselves as Christian (17.4% (386n). The percentage of staff whose religion is not known has dropped considerably to 22.7%. However, this has been accompanied by a considerable increase in staff who 'prefer not to say' which was 13.3% during 2014-15 and now stands at 20.3% (450n).

## Section 7. Work profile – Age

Figure 9: Breakdown of staff (2015-16) by age

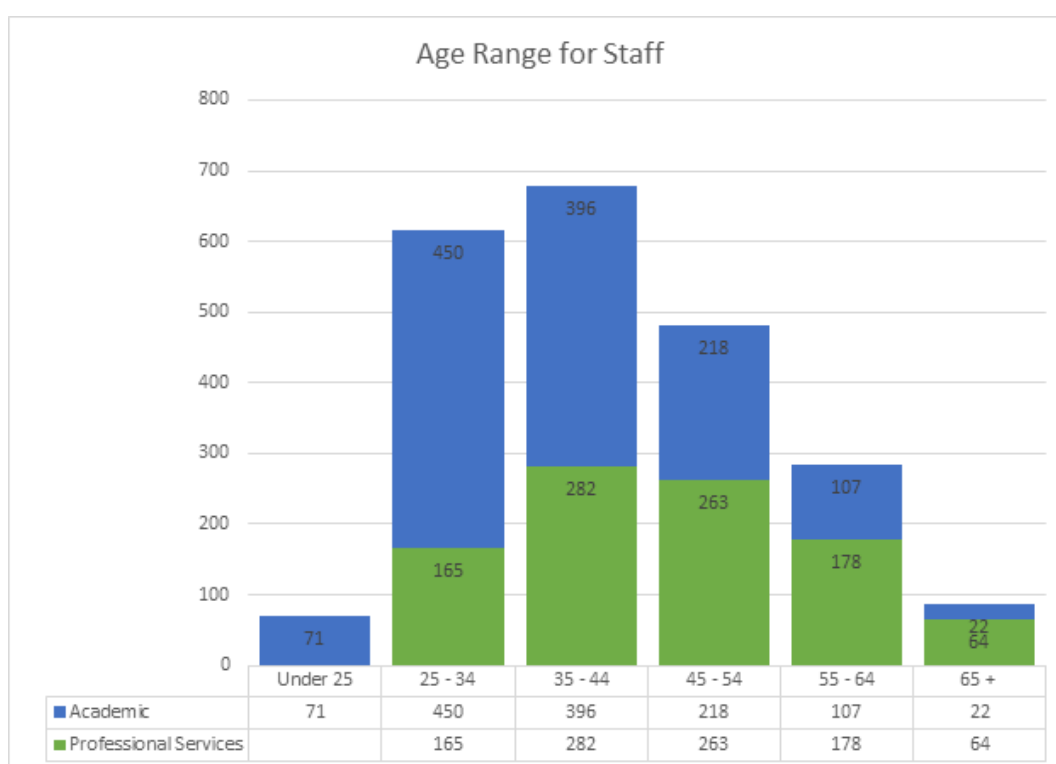


Table 15: Breakdown of Staff by Age

Staff by Age	2013-2014	2014-2015	2015-2016
	%	%	%
Under 25	2.6	2.9	3.2
25 - 34	29.8	29.8	27.8
35 - 44	29.8	29.5	30.6
45 - 54	21.4	21.4	21.7
55 - 64	13.0	12.9	12.9
65 +	3.5	3.5	3.9
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

**Table 16: Breakdown of staff (2015-16) by Age in Academic and Professional Services**

Age breakdown	Academic	Academic	Professional	Professional
	No.	%	No.	%
Under 25	*	0	71	5.6
25 - 34	165	17.3	450	35.6
35 - 44	282	29.6	396	31.3
45 - 54	263	27.6	218	17.2
55 - 64	178	18.7	107	8.5
65 +	64	6.7	22	1.7
<b>Total</b>	<b>952</b>	<b>100</b>	<b>1264</b>	<b>100</b>

City's workforce comprises mainly of staff aged 25 -54. The lowest proportion of age groups of City's workforce are staff under the age of 25 years (3.5%) and those over 65 years (3.9%). The age profile of staff at City has remained fairly constant over the 3 years of analysis except for the under 25 years' category which has seen an increase from 2.6% in 2013-14 to 3.2% (71n) during 2015-16. This age groups remains considerably under-represented amongst academic staff with no staff in this category under the age of 25.

**Table 17: Breakdown of Academic and Professional Services staff (2015-16) by age range and ethnicity**

Breakdown of staff by Age Range, Role & Ethnicity 2015-16	BAME	Refused / Not known	White	BAME	White
	No.	No.	No.	%	%
<b>Academic</b>	<b>158</b>	<b>16</b>	<b>778</b>	<b>16.6</b>	<b>81.7</b>
25 - 34	40	*	124	24.2	75.2
35 - 44	61	*	216	21.6	76.6
45 - 54	33	*	226	12.5	85.9
55 - 64	21	*	152	11.8	85.4
65 +	*	*	60	4.7	93.8
<b>Professional Services</b>	<b>344</b>	<b>26</b>	<b>894</b>	<b>27.2</b>	<b>70.7</b>
Under 25	43	*	25	60.6	35.2
25 - 34	129	15	306	28.7	68.0
35 - 44	94	*	297	23.7	75.0
45 - 54	58	*	159	26.6	72.9
55 - 64	18	*	89	16.8	83.2
65 +	*	*	18	9.1	81.8
<b>Total</b>	<b>502</b>	<b>42</b>	<b>1672</b>	<b>22.7</b>	<b>75.5</b>

\* Denotes number under 10

The profile of BAME Academic staff shows that the majority of staff are in the age range 25-44 years. There is considerable under-representation of BAME staff in the 45-54 age range category (12.5 % compared to 21.7% BAME staff in City's workforce).

## Section 8: Part-time work

### Part-time by Gender

Figure 10: Breakdown of Part-time female staff (2015-16) in Academic and Professional Services

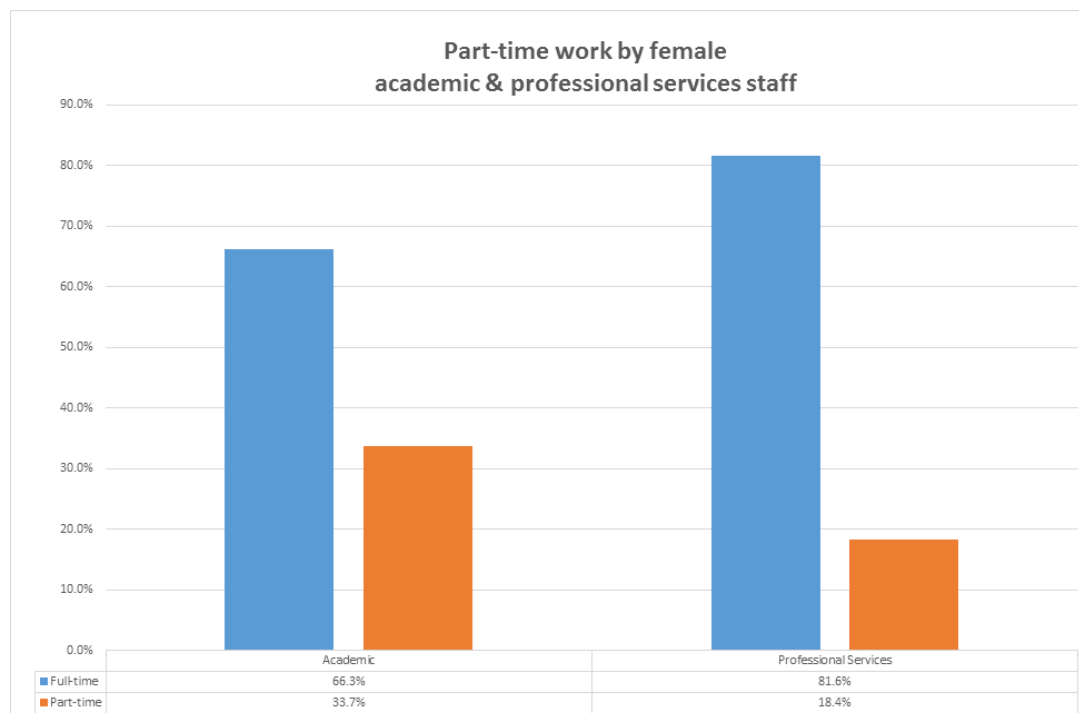


Table 18: Breakdown of Part-time staff (2015-16) by Gender in Academic and Professional Services

