City, University of London
Staff and Student Equality Monitoring Report
2021-2022

Contents

Introduction

About this report

As a Higher Education Institution, City, University of London has specific equality duties, as outlined by the Equality Act (2010). These require public authorities to tackle discrimination, victimisation and harassment, advance equality and foster good relations. It is also our responsibility to publish our equality information on an annual basis to demonstrate the progress on specific measurable equality objectives, in line with our Vision and Strategy 2030.

We will measure progress on advancing the diversity of our student communities and creating an inclusive student experience, advancing diversity among staff, and promoting inclusive teaching, education and engagement practices.

Equality Objectives

Our long-term equality Key Performance Indicators (KPIs) will capture our ability to embed our values and build an inclusive University culture which promotes dignity and respect for all members of City's diverse community. City has committed to measuring and delivering on the following equality KPIs, which also address our commitments to delivering our Athena Swan and Race Equality Charter bronze award action plans.

KPI 1: Reduce gender and ethnicity pay gaps:

- The ethnicity pay gap for 2024 will be 19%

- The gender pay gap for 2026 will be 15%

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

- The proportion of Staff of Colour will be 32% by 2024
- The proportion of Grade 9 staff (including Professors) that are People of Colour for 2024 will be 15%
- The proportion of women in Professorial roles will be 32% by 2024
- We have achieved our target to increase the proportion of women in Grade 9 (excluding Professors) roles of 51.5% by 2024

KPI 3: KPI: Reduce Black student attainment gap

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

In 2022, City successfully renewed its Athena Swan bronze award and achieved its first Race Equality Charter bronze award. City also submitted its first Stonewall Workplace Equality Index, resulting in the accreditation of Stonewall Silver Employer. City takes part in the government's Disability Confident scheme and have recently moved from a Level 1 to a Level 2 Disability Committed employer. City has joined the University Mental Health Charter programme.

These accreditations represent significant levels of activity in understanding the challenges and barriers to equity and inclusion for staff and students and developing effective actions and planned actions to address these. City has launched a new Office for Institutional Equity and Inclusion, which plays a critical part in prioritising staff and student development, engagement, accreditation, monitoring and integrated practice improvement needs.

Staff Equality Monitoring Statistics

Introduction

This report presents City's staff equality data for the academic year 2021/22. City currently collects and monitors data on eight protected characteristics defined by the Equality Act 2010. The characteristics covered are:

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

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 2021/22 City employed 2253 staff comprising 978 Academic and Research Staff (43%) and 1275 Professional Services Staff (57%). Staff were employed across central Professional Services and five schools:

- Bayes Business School
- City Law School
- School of Arts and Social Sciences
- School of Health Sciences
- School of Mathematics, Computer Science and Engineering (SMCSE)

City's schools were restructured from five to six schools on 1st August 2022.

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

The staff report presents data on sex, maternity and ethnicity first because this relates directly to our key performance indicators. Other sections are then presented in alphabetical order of the protected characteristic.

Staff breakdown

In 2021/22 City employed 2253 staff comprising 978 Academic and Research Staff (43%) and 1275 Professional Services Staff (57%).

Figure 1: Staff breakdown by area

43%

57%

■ Professional Services   ■ Academic and Research
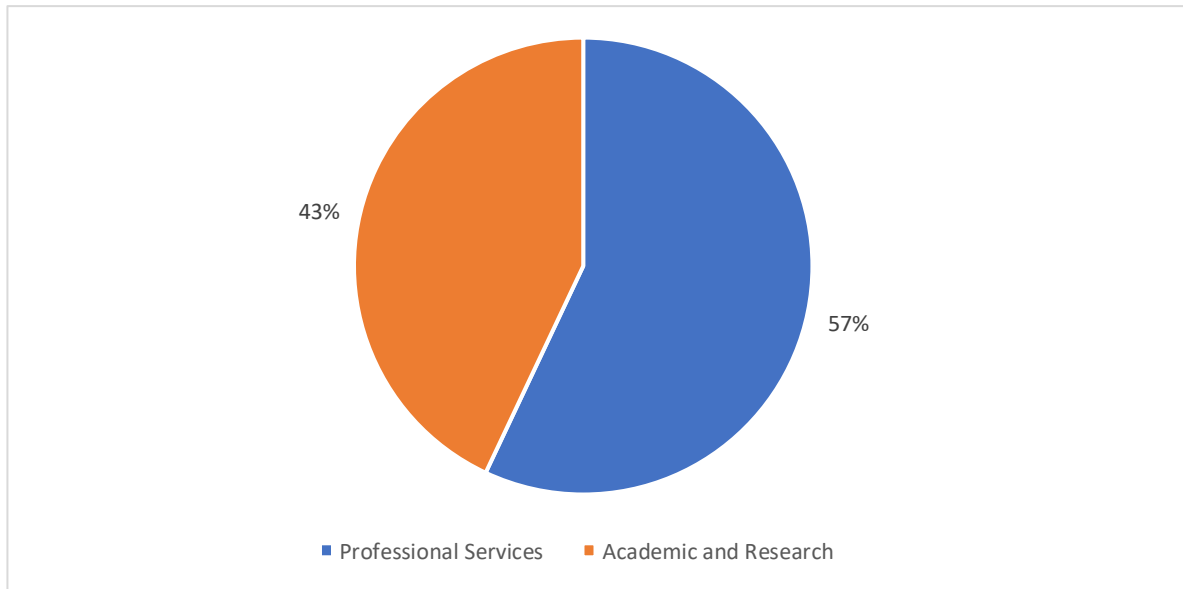
Sex