Academic staff by Gender & Full-time/Part-time	Female		Male	
	%	Number	%	Number
Full-time	66.3	271	82.1	446
Part-time	33.7	138	17.9	97
Professional Services by gender & Full-time/Part-time	Female		Male	
	%	Number	%	Number
Full-time	81.6	577	93.1	1096
Part-time	18.4	130	6.8	168

There are 33.7% (138n) of female academic staff who work part-time, in contrast to 17.9% of male academic staff work part-time. In comparison 18.4% of female staff in professional services work part-time, while considerably fewer, only 6.8%, of male professional services staff work part-time.

### Part-time by Ethnicity

Table 19: Breakdown of Part-time staff (2015-16) by ethnicity in Academic and Professional Services

Academic staff by Gender & Full-time / Part-time	Ethnicity		Refused / Not known		White	
	%	No.	%	No.	%	No.
Full-time	77.2	122	68.8	11	75.1	584
Part-time	22.8	36	31.3	*	24.9	194
Professional Services by Gender & Full-time / Part-time	BAME		Refused / Not known		White	
	%	No.	%	No.	%	No.
Full-time	86.3	297	84.6	22	86.9	777
Part-time	13.7	47	15.4	*	13.1	117

\* Denotes number under 10

Proportionately fewer (22.8%) BAME academic staff work part-time compared to white academic staff (24.9%). A similar proportion of BAME professional services staff work part-time compared to white professional staff, circa 13%.

### Part-time by Disability

**Table 20: Breakdown of Part-time staff (2015-16) by disability in Academic and Professional Services**

Academic Staff by Gender & Full-time/Part-time	Disability		Refused / Not known		Non-Disabled	
	%	No.	%	No.	%	No.
Full-time	78.3	36	62.5	*	75.3	676
Part-time	21.8	10	37.5	*	24.7	222
Professional Services by Gender & Full-Time/Part-Time	Disability		Refused / Not known		Non-Disabled	
	%	No.	%	No.	%	No.
Full-Time	92.2	47	85.7	*	86.5	1043
Part-Time	7.8	*	14.3	*	13.5	163

\* Denotes number under 10

Fewer academic disabled staff (21.8%) work part-time compared to academic non-disabled staff (24.7%). The proportion of disabled professional services staff who work part-time (7.8%) is less than non-disabled staff (13.5%).

## Section 9: Promotion

**NB:** Promotion in this circumstances relates to Academic and Professional Services staff progression from one grade to another (unless it is automatic). This does not relate to the formal academic promotion process which has not yet been completed for the 2015/16 year. There is also no formal process for promotions for Professional Services staff.

### Promotion by Gender

**Table 21: Female staff promotions**

	2013-14	2014-15	2015-16	2015-16
	%	%	%	No.
Percentage of female staff being promoted (from number of promotions awarded)	48.7	61.5	59.3	67

The promotions data over the past 2 years has shown that, overall, women have continued to be more successful in the promotion process than men; achieving 61.5% (2014-15) and 59.3% (2015-16) of promotions. These rates are higher than the proportion of women in City's workforce (50.4%).

### Promotion by Ethnicity

**Table 22: BAME staff promotions**

Percentage of BAME staff promotions (from number of promotions awarded)*	2013-14	2014-15	2015 - 16	2015 - 16
	%	%	%	No.
	15.8	24.4	28.3	32

In 2015-16 a higher proportion of BAME staff (28.3%, 32n) were promoted in comparison to the proportion of BAME staff in City's workforce (22.7%). There has been a year on year increase in the proportion of BAME staff promoted over the period of this 3 years trend analysis (rising from 15.8% to 28.3%).

## Promotion by Disability

Table 23: Disabled staff promotions

Percentage of Disabled staff promoted (from number of promotions awarded)*	2013-14	2014-15	2015 - 16	2015 - 16
	%	%	%	No.
	4.6	3.0	2.7	*

The proportion of disabled staff who were promoted has fallen gradually since 2013-14; from 4.6% to 2.7% during 2015-16. However, the numbers being analysed are low.

## Section 10: Fixed-Term Contracts

### Fixed-term Contracts by Gender

Table 24: Contract type of Academic and Professional staff (2015-16) by Gender

	Female			Male		
	Fixed term	Permanent	Females on Fixed-term	Fixed term	Permanent	Males on Fixed-term
	No.	No.	%	No.	No.	%
<b>Academic</b>	<b>35</b>	<b>374</b>	<b>8.6</b>	<b>47</b>	<b>496</b>	<b>8.7</b>
Lecturer	12	118	9.2	*	94	5.1
Professor	*	48	9.4	15	165	8.3
Research	17	67	20.2	21	82	20.4
Senior Lecturer/Reader	*	141	0.7	*	155	3.7
<b>Professional Services</b>	<b>49</b>	<b>658</b>	<b>7</b>	<b>50</b>	<b>507</b>	<b>9.0</b>
Library / Clerical	29	355	7.6	30	218	12.1
SALC / Senior Admin	19	299	6.0	20	247	7.5
Technical / Support	*	*	20.0		42	0.0
<b>Total</b>	<b>84</b>	<b>1032</b>	<b>7.5</b>	<b>97</b>	<b>1003</b>	<b>8.8</b>

\* Denotes number under 10

The proportion of academic women (8.6%) on fixed term contract is comparable to the proportion of male academic staff (8.7%). Amongst academic roles the differential between women at 9.2% (12n) and men at 5.1% (5n) is greatest with lecturers showing a higher proportion of women on fixed term contracts.

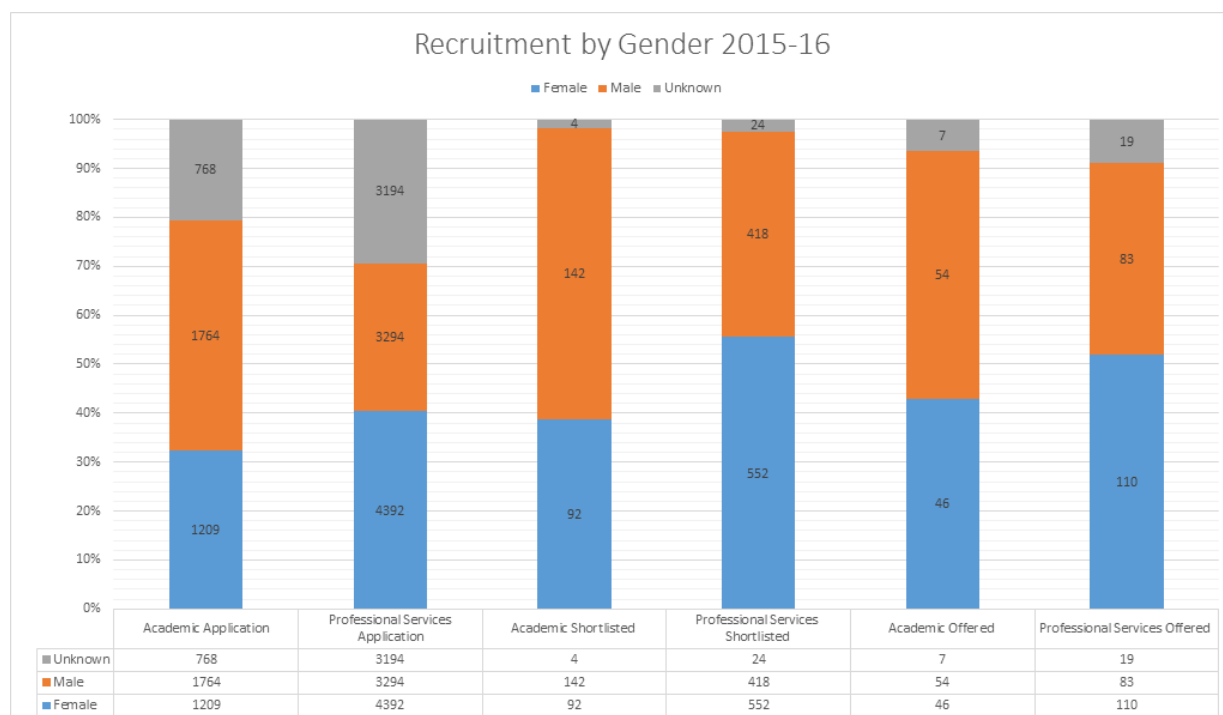
There is a differential of 1.3% between female professional services staff (7.5%) and Male staff (8.8%) on fixed term contracts.

## Section 11: Recruitment

Table 25: Recruitment by Gender

	2013-14	2014-15	2015-16
Percentage of female staff at each stage of recruitment	%	%	%
Female job applicants	37.3	36.8	38.3
Female candidates shortlisted	39.8	37.6	52.3
Female appointments (from total offers)	39.7	36.1	48.9

**Figure 11: Stages of Recruitment (2015-16) by Gender in Academic and Professional Services**



**Table 26: Recruitment of staff (2015-16) by Gender**

Stage	Female	Male	Unknown	Female	Male
	No.	No.	No.	%	%
<b>Application</b>	<b>5601</b>	<b>5058</b>	<b>3962</b>	<b>38.3</b>	<b>34.6</b>
<b>Academic</b>	<b>1209</b>	<b>1764</b>	<b>768</b>	<b>32.3</b>	<b>47.2</b>
Research Staff	528	613	337	35.7	41.5
Academic	680	1139	415	30.4	51.0
Professorial	*	12	16	3.4	41.4
<b>Professional Services</b>	<b>4392</b>	<b>3294</b>	<b>3194</b>	<b>40.4</b>	<b>30.3</b>
Support	21	307	278	3.5	50.7
Technical	*	71	42	2.6	61.2
Clerical	3493	2282	2347	43.0	28.1
Other Related staff	0	*	*	0.0	55.6
SALC	875	629	523	43.2	31.0
<b>Shortlisting</b>	<b>644</b>	<b>560</b>	<b>28</b>	<b>52.3</b>	<b>45.5</b>
<b>Academic</b>	<b>92</b>	<b>142</b>	<b>*</b>	<b>38.7</b>	<b>45.5</b>
Research Staff	59	92	*	38.3	59.7
Academic	33	49	*	39.8	59.0
Professorial	0	*	0	0.0	100.0
<b>Professional Services</b>	<b>552</b>	<b>418</b>	<b>24</b>	<b>55.5</b>	<b>42.1</b>
Support	*	23	0	14.8	85.2
Technical	*	23	*	3.3	76.7
Clerical	388	266	15	58.0	39.8
Other Related staff	0	*	0	0.0	39.3
SALC	159	105	*	59.6	42.9
<b>Appointments</b>	<b>156</b>	<b>137</b>	<b>26</b>	<b>48.9</b>	<b>42.9</b>
<b>Academic</b>	<b>46</b>	<b>54</b>	<b>*</b>	<b>43.0</b>	<b>50.5</b>
Research Staff	20	25	*	43.5	54.3
Academic	25	28	*	43.1	48.3
Professorial	*	*	*	33.3	33.3



<b>Professional Services</b>	<b>110</b>	<b>83</b>	<b>19</b>	<b>51.9</b>	<b>39.2</b>
Support	*	*	*	9.1	63.6
Technical		*	0	0.0	100.0
Clerical	78	41	10	60.5	31.8
Other Related staff		*	0	0.0	100.0
SALC	31	27	*	48.4	42.2
<b>Total</b>	<b>6401</b>	<b>5755</b>	<b>4016</b>	<b>39.6</b>	<b>35.6</b>

\* Denotes number under 10

Note: Recruitment Data relating to Professors is not fully captured on HR information system as alternative recruitment channels are often used for these appointment.

Overall the percentage of female applicants in 2015-16 has seen a slight increase from the previous year and now stands at 38.3%. The highest rates of applications from women are for Clerical (43%) and SALC roles (43.2%). The smallest proportion of applications by female staff is for Professorial roles (3.4%).

The proportion of female staff being shortlisted has seen a marked increase from 37.6% last year to 52.3% for 2015-16. However, female academic staff are less likely to be shortlisted making up circa 38% of shortlisted applicants. Clerical and SALC female staff are the most successful at this stage of recruitment with 58% and 59.6% respectively, being shortlisted.

The improvement seen in the proportion of female staff shortlisted is also reflected in the number of overall female appointments which rose from 39.7% in 2014-15 (48.9%).

### Recruitment by Ethnicity

**Table 27: Stages of Recruitment by Ethnicity**

<b>Percentage of BAME staff representative at each stage of recruitment</b>	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2015-16</b>
	%	%	%	No.
BAME job applicants	40.8	40.4	34.2	5000
BAME candidates shortlisted	30.5	37.5	39.0	466
BAME appointments (from total offers)	23.6	29.8	26.6	85

**Figure 12: Stages of Recruitment (2015-16) by Ethnicity in Academic and Professional Services**



**Table 28: Recruitment by Ethnicity (2015-16)**

Stage	BAME	Refused / Unknown	White	BAME of Total
	No.	No.	No.	%
<b>Applications</b>	<b>5000</b>	<b>3968</b>	<b>5653</b>	<b>34.2</b>
<b>All Academics</b>	<b>1134</b>	<b>835</b>	<b>1772</b>	<b>30.3</b>
Academic	636	447	1151	28.5
Professorial	*	15	*	20.7
Research Staff	492	373	613	33.3
<b>Professional Services</b>	<b>3866</b>	<b>3133</b>	<b>3881</b>	<b>35.5</b>
Clerical	3029	2264	2829	37.3
Other Related	0	*	*	0.0
SALC	573	544	910	28.3
Support	241	279	86	39.8
Technical	23	42	51	19.8
<b>Interviewed</b>	<b>466</b>	<b>36</b>	<b>730</b>	<b>37.8</b>
<b>All Academics</b>	<b>76</b>	<b>10</b>	<b>152</b>	<b>31.9</b>
Academic	21	*	61	25.3
Professorial	0	0	*	0.0
Research Staff	55	*	90	35.7
<b>Professional Services</b>	<b>390</b>	<b>26</b>	<b>578</b>	<b>39.2</b>
Clerical	295	10	364	44.1
Other Related	0	0	*	0.0
SALC	75	10	182	28.1
Support	14	0	13	51.9
Technical	*	*	18	20.0
<b>Appointed</b>	<b>85</b>	<b>16</b>	<b>218</b>	<b>26.6</b>
<b>All Academic</b>	<b>26</b>	<b>*</b>	<b>77</b>	<b>24.3</b>
Academic	12		46	20.7
Professorial			*	0.0
Research	14	*	28	30.4