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

Table 1: Sex: Academic and Professional Services Staff by Role 2019-2022

| Staff role	2019/20 Female	2019/20 Male	2019/20 Female %	2019/20 Female %*	2020/21 Female	2020/21 Male	2020/21 Female %	2020/21 Female %*	2021/22 Female	2021/22 Male	2021/22 Female %	2021/22 Female %*
Academic Staff	**440**	**506**	**46.5%**	**100%**	**431**	**504**	**46.1%**	**100%**	**471**	**507**	**48.2%**	**100%**
Research	99	63	61.1%	22.5%	85	74	53.5%	19.7%	95	69	57.9%	20.2%
Lecturer	122	106	53.5%	27.7%	119	87	57.8%	27.6%	138	102	57.5%	29.3%
Senior Lecturer	127	133	48.8%	28.9%	127	138	47.9%	29.5%	132	133	49.8%	28.0%
Reader/ Associate Professor	36	47	43.4%	8.2%	42	51	45.2%	9.7%	44	52	45.8%	9.3%
Professor	56	157	26.3%	12.7%	58	154	27.4%	13.5%	62	151	29.1%	13.2%
Professional Services Staff	**723**	**547**	**56.9%**	**100%**	**730**	**534**	**57.8%**	**100%**	**740**	**535**	**58.0%**	**100%**
Technical	*	*	11.5%	0.4%	*	*	8.3%	0.3%	*	*	4.5%	0.1%
Support	*	*	8.8%	0.4%	*	*	7.7%	0.4%	*	*	5.7%	0.3%
Clerical	373	218	63.1%	51.6%	364	201	64.4%	49.9%	368	198	65.0%	49.7%
SALC / Senior Admin	344	275	55.6%	47.6%	361	275	56.8%	49.5%	369	283	56.6%	49.9%
Total	**1163**	**1053**	**52.5%**	**100%**	**1161**	**1038**	**52.8%**	**100%**	**1211**	**1042**	**53.8%**	**100%**

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

Figure 2: Staff breakdown by sex
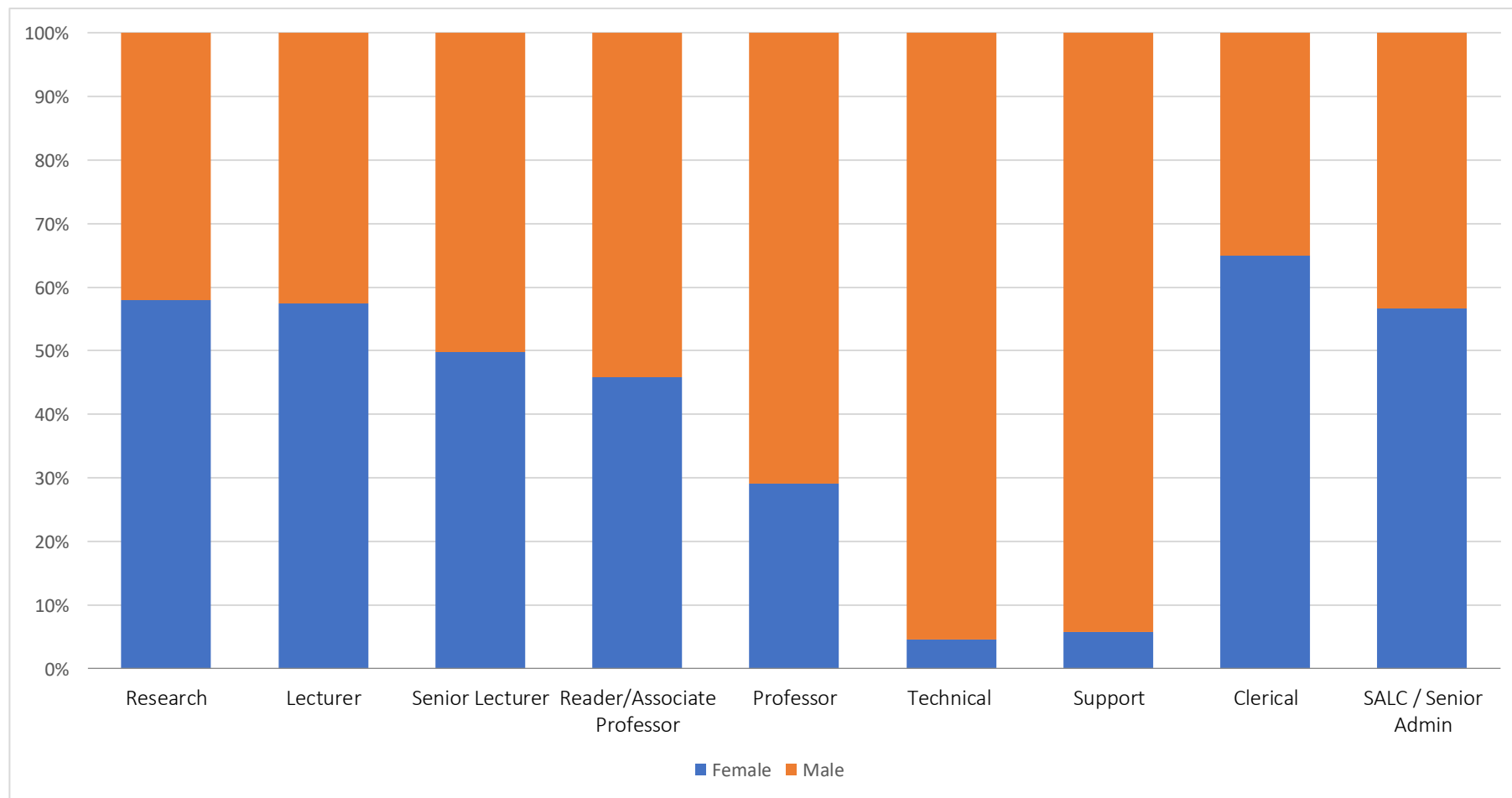
Overall, in 2021/22, 54% of staff were female. This has increased from 53% in 2020/21.