<b>Professional Services</b>	<b>59</b>	<b>12</b>	<b>141</b>	<b>27.8</b>
Clerical	42	*	82	32.6
Other Related			*	0.0
SALC	12	*	48	18.8
Support	*		*	37.5
Technical	*	*	*	20.0

\* Denotes number under 10

There has been a considerable decrease in the percentage of BAME applicants from 40.8% in 2013-14 rising to 34.2% in 2015-16. The proportion of BAME candidates shortlisted has seen an increase of 8.5% in the 3 year period of this analysis. In contrast the number of BAME staff appointed has fallen to 26% of shortlisted candidates and is disproportionate to the proportion of BAME applicants (34.2%) during 2015-16.

### Recruitment by Disability

**Table 29: Recruitment by Disability**

Summary of Recruitment of people declaring a disability over 3 years	2013-14	2014-15	2015-16	2015-16
	%	%	%	No.
Percentage of job applicants declaring with a disability	3.6%	4.6%	3.9%	566
Percentage of shortlisted candidates declaring with a disability	3.1%	8.5%	9.3%	114
Percentage of appointments of staff declaring with a disability (from total number offered)	2.5%	3.5%	3.1%	10

Whilst disabled candidates do proportionally well at the shortlisting stage (9.3%, 114n), this is not reflected in the appointment rates from the total shortlisted (3.1%, 10n).

**Table 30: Recruitment by staff (2015-16) who have declared a Disability 2015-16**

Stage	Disabled	Not Disabled	Disabled
	No.	No.	%
<b>Application</b>	<b>566</b>	<b>14055</b>	<b>3.9</b>
Academic	113	3628	3.0
Professional Services	453	10427	4.2
<b>Shortlisted</b>	<b>114</b>	<b>1118</b>	<b>9.3</b>
Academic	*	233	<b>2.1</b>
Professional Services	109	885	<b>11.0</b>
<b>Appointed</b>	<b>10</b>	<b>309</b>	<b>3.1</b>
Academic	*	106	<b>0.9</b>
Professional Services	*	203	<b>4.2</b>

\* Denotes number under 10

There is a disparity in the proportion of academic applicants disclosing a disability that are appointed 0.9% compared to academic disabled applicants (3%). Whilst professional services applicants disclosing a disability do well at the shortlisting stage (11%), there is a disparity in the proportion appointed (4.2%).

## Section 11: Representation on Decision Making/ Executive Committees

### Representation by Gender

**Table 31: Representation on Executive Team/Committee by Gender**

	2013-14		2014-15		2015-16	
	Female	Male	Female	Male	Female	Male
	%	%	%	%	%	%
Members on the Executive Team	14.3	85.7	14.3	85.7	16.7	83.3
Members on the Executive Committee	11.8	88.2	11.8	88.2	23.5	76.5

The number of female staff on the executive team remained constant for a number of years of circa 14%. In 2015-16 there was a marked increase in the representation of female members of ExCo, increasing from 11.8% (where it remained for 2 years) to 23.5% (4n).

### Representation by BAME

There has been no BAME staff on the executive team or committee during the reporting period.

## Section 12: Turnover Rate

**Table 32: Rate of staff turnover (2015-16) by Academic and Professional Services**

Leavers over base population of role	%	No.
<b>Turnover rate (University)</b>	<b>14.4</b>	<b>319</b>
<b>Academic</b>	<b>10.5</b>	<b>100</b>
Lecturer	10.9	25
Professor	5.6	13
Research	27.3	51
Senior Lecturer / Reader	3.6	11
<b>Professional Services</b>	<b>17.3</b>	<b>219</b>
SALC / Senior Admin	13.3	78
Library / Clerical	20.9	132
Technical / Support	19.1	*

The overall turnover rate for Academic staff at the University during 2015-16 is 10.5%. Research staff as would be expected, given the nature of funding for these roles, had the highest turnover rate, 27.3% (51n). Senior lecturers/readers had the lowest turnover rate, 3.6% (11n).

### Turnover rate by Gender

**Table 33: Rate of staff turnover (2015-16) by Gender**

Turnover by Gender	Female	Turnover Female Population	Male	Turnover Male Population
	No.	%	No.	%
<b>Academic</b>	<b>45</b>	<b>11.0</b>	<b>55</b>	<b>10.1</b>
Lecturer	15	11.5	10	10.1
Professors	*	5.7	10	5.6
Researcher	22	26.2	29	28.2
Senior Lecturer / Reader	*	3.5	*	3.7
<b>Professional Services</b>	<b>142</b>	<b>20.1</b>	<b>77</b>	<b>13.8</b>
SALC / Senior Admin	53	13.8	25	10.1
Clerical / Library	88	27.7	44	16.5
Support / Technical	*	20.0	*	19.0
<b>Total</b>	<b>187</b>	<b>16.8</b>	<b>132</b>	<b>12.0</b>

\* Denotes number under 5

The turnover rate for female academic staff at 11% is slightly higher than that of male staff (10.1%). The turnover rates for academic women and men are similar across all role groups. A difference is seen in relation to research staff with female turnover at 26.2% compared to 28.2% for men.

Female professional services staff have a considerably higher turnover rate (20.1%) than male staff (13.8%). The biggest difference is seen in the Clerical/Library category with a female turnover rate of 27.7% in comparison to a male turnover rate of 16.5%.

### Turnover rate by Ethnicity

**Table 34: Rate of staff turnover (2015-16) by Ethnicity**

Turnover	BAME		Refused / Not known		White	
	No.	%	No.	%	No.	%
<b>Academic</b>	<b>19</b>	<b>12.0</b>		<b>0.0</b>	<b>81</b>	<b>10.4</b>
Lecturer	*	<b>9.1</b>		0.0	21	11.5
Professors		0.0		0.0	13	6.4
Researcher	14	27.5		0.0	37	28.0
Senior Lecturer / Reader	*	2.5		0.0	10	3.9
<b>Professional Services</b>	<b>59</b>	<b>17.2</b>	*	<b>19.2</b>	<b>155</b>	<b>17.3</b>
SALC / Senior Admin	10	<b>8.8</b>		0.0	68	14.6
Clerical / Library	48	22.0	*	26.3	79	20.0
Support / Technical	*	7.7		0.0	*	24.2
<b>Total</b>	<b>78</b>	<b>15.5</b>	*	<b>11.9</b>	<b>236</b>	<b>14.1</b>

\* Denotes number under 10

The turnover rate for BAME academic staff at 12% during 2025-16 is higher than the turnover rate of white academic staff at 10.4%. In professional services, BAME staff have a similar turnover rate to white staff (17.2% and 17.3% respectively). SALC/Senior Admin BAME staff turnover rate (at 8.8%) is considerably lower than their white counterparts (14.6%). The numbers for technical and support staff are too low to make any meaningful analysis.

### Turnover rate by Disability

**Table 35: Rate of staff turnover (2015-16) by staff declaring a Disability**

Disability Turnover	Disability		No Disability		Refused	
	No.	%	No.	%	No.	%
Academic	*	8.7	96	10.7		0.0
Professional Services	*	17.6	207	17.2	*	42.9
<b>Total</b>	<b>13</b>	<b>13.4</b>	<b>303</b>	<b>14.4</b>	<b>*</b>	<b>20.0</b>

\* Denotes number under 10

Disabled academic staff have a slightly lower turnover rate (8.7%) than non-disabled staff (10.7%). There is minor margin in the turnover rate of professional services staff as relates to staff who do and do not declare a disability (17.6% and 17.2% respectively).

## Section 13: Leavers

**Table 36: Reasons for staff (2015-16) leaving City employment**

Reason for leaving	No.	%.
End of contract	70	21.9
Other	*	2.5
Redundancy	22	6.9
Resignation	203	63.6
Retirement	16	5.0
<b>Total</b>	<b>319</b>	<b>100</b>

\* Denotes number under 10

The most frequent reason for leaving is resignation.

### Leavers by Gender

**Table 37: Staff who have left employment (2015-16) by Gender and Role**

Leavers by Gender	Female		Male	
	Number	%	Number	%
<b>Academic</b>	<b>45</b>	<b>45.0</b>	<b>55</b>	<b>55.0</b>
Lecturer	15	60.0	10	40.0
Professors	*	23.1	10	76.9
Researcher	22	43.1	29	56.9
Senior Lecturer / Reader	*	45.5	*	54.5
<b>Professional Services</b>	<b>142</b>	<b>64.8</b>	<b>77</b>	<b>35.2</b>
Clerical / Library	88	66.7	44	33.3
SALC / Senior Admin	53	67.9	25	32.1
Support / Technical	*	11.1	*	88.9
<b>Total</b>	<b>187</b>	<b>58.6</b>	<b>132</b>	<b>41.4</b>

\* Denotes number under 10

Across all academic roles, the proportion of female academic leavers, in comparison to male, is proportionate to their representation in City's workforce for each category. However, male professional services staff (35.2%) are proportionately less likely to leave City than represented in City's workforce (44.1%). The greatest disparity between the proportion of female and male leavers compared to their representation in City's workforce is seen amongst SALC/Senior Admin (67.9% female leavers) and library/clerical staff (66.7% female leavers).

**Table 38: Reasons for Leaving Employment (2015-16) by Gender**

Reasons for Leaving by Gender	Female		Male	
	%	No.	%	No.
End of contract	18.2	34	27.3	36
Other	2.1	*	3.0	*
Redundancy	8.0	15	5.3	*
Resignation	67.4	126	58.3	77
Retirement	4.3	*	6.1	*
<b>Total</b>	<b>100</b>	<b>187</b>	<b>100</b>	<b>132</b>

Overall proportionately more women (67%) left as a result of resignation than men (58.3%). Men (27.3%) are considerably more likely to leave as a result of their contract coming to an end than women (18.2%).

## Leavers by Ethnicity

**Table 39: Staff who have left employment (2015-16) Role and Ethnicity**

Leavers by Role & Ethnicity	BAME	Refused / Not known	White	BAME	White
	No.	No.	No.	%	%
<b>Academic</b>	<b>19</b>	<b>0</b>	<b>81</b>	<b>19.0</b>	<b>81.0</b>
Lecturer	*	0	21	16.0	84.0
Professors	0	0	13	0.0	100
Researcher	14	0	37	27.5	72.5
Senior Lecturer / Reader	*	0	10	9.1	90.9
<b>Professional Services</b>	<b>59</b>	<b>*</b>	<b>155</b>	<b>26.9</b>	<b>70.8</b>
Clerical / Library	48	*	79	36.4	59.8
SALC / Senior Admin	10		68	12.8	87.2
Support / Technical	*		*	11.1	88.9
<b>Total</b>	<b>78</b>	<b>*</b>	<b>236</b>	<b>24.5</b>	<b>74.0</b>

\* Denotes number under 10

The majority of BAME staff who leave the University are in researcher (27.5%) and clerical/library roles (36.4%). This proportion closely represents the proportion of BAME staff in this category in the workforce (ie. 27.3% Researcher BAME staff and 34.5% clerical /library staff). As previously mentioned research roles are often tied to fixed-term funding hence, the turnover would be expected to be higher than other academic roles.

The proportion of BAME professional services staff who leave the University, is close to the proportion in City's workforce, 27.3%.

**Table 40: Reasons for Leaving Employment (2015-16) by Ethnicity**

Reasons for Leaving by BAME Staff:	BAME		White	
	100	78	100	236
	%	No.	%	No.
End of contract	25.6	20	21.1	50
Other	2.6	*	2.5	*
Redundancy	5.1	*	7.6	18
Resignation	66.7	52	61.7	146
Retirement	0.0		6.8	16

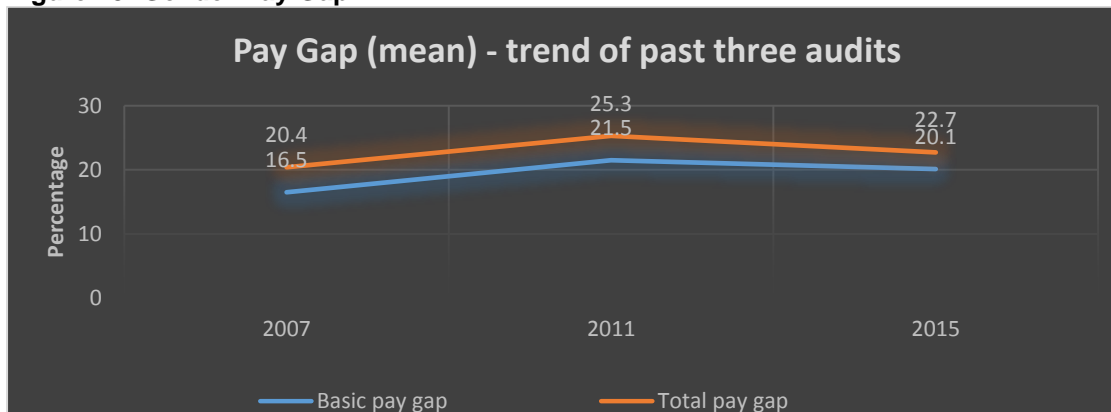
\* Denotes number under 10

During 2015-16 the most likely reason for BAME staff leaving the University is due to resignation 66.7%. This proportion is higher than the figure for resignation by white staff leaving the University (61.7%). The second highest reason for leaving is contract coming to an end which stands at 25.6% for BAME staff and 21.1% for white leavers. 5.1% of BAME staff and 7.6% of White staff left due to redundancy.

## Section 14: Pay Gap

The pay gap data is based on a snapshot of salaries taken at 31<sup>st</sup> July 2015 from the HR/Payroll database.

**Figure 13: Gender Pay Gap**



The Equal Pay Audit conducted in 2015 revealed a decrease of the gender basic pay gap (mean) from 21.5% in 2011 to 20.1% in 2015. This was higher than the sector average of 18.9% and London average of 15.5% (ECU).

The data was refreshed with 2016 data which showed that the gender total pay gap decreased from 25.3% (2011) to 19.6% (2016). The same data also revealed a decrease of the gender basic pay gap (mean) from 21.5% in 2011 to 16.8% in 2016.

### Ethnicity

The overall pay gap between white and BME employee decreased from 27.1 (2011) to 20.9 (2015).

### Disability

The pay gap decreased from 2.6% in 2011 to 9.4% in 2015, in favour of employees with a disability.