In 2021/22, 48% of City's academic staff were female. This has increased from 46% in 2020/21. The proportion of female academic staff decreases with increasing role seniority, 29% of professorial staff were female in 2021/22 (Table 2). This has slightly increased since 2020/21 (27%). 58% of Professional Services staff were female in 2021/22.

Table 2: Sex: Academic and Professional Service Staff by Grade 2021/22

Staff role	Female	Male	Female %	Female %*
Academic Staff	**471**	**507**	**48.2%**	**100%**
Grade 5B	30	20	60.0%	6.4%
Grade 6	60	46	56.6%	12.7%
Grade 7	135	102	57.0%	28.7%
Grade 8	183	187	49.5%	38.9%
Professor	63	152	29.3%	13.4%
Professional Services Staff	**740**	**535**	**58.0%**	**100%**
Grade 1	*	13	0.0%	0.0%
Grade 2	*	*	33.3%	1.1%
Grade 3	18	40	31.0%	2.4%
Grade 4	82	41	66.7%	11.1%
Grade 5	263	135	66.1%	35.5%
Grade 5B	*	*	0.0%	0.0%
Grade 6	200	136	59.5%	27.0%
Grade 7	119	102	53.8%	16.1%
Grade 8	33	35	48.5%	4.5%
Grade 9	17	16	51.5%	2.3%
Total	**1211**	**1042**	**53.8%**	**100%**

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

For professional services the largest proportion of female staff were at Grade 4, 67% in 2021/22. There has been an increase in the proportion of female staff at grade 9, from 44% in 2020/21 to 52% in 2021/22.

Table 3: Sex: Academic and Professional Services Staff by School 2021/22

Staff role	Female	Male	Female %	Female %*
Academic Staff	**471**	**507**	**48.2%**	**100%**
Bayes Business School	69	125	35.6%	14.6%
School of Arts and Social Sciences	138	118	53.9%	29.3%
School of Health Sciences	167	65	72.0%	35.5%
School of Mathematics, Computer Science and Engineering	34	144	19.1%	7.2%
The City Law School	54	50	51.9%	11.5%
Professional Services	*	*	64.3%	1.9%
Professional Services Staff	**740**	**535**	**58.0%**	**100%**
Bayes Business School	121	55	68.8%	16.4%
School of Arts and Social Sciences	47	18	72.3%	6.4%
School of Health Sciences	75	22	77.3%	10.1%
School of Mathematics, Computer Science and Engineering	43	29	59.7%	5.8%
The City Law School	*	*	76.3%	3.9%
Professional Services	425	402	51.4%	57.4%
Grand Total	**1211**	**1042**	**53.8%**	**100%**

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

The School of Health Sciences (SHS) has the largest proportion of female academic staff, 72% in 2021/22. The School of Mathematics, Computer Science and Engineering (SMCSE) has the lowest proportion of female academic staff, 19% in 2021/22.

Across all five Schools there is a high proportion of female professional services staff. SHS has the highest proportion of female professional services staff, 77%.

Contract type

Table 4: Sex: Academic and Professional Services Staff by Contract Type 2021/22

Staff Role	Female	Male	Female %	Female %*
Academic Staff	**471**	**507**	**48.2%**	**100%**
Fixed term	28	16	63.6%	5.9%
Permanent	443	491	47.4%	94.1%
Professional Services Staff	**740**	**535**	**58.0%**	**100%**
Fixed term	64	34	65.3%	8.6%
Permanent	676	501	57.4%	91.4%
Grand Total	**1211**	**1042**	**53.8%**	**100%**

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

In 2021/22 of academics on permanent contracts 47% were female. For academic female staff, 6% were on fixed-term contracts.

For professional services staff of those on fixed-term contracts 65% were female in 2021/22. For those on permanent contracts 57% were female.

Full-time or Part-time Status

Table 5: Sex: Academic and Professional Services Staff by Full-time/Part-time status 2021/22

Staff role	Female	Male	Female %	Female %*
Academic Staff	**471**	**507**	**48%**	**100%**
Full time	340	423	44.6%	72.2%
Part time	131	84	60.9%	27.8%
Professional Services Staff	**740**	**535**	**58%**	**100%**
Full time	617	499	55.3%	83.4%
Part time	123	36	77.4%	16.6%
Grand Total	**1211**	**1042**	**54%**	**100%**

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

Of the academic staff working part-time in 2021/22, 61% were female. Of the professional services staff working part-time in 2021/22, 77% were female.

Turnover and Reasons for leaving

Table 6: Sex: Academic and Professional Services Staff Turnover by Role 2021/22

Staff role	Female Turnover Headcount	Female Turnover Leavers	Female Turnover %	Male Turnover Headcount	Male Turnover Leavers	Male Turnover %	Overall Turnover Headcount	Overall Turnover Leavers	Overall Turnover %
Academic Staff	**471**	**77**	**16.3%**	**507**	**74**	**14.6%**	**978**	**151**	**15.4%**
Research	95	47	49.5%	69	32	46.4%	164	79	48.2%
Lecturer	138	10	7.2%	102	12	11.8%	240	22	9.2%
Senior Lecturer	132	12	9.1%	133	14	10.5%	265	26	9.8%
Reader/Associate Professor	*	*	6.8%	*	*	11.5%	*	*	9.4%
Professor	*	*	8.1%	151	10	6.6%	213	15	7.0%
Professional Services Staff	**740**	**137**	**18.5%**	**535**	**74**	**13.8%**	**1275**	**211**	**16.5%**
Technical Staff	*	*	100.0%	*	*	9.5%	*	*	13.6%
Support Staff	*	*	50.0%	*	*	12.1%	*	*	14.3%
Clerical	368	80	21.7%	198	33	16.7%	566	113	20.0%
SALC	369	55	14.9%	283	35	12.4%	652	90	13.8%
Total	**1211**	**214**	**17.7%**	**1042**	**148**	**14.2%**	**2253**	**362**	**16.1%**

* % Female leavers measured against all leavers

The annualised total turnover rate for City was 16% during 2021/22. The turnover for Research staff was the highest, 48%, as would be expected given the nature of fixed-term funding for these roles. The staff group of Lecturer had the lowest turnover at 9%. Overall, the turnover of female staff is higher than male staff, 18% compared to 14%.