### Age

There was a higher proportion of female employees (19.4%) aged 30 or under compared with male employees (13.1%) and a higher proportion of male employees (18.5%) aged 56 or over than female employees (9.7%). The Audit found that the salary of male and female employees was very similar until age 36. The pay gap increasingly widened with age from age 36 to nearly 30% at age 61 and over.



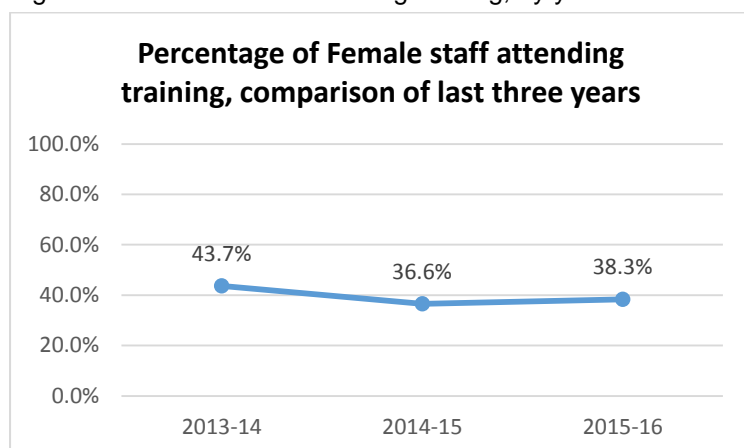
## Part 2 - Equality & Diversity Statistics for Learning & Development 2015/16

### Section 1. Workshops

#### 1.1 Gender

The proportion of female staff attending training (out of female staff employed) fluctuated minimally during the last three years. It slightly increased from 36.6% (411n) in 2014-15 to 38.3% (427n) in 2015-16, but is still 5.4% lower than in 2013-14 when female staff attending training was 43.7% (484n).

Figure 1.1. Female staff attending training, by year



Looking at the staff categories reveals that the proportion of female staff attending workshops decreased amongst the academic staff but increased amongst the professional staff. Most notably, the proportion of female academic staff attending training (excluding Professorial) has fallen by 11% between 2014-15 and 2015-16.

Table 1.1. Female staff attending training, by category and year

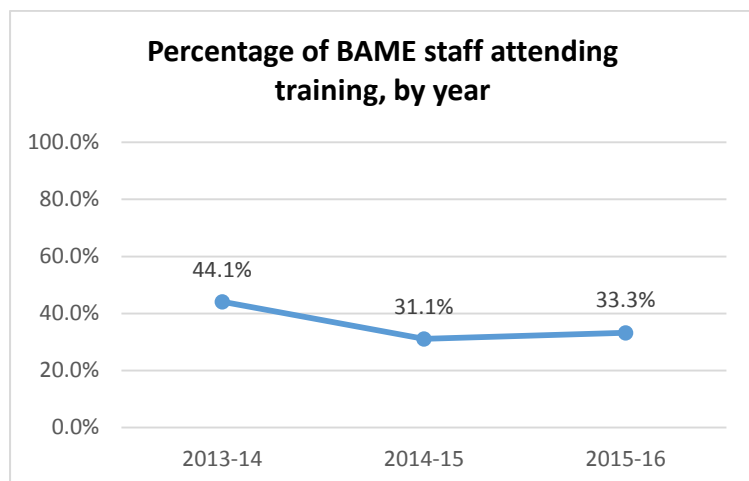
Female staff attending training by category and year	2013-14		2014-15		2015-16	
	%	No.	%	No.	%	No.
Professorial attending training	26.5	13	15.2	*	11.3	*
Grade 9/SSAD Professional Services Staff attending training	34.6	*	30.4	*	31.6	*
Academic Staff attending training (excluding Professorial)	26.7	85	23.2	79	12.1	43
Professional Services Staff attending training (excluding Grade 9/SSAD)	53.9	385	48.7	348	52.6	372
<b>Total female staff attending training</b>	<b>43.7</b>	<b>484</b>	<b>36.6</b>	<b>411</b>	<b>38.3</b>	<b>427</b>

\* Denotes number under 10

#### 1.2 Ethnic origin

The percentage of BAME (Black, Asian and Minority Ethnic) staff attending training workshops has slightly increased from 31.3% (147n) in 2014-15 to 33.3% (167n) in 2015-16. Even though a small change, it suggests a positive trend after the proportion of BAME staff attending training workshops fell from 2013-14 to 2014-15.

Figure 1.2. BAME staff attending training, by year



The overall increase in BAME staff attending training is likely to be due to the sub category of Professional Services staff (excluding Grade 9) in which BAME staff participating in workshops rose from 39.6% (132n) to 44.8% (154n).

In the other sub categories, the number of BAME staff decreased: from 12.5% in 2014-15 to 4.3% in 2015-16 for Professorial staff from 66.7% in 2014-15 to 0.0% in 2015-16 for Grade 9 Professional Services Staff, and from 8.0% (number less than 10) in 2014-15 to 7.6 (12n) in 2015-16 for Academic Staff (excluding Professorial).

Note that the differences in proportion are due to small changes in numbers.

Table 1.2. BAME staff attending training, by category and year

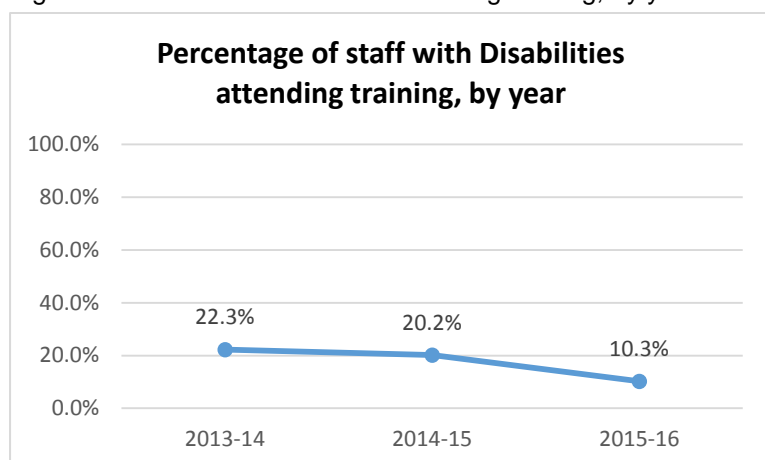
BAME staff attending training by category and year	2013-14		2014-15		2015-16	
	%	No.	%	No.	%	No.
Professorial	41.7	10	12.5	*	4.3	*
Grade 9/SSAD Professional Services	25.0	*	66.7	*	0.0	0
Academic Staff (excluding Professorial)	20.8	20	8.0	*	7.6	12
Professional Services Staff (excluding Grade 9/SSAD)	51.8	161	39.6	132	44.8	154
<b>Total BAME staff attending training</b>	<b>44.1</b>	<b>192</b>	<b>31.1</b>	<b>147</b>	<b>33.3</b>	<b>167</b>

\* denotes a number less than 10

### 1.3 Disability

The proportion of staff who have declared disabilities and who have attended training has fallen by 10 in the last year. In 2014-15, the percentage of staff with disabilities attending training was 20.2% (17 (n)) in comparison to 10.3% (10 (n)) in 2015-16.

Figure 1.3. Staff with disabilities attending training, by year



This decrease is reflected in both Professional Services and Academic staff members. Of staff who declare a disability, 17.9% out of Academic Staff (excluding Professorial) participated in workshops in 2014-15, compared to 4.3% in 2015-16 and 24.4% of Professional Services staff (excluding Grade 9/SSAD) had training in 2014-15 and 15.7% in 2015-16. This reflects a decrease of 3 and 2 staff members respectively.