Table 7: Sex: Academic and Professional Services Staff by Leaving reason 2021/22

Staff role	Female	Male	Female %	Female %*
Academic Staff	**77**	**74**	**51%**	**100%**
Expiry of contract	34	18	65.4%	44.2%
Redundancy	*	*	80.0%	5.2%
Resignation	35	42	45.5%	45.5%
Retirement	*	*	20.0%	3.9%
Other	*	*	50.0%	1.3%
Professional Services Staff	**137**	**74**	**65%**	**100%**
Expiry of contract		*	65.2%	10.9%
Redundancy	*	*	52.9%	81.8%
Resignation	112	52	68.3%	0.7%
Retirement	*	*	16.7%	1.8%
Other	*	*	0.0%	6.6%
Total	**214**	**148**	**59.1%**	**100%**

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

The most frequent reason for leaving was resignation. For academic staff the proportion of female staff leavers was 51% which is higher than the proportion of female academics at City, (48%, 2021/22 – Table 1). For professional services staff 65% of leavers were female, which is higher than their representation at City (58%, 2021/22 – Table 1).

Senior Leadership

Table 8: Executive Team Membership by Sex 2019-2023

Sex	2019/20	2020/21	2021/22	2022/23
Male	*	*	6	7
Female	*	*	7	9
Total	7	6	13	16
% Female	42.9%	50.0%	53.8%	56.3%

*Figures reflect the start of the year

In line with City's commitment to increasing the representation of women on senior committees to a minimum of 30% the proportion of women on City's Senior Leadership Team has increased for the fourth year in a row, from 54% in 2021/22 to 56% in 2022/23.

Family leave

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

Table 9: Staff Returning from Maternity Leave

2019/20	2020/21	2021/22
95.3%	91.8%	81.0%

*Reflects those whose maternity leave ended in that academic year

The proportion of staff returning after maternity leave is 81% in 2021/22, a decrease from 92% in 2020/21.

Table 10: Shared Parental and Paternity Leave 2019-2022

Year	Female	Male	Total
2019/20	*	*	27
2020/21	*	*	28
2021/22	0	40	40

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

40 members of staff took shared parental or paternity leave in 2021/22, this has increased from 28 members of staff in 2020/21. 0 members of staff took adoption or parental leave (unpaid leave to look after a child or to make arrangements for the child's welfare).

Ethnicity

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

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

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

Table 11: Ethnicity: Academic and Professional Services Staff by Residency Status 2021/22

Staff role	BAME	White	Refused or not known	% BAME	% BAME^	% White	% White^
Academic Staff	**200**	**754**	**24**	**21.0%**	**100.0%**	**79.0%**	**100.0%**
UK	100	453	14	18%	50.0%	81.9%	60.1%
NON UK	100	301	10	25%	50.0%	75.1%	39.9%
Professional Services Staff	**455**	**780**	**40**	**36.8%**	**100.0%**	**63.2%**	**100.0%**
UK	411	651	*	39%	90.3%	61.3%	83.5%
NON UK	44	129	*	25.4%	9.7%	74.6%	16.5%
Grand Total	**655**	**1534**	**64**	**29.9%**	**100.0%**	**70.1%**	**100.0%**

*% Calculations include only those who have disclosed their ethnicity

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

Overall, 30% of City staff identify as BAME in 2021/22. The professional services staff group has a higher proportion of BAME staff, 37%, compared to 21% of academics.

Figure 3: Academic and research staff
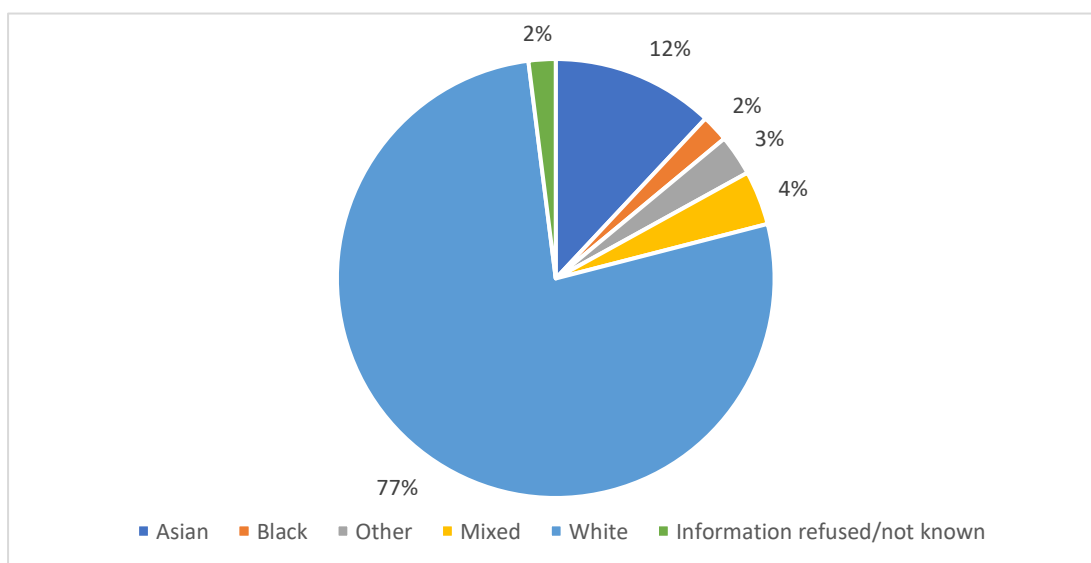
Figure 4: Professional services staff
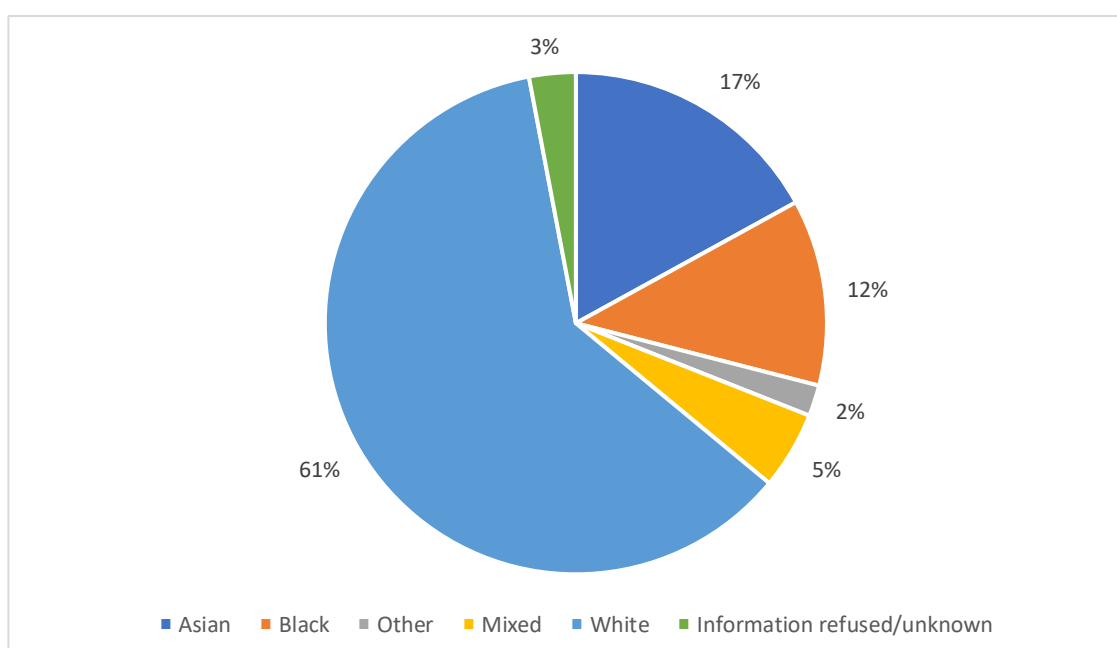
When looking at the breakdown of different ethnic groups, it is noted that for academic staff 12% were Asian and 2% were Black, whilst for professional services staff in 2021/22, 17% of staff were Asian and 12% were Black.

Table 12: Ethnicity: Academic and Professional Services Staff by Grade 2021/22

Staff role	BAME	White	BAME %	White %
Academic Staff	**200**	**754**	**21.0%**	**79.0%**
Grade 5B	14	34	29.2%	70.8%
Grade 6	35	67	34.3%	65.7%
Grade 7	63	169	27.2%	72.8%
Grade 8	58	305	16.0%	84.0%
Professor	30	179	14.4%	85.6%
Professional Services Staff	**455**	**780**	**36.8%**	**63.2%**
Grade 1	*	*	30.8%	69.2%
Grade 2	12	10	54.5%	45.5%
Grade 3	37	19	66.1%	33.9%
Grade 4	56	63	47.1%	52.9%
Grade 5	178	204	46.6%	53.4%
Grade 5B	*	*	0.0%	100.0%
Grade 6	106	221	32.4%	67.6%
Grade 7	53	162	24.7%	75.3%
Grade 8	6	61	9.0%	91.0%
Grade 9	*	*	9.1%	90.9%
Grand Total	**655**	**1534**	**29.9%**	**70.1%**

*Calculations include only those who have disclosed their ethnicity

Table 13: Ethnicity: Academic and Professional Services Staff by Role 2019-2022

Staff role	2019/20 BAME	2019/20 White	2019/20 Refused or Not known	2019/20 % BAME	2020/21 BAME	2020/21 White	2020/21 Refused or Not known	2020/21 % BAME	2021/22 BAME	2021/22 White	2021/22 Refused or Not known	2021/22 % BAME
Academic Staff	**153**	**768**	**25**	**16.6%**	**169**	**743**	**23**	**18.5%**	**200**	**754**	**24**	**21.0%**
Research	32	122	*	20.8%	40	112	*	26.3%	47	111	*	29.7%
Lecturer	49	174	*	22.0%	46	156	*	22.8%	65	170	*	27.7%
Senior Lecturer	42	215	*	16%	49	212	*	19%	47	212	*	18%
Reader/ Associate Professor	*	*	*	7.5%	*	*	*	7.7%	11	84	*	11.6%
Professor	24	183	*	11.6%	27	179	*	13.1%	30	177	*	14.5%
Professional Services Staff	**427**	**814**	**29**	**34.4%**	**421**	**812**	**31**	**34.1%**	**455**	**780**	**40**	**36.8%**
Clerical	260	315	*	45.2%	244	304	*	44.5%	260	283	23	47.9%
Support	21	12	*	63.6%	25	13	*	65.8%	22	12	*	64.7%
Technical	*	*	*	34.6%	*	*	*	29.2%	*	*	*	31.8%
SALC / Senior Admin	137	470	*	22.6%	145	478	*	23.3%	166	470	16	26.1%
Total	580	1582	54	26.8%	590	1555	54	27.5%	655	1534	64	29.9%