Table 1.3. Staff with declared disability attending training, by category and year

Staff with disabilities attending training by category and year	2013-14		2014-15		2015-16	
	%	No.	%	No.	%	No.
Professorial	7.1	*	7.7	*	0.0	0
Grade 9/SSAD Professional Services	0.0	0	50.0	*	0.0	0
Academic Staff (excluding Professorial)	21.9	*	17.9	*	4.3	*
Professional Services Staff (excluding Grade 9/SSAD)	29.5	13	24.4	10	15.7	*
<b>Total staff with disabilities attending training</b>	<b>22.3</b>	<b>21</b>	<b>20.2</b>	<b>17</b>	<b>10.3</b>	<b>10</b>

\* denotes a number less than 10

### 1.4 Age

The number of staff attending training workshops varies depending on age. The age groups with the largest proportion of staff (approximately 35%) attending courses are 25-34, 35-44, and 45-54. 27% (77n) out of the age group 55-64 attended training, followed by 21.1% out of the under 25 year olds. With 14%, the 65 and older sub-group had the smallest proportion of staff members participating in workshops.

The biggest change can be seen in the youngest age group: the proportion of staff under 25 who attended training fell by nearly 40% between 2013-14 and 2015-16.

Figure 1.4. Staff attending training, by age and year

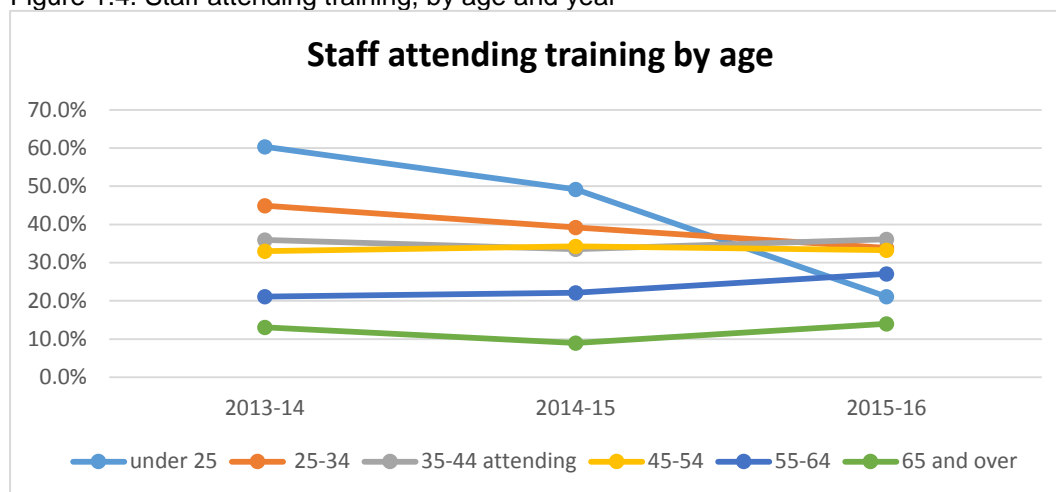


Table 1.4 Staff attending training, by age and by year

Staff by age group and year	2013-14		2014-15		2015-16	
	%	No.	%	No.	%	No.
under 25	60.3	35	49.2	31	21.1	15
25-34	44.9	294	39.2	258	33.8	208
35-44	35.9	235	33.5	219	36.1	245
45-54	33.0	155	34.2	162	33.3	160
55-64	21.1	60	22.1	63	27.0	77
65 and over	13.1	10	9.0	*	14.0	12

\* Denotes number under 10

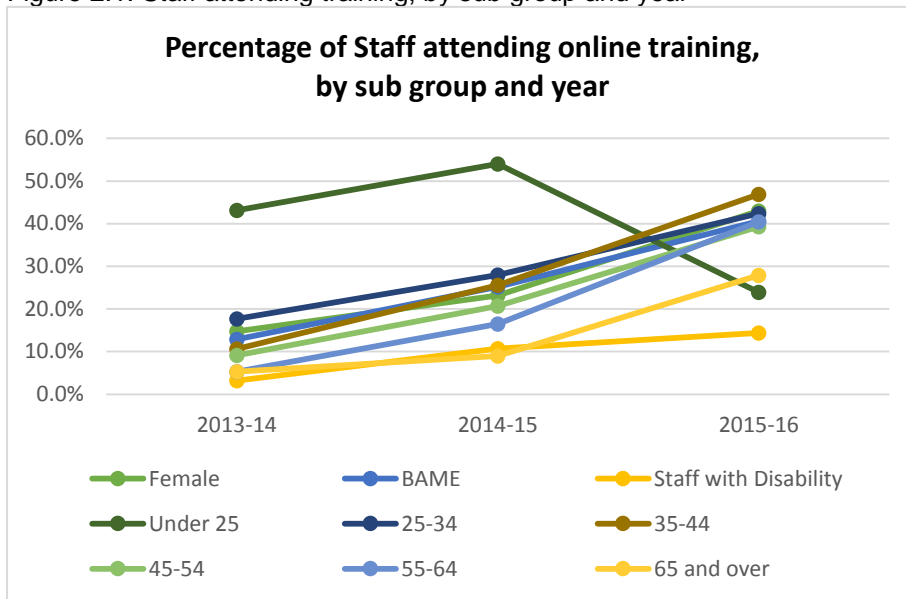
## **Section 2. Online based learning**

Overall, 41.7% (924n) of all Professional Services and Academic staff have completed online training in 2015-16, compared to 32.4% (717n) who have attended workshops.

The proportion of female staff (out of all female staff) who completed online training was 43.0% (480n), the percentage of BAME staff was 40.5% (204n), the percentage of staff with disabilities was the smallest sub group with 14.4%, and the proportion of staff members from different age groups completing online training varied between 27.9% (24n) for the age group 65 and over and 46.9% (318n) for the age group 35-44.

Throughout recent years, the number of Professional Services and Academic staff completing online training has continuously increased which is reflected by all sub groups, except the under 25 age group. 43.1% (25n) of staff members from the youngest age group completed online training in 2013-14, 54.0% (34n) in 2014-15, but decreased to 23.9% (17 (n)) in 2015-16. This is in parallel to fewer staff members under 25 attending workshops in 2015-16, as described in Section 1.4.

Figure 2.1. Staff attending training, by sub group and year



## PART 3 Students' Equalities Monitoring Statistics

Details on various protected characteristics can be taken from the annual HESA return, allowing analysis of the student body by School.

### 3.1 Age

School	Age range					Total
	Under 18	18-20	21-24	25-29	30 +	
Cass	36	1632	2665	806	743	5882
Law	*	718	893	274	180	2071
LEAD	0	0	18	44	125	187
SASS	13	1478	1149	551	501	3692
SHS	*	730	727	860	1403	3721
SMCSE	15	1276	969	532	652	3444
<b>Total</b>	<b>71</b>	<b>5834</b>	<b>6421</b>	<b>3067</b>	<b>3604</b>	<b>18997</b>

\*Denotes number under 10

School	Age range %					Total
	Under 18	18-20	21-24	25-29	30 +	
Cass	1%	28%	45%	14%	13%	100%
Law	0%	35%	43%	13%	9%	100%
LEAD	0%	0%	10%	24%	67%	100%
SASS	0%	40%	31%	15%	14%	100%
SHS	0%	20%	20%	23%	38%	100%
SMCSE	0%	37%	28%	15%	19%	100%
<b>Total</b>	<b>0%</b>	<b>31%</b>	<b>34%</b>	<b>16%</b>	<b>19%</b>	<b>100%</b>

### 3.2 Gender

There are distinct skews in the composition of the student body of Schools by gender. The School of Health Sciences, The City Law School and the School of Arts and Social Sciences skew female, while Cass Business School and the School of Mathematics, Computer Science and Engineering both skew towards males.