Figure 5: Staff breakdown by ethnicity
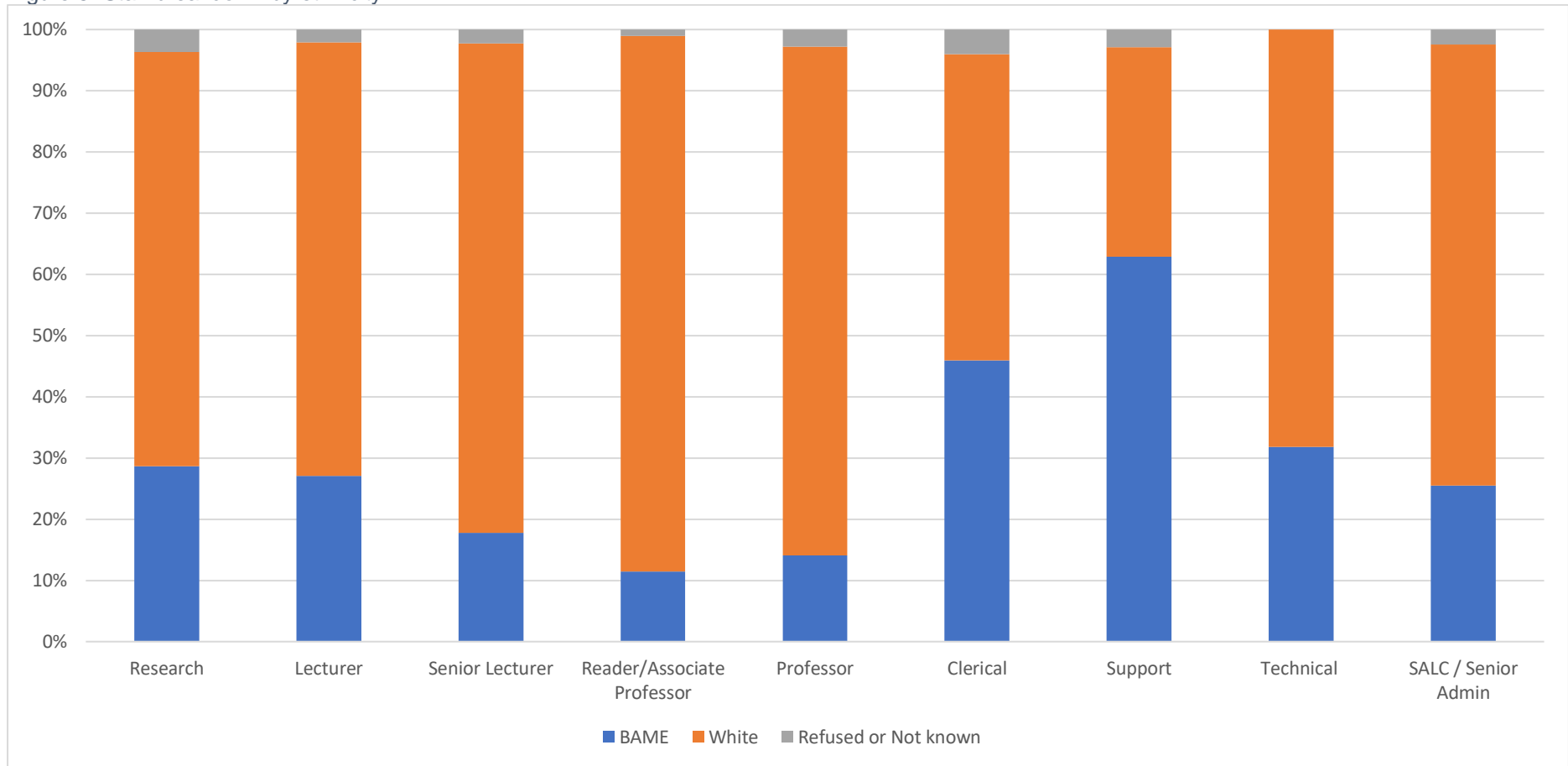
For academic staff 21% were BAME in 2021/22, increasing from 19% in 2020/21. By role the proportion of BAME academic staff decreases from 18% at Senior Lecturer level to 15% of Professors. The proportion of Professors who are BAME has increased from 13% in 2020/21 to 15% in 2021/22. This is an area of focus through the EDI Strategy and the REC action planning. For professional services staff 37% were BAME in 2021/22, which has increased from 34% in 2020/21. The proportion of clerical professional services staff who are BAME is 48% while the proportion of SALC/senior admin professional services staff who are BAME is 26%.

Table 14: Ethnicity: Academic and Professional Services Staff by Grade 2021/22

Staff role	BAME	White	BAME %	White %
Academic Staff	**200**	**754**	**21.0%**	**79.0%**
Grade 5B	14	34	29.2%	70.8%
Grade 6	35	67	34.3%	65.7%
Grade 7	63	169	27.2%	72.8%
Grade 8	58	305	16.0%	84.0%
Professor	30	179	14.4%	85.6%
Professional Services Staff	**455**	**780**	**36.8%**	**63.2%**
Grade 1	*	*	30.8%	69.2%
Grade 2	12	10	54.5%	45.5%
Grade 3	37	19	66.1%	33.9%
Grade 4	56	63	47.1%	52.9%
Grade 5	178	204	46.6%	53.4%
Grade 5B	*	*	0.0%	100.0%
Grade 6	106	221	32.4%	67.6%
Grade 7	53	162	24.7%	75.3%
Grade 8	*	*	9.0%	91.0%
Grade 9	*	*	9.1%	90.9%
Grand Total	**655**	**1534**	**29.9%**	**70.1%**

*Calculations include only those who have disclosed their ethnicity

For academic staff the largest proportion of BAME staff were at Grade 6, 34%. Above Grade 6 the proportion of BAME staff by grade continues to decrease to 16% at Grade 8 and 14% at Professor level.