School	Gender			Total
	Male	Female	Other	
Cass	3259	2623	0	5882
Law	803	1268	0	2071
LEAD	72	115	0	187
SASS	1169	2522	*	3692
SHS	524	3197	0	3721
SMCSE	2558	886	0	3444
<b>Total</b>	<b>8385</b>	<b>10611</b>	<b>*</b>	<b>18997</b>

\*Denotes number under 10

School	Gender %			Total
	Male	Female	Other	
Cass	55%	45%	0%	100%
Law	39%	61%	0%	100%
LEAD	39%	61%	0%	100%
SASS	32%	68%	0%	100%
SHS	14%	86%	0%	100%
SMCSE	74%	26%	0%	100%
<b>Total</b>	<b>44%</b>	<b>56%</b>	<b>0%</b>	<b>100%</b>

### 3.3 Ethnicity

The School of Arts and Social Sciences has the lowest proportion of BAME students (not including LEaD), while the School of Mathematics, Computer Science and Engineering has the highest.

Ethnicity								
School	Indian Subcontinent	Black	Chinese	Mixed	White	Arab	Not known/refused/ other	Total
Cass	1327	148	1297	166	2373	150	421	5882
Law	676	172	128	84	782	79	150	2071
LEAD	23	13	*	11	119	*	12	187
SASS	945	195	164	203	1836	94	255	3692
SHS	958	833	43	130	1622	40	95	3721
SMCSE	1235	321	230	132	1125	183	218	3444
<b>Total</b>	<b>5164</b>	<b>1682</b>	<b>1870</b>	<b>726</b>	<b>7857</b>	<b>547</b>	<b>1151</b>	<b>18997</b>

\*Denotes number under 10

Ethnicity %								
School	Indian Subcontinent	Black	Chinese	Mixed	White	Arab	Not known/refused/ other	Total
Cass	23%	3%	22%	3%	40%	3%	7%	100%
Law	33%	8%	6%	4%	38%	4%	7%	100%
LEAD	12%	7%	4%	6%	64%	1%	6%	100%
SASS	26%	5%	4%	5%	50%	3%	7%	100%
SHS	26%	22%	1%	3%	44%	1%	3%	100%
SMCSE	36%	9%	7%	4%	33%	5%	6%	100%
<b>Total</b>	<b>27%</b>	<b>9%</b>	<b>10%</b>	<b>4%</b>	<b>41%</b>	<b>3%</b>	<b>6%</b>	<b>100%</b>

BAME % by School	
School	% BAME
Cass	52%
Law	55%
LEaD	30%
SASS	43%
SHS	54%
SMCSE	61%
<b>Total</b>	<b>53%</b>

### 3.4 Disability

Five per cent of the student body disclosed a disability in 2015/16. However, it is likely that there are other students with disabilities who have not disclosed them; these students are therefore not registered as disabled on the student record.

Student disability disclosure %		
	Disability disclosed	No known disability
<b>Total</b>	<b>5%</b>	<b>95%</b>

### 3.5 Total number of students at City, University of London

	Headcount	FTE
<b>Total</b>	<b>18,997</b>	<b>13,809</b>

### 3.6 Total number of students in each School

School	Undergraduate		Postgraduate		Total	
	Headcount	FTE	Headcount	FTE	Headcount	FTE
Cass	2309	2297	3573	1660	5882	3957
Law	1186	1174	885	619	2071	1792
LEAD	0	0	187	45	187	45
SASS	1907	1876	1785	1114	3692	2989
SHS	2421	1620	1300	649	3721	2269
SMCSE	2005	1954	1439	642	3444	2596
<b>Total</b>	<b>9,828</b>	<b>8,921</b>	<b>9,169</b>	<b>4,727</b>	<b>18,997</b>	<b>13,648</b>

### 3.7 Students studying full-time or part-time

Mode	Mode of study			
	Headcount	%	FTE	%
Full-time (incl. sandwich)	15595	82%	12709	93%
Part-time	3402	18%	939	7%
<b>Total</b>	<b>18,997</b>	<b>100%</b>	<b>13,648</b>	<b>72%</b>

### 3.8 Type of programme undertaken by students

Level	Breakdown by Level/Type			
	Headcount	%	FTE	%
First degree	8762	46%	8550	63%
Other undergraduate	1066	6%	371	3%
Postgraduate (taught)	8622	45%	4299	32%
Postgraduate (research)	547	3%	126	1%
<b>Total</b>	<b>18997</b>	<b>100%</b>	<b>13648</b>	<b>100%</b>

### 3.9 Number of students by gender

Gender	Gender (Headcount and FTE)			
	Headcount	%	FTE	%
Male	8385	44%	6154	45%
Female	10611	56%	7494	55%
Other	*	0%	*	0%
<b>Total</b>	<b>18278</b>	<b>100%</b>	<b>13010</b>	<b>100%</b>

\*Denotes number under 10

### 3.10 Number of students by fees status

Fee status	Fee status (Headcount and FTE)			
	Headcount	%	FTE	%
UK	9899	52%	7405	54%
EU	3075	16%	2056	15%
Overseas not EU	6023	32%	4187	31%
<b>Total</b>	<b>18997</b>	<b>100%</b>	<b>13648</b>	<b>100%</b>



### 3.11 Number of students by ethnicity

BAME at institution level				
Ethnicity	Headcount	%	FTE	%
Arab	547	3%	431	3%
Black	1682	9%	1105	8%
Chinese	1870	10%	1269	9%
Indian subcontinent	5164	27%	4147	30%
Mixed	726	4%	529	4%
Not known	845	4%	750	5%
Other	306	2%	248	2%
White	7857	41%	5169	38%
<b>Total</b>	<b>18997</b>	<b>100%</b>	<b>13648</b>	<b>100%</b>

### 3.12 Number of students by ethnicity by domicile

Ethnicity	Non-UK domiciled student		UK domiciled student		Totals	
	Headcount	%	Headcount	%	Headcount	%
Arab	347	5%	200	2%	547	3%
Black	216	3%	1466	13%	1682	9%
Chinese	1439	19%	431	4%	1870	10%
Indian subcontinent	1484	20%	3680	32%	5164	27%
Mixed	203	3%	523	5%	726	4%
Not known	670	9%	175	2%	845	4%
Other	68	1%	238	2%	306	2%
White	3078	41%	4779	42%	7857	41%
<b>Total</b>	<b>7505</b>	<b>100%</b>	<b>11492</b>	<b>100%</b>	<b>18997</b>	<b>100%</b>

### 3.13 Number of students by age

Breakdown by age				
Age Group	Headcount	%	FTE	%
Under 18	71	0%	70	1%
18-20	5834	31%	5760	42%
21-24	6421	34%	4642	34%
25-29	3067	16%	1623	12%
30 +	3604	19%	1555	11%
<b>Total</b>	<b>18997</b>	<b>100%</b>	<b>13648</b>	<b>100%</b>

### 3.14 Number of students by disability

Student disability disclosure (Headcount, FTE)				
Disability	Headcount	%	FTE	%
Disability identified	1023	5%	751	6%
No known disability	17974	95%	12897	94%
<b>Total</b>	<b>18997</b>	<b>100%</b>	<b>13648</b>	<b>100%</b>