For professional services staff the largest proportion of BAME staff were at grade 3, 66%. Above Grade 3 the proportion of BAME staff by grade continues to decrease, particularly in senior level roles where the proportion of BAME staff at both Grade 8 and Grade 9 is 9%.

Contract Type

Table 15: Ethnicity: Academic and Professional Services by Contract Type

Staff role	BAME	White	Refused or not known	% BAME	% BAME^	% White	% White^
Academic Staff	**200**	**754**	**24**	**21.0%**	**100%**	**79.0%**	**100%**
Fixed term	*	*	*	20%	5%	79.5%	**5%**
Permanent	*	*	*	21%	96%	79.0%	**95%**
Professional Services Staff	**455**	**780**	**40**	**36.8%**	**100%**	**63.2%**	**100%**
Fixed term	43	48	*	47%	9%	52.7%	6%
Permanent	412	732	*	36.0%	91%	64.0%	94%
Grand Total	**655**	**1534**	**64**	**30%**	**100%**	**70.1%**	**100%**

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

For BAME academic staff 5% were on fixed term contracts, which is the same proportion of white academic staff on fixed term contracts. For professional services staff there was a higher proportion of BAME staff on fixed-term contracts, 9% compared to 6% of white staff.

Part-time work

Table 16: Ethnicity: Academic and Professional Services by Full-time / Part-time

Staff role	BAME	White	Refused or not known	% BAME	% BAME^	% White	% White^
Academic Staff	**200**	**754**	**24**	**21.0%**	**100%**	**79.0%**	**100%**
Full time	168	579	*	22%	84%	77.5%	77%
Part time	32	175	*	15%	16%	84.5%	23%
Professional Services Staff	**455**	**780**	**40**	**36.8%**	**100%**	**63.2%**	**100%**
Full time	410	676	30	38%	90%	62.2%	87%
Part time	45	104	10	30.2%	10%	69.8%	13%
Grand Total	**655**	**1534**	**64**	**30%**	**100%**	**70.1%**	**100%**

*Calculations include only those who have disclosed their ethnicity

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

For academic BAME staff, 16% work part-time, compared to 23% of white academic staff. Of BAME professional services staff 10% work part-time compared to 13% of white Professional Services staff.

Turnover and Reasons for leaving

Table 17: Ethnicity: Academic and Professional Services Staff by Role & Turnover

Staff role	BAME Turnover	Leaver Turnover	% Turnover	White Turnover	Leaver Turnover	% Turnover	Refused/ Unknown Turnover	Leaver Turnover	% Turnover	Total Turnover	Leaver Turnover	% Turnover
Academic Staff	**200**	**33**	**16.5%**	**754**	**113**	**15.0%**	**24**	*****	**20.8%**	**978**	**151**	**15.4%**
Research	**47**	23	48.9%	111	53	47.7%	*	*	50.0%	164	79	48.2%
Lecturer	**65**	*	7.7%	170	17	10.0%	*	*	0.0%	240	22	9.2%
Senior Lecturer	**47**	*	10.6%	212	20	9.4%	*	*	16.7%	265	26	9.8%
Reader/Associate Professor	**11**	*	0.0%	84	*	9.5%	*	*	100.0%	96	*	9.4%
Professor	**30**	*	0.0%	177	*	8.5%	*	*	0.0%	213	15	7.0%
Professional Services Staff	**455**	**81**	**17.8%**	**780**	**121**	**15.5%**	**40**	*****	**22.5%**	**1275**	**211**	**16.5%**
Technical Staff	*	*	14.3%	15	*	13.3%	*	*	0.0%	22	*	13.6%
Support Staff	**22**	*	18.2%	12	*	8.3%	*	*	0.0%	35	*	14.3%
Clerical	**260**	55	21.2%	283	51	18.0%	**23**	*	30.4%	566	113	20.0%
SALC	**166**	21	12.7%	470	67	14.3%	**16**	*	12.5%	652	90	13.8%
Grand Total	**655**	**114**	**17.4%**	**1534**	**234**	**15.3%**	**64**	**14**	**21.9%**	**2253**	**362**	**16.1%**

The turnover rate for BAME staff was in 2022/21 was 17%. This is higher than the turnover for White staff at 15%.

Table 18: Ethnicity: Academic and Professional Services Staff by Reason for Leaving

Staff role	BAME	White	Refused or not known	% BAME
Academic Staff	**33**	**113**	*****	**22.6%**
Expiry of Contract	13	36	*	26.5%
Redundancy	*	*	*	20%
Resignation	17	59	*	22%
Retirement	*	13	*	7.1%
Other	*	*	*	50.0%
Professional Services Staff	**81**	**121**	*****	**40%**
Expiry of Contract	12	10	*	55%
Redundancy	*	*	*	38%
Resignation	64	97	*	39.8%
Retirement	*	*	*	0.0%
Other	*	*	*	0.0%
Grand Total	**114**	**234**	**14**	**32.8%**

*% Calculations include only those who have disclosed their ethnicity

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

Age

Table 19: Age: Academic and Professional Staff by Age group 2019-2022

Staff role	2019/20 No.	2019/20 %	2020/21 No.	2020/21 %	22021/22 No.	2021/22 %
Academic Staff	**946**	**100%**	**935**	**100%**	**978**	**43%**
Under 25	*	0.4%	*	0.4%	*	0.2%
25 – 34	134	14.2%	123	13.2%	138	14.1%
35 – 44	277	29.3%	280	29.9%	290	29.7%
45 – 54	265	28.0%	256	27.4%	271	27.7%
55 – 64	191	20.2%	206	22.0%	207	21.2%
65 +	75	7.9%	66	7.1%	70	7.2%
Professional Services Staff	**1270**	**100%**	**1264**	**100%**	**1275**	**57%**
Under 25	60	4.7%	39	3.1%	36	2.8%
25 – 34	375	29.5%	363	28.7%	351	27.5%
35 – 44	400	31.5%	396	31.3%	390	30.6%
45 – 54	268	21.1%	284	22.5%	306	24.0%
55 – 64	149	11.7%	158	12.5%	160	12.5%
65 +	18	1.4%	24	1.9%	32	2.5%
All Staff	**2216**	**100%**	**2199**	**100%**	**2253**	**100%**
Under 25	64	2.9%	43	2.0%	38	1.7%
25 – 34	509	23.0%	486	22.1%	489	21.7%
35 – 44	677	30.6%	676	30.7%	680	30.2%
45 – 54	533	24.1%	540	24.6%	577	25.6%
55 – 64	340	15.3%	364	16.6%	367	16.3%
65 +	93	4.2%	90	4.1%	102	4.5%

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. For professional services staff 35-44 is the largest age group, 31% in 2021/22.

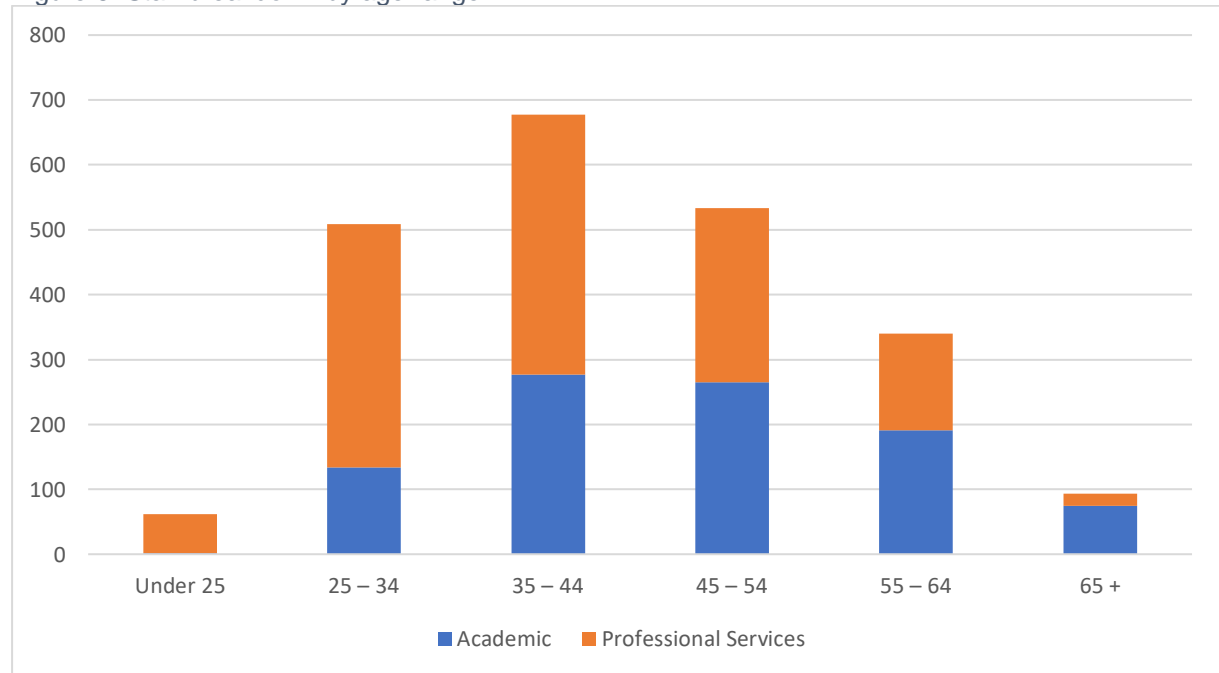Figure 6: Staff breakdown by age range

Table 20: Academic Staff by Age Range and Role 2019-2022

Academic role	Research				Lecturer				Senior Lecturer				Reader/Associate Professor				Professors			
Age	2019/20	2020/21	2021/22	%	2019/20	2020/21	2021/22	%	2019/20	2020/21	2021/22	%	2019/20	2020/21	2021/22	%	2019/20	2020/21	2021/22	%
Under 25	*	*	*	1.2%	*	*	*	0%	*	*	*	0%	*	*	*	0%	*	*	*	0%
25 – 34	75	72	74	45.1%	55	45	56	23%	*	*	*	3%	*	*	*	0%	*	*	*	0%
35 – 44	52	55	61	37.2%	98	93	107	45%	82	89	79	30%	29	29	31	32%	16	14	12	6%
45 – 54	17	16	14	8.5%	49	42	47	20%	100	95	104	39%	34	45	41	43%	65	58	65	31%
55 – 64	11	11	12	7.3%	23	24	28	12%	66	67	64	24%	17	17	20	21%	74	87	83	39%
65 +	*	*	*	0.6%	*	*	*	1%	*	*	10	4%	*	*	*	4%	58	53	53	25%
Total	162	159	164	100%	228	206	240	100%	260	265	265	100%	83	93	96	100%	213	212	213	100%

^% at each range in 2021/22

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

Table 21: Professional Services Staff by Age Range and Role 2019-2022

Professional staff	Clerical & Library				Support				Technical				SALC / Senior Admin			
Age	2019 /20	2020 /21	2021 /22	%	2019 /20	2020 /21	2021 /22	%	2019 /20	2020 /21	2021 /22	%	2019 /20	2020 /21	2021 /22	%
Under 25	57	37	35	6.2%	*	*	*	0%	*	*	*	0%	*	*	*	0%
25 – 34	234	229	230	40.6%	*	*	*	9%	*	*	*	9%	133	128	116	18%
35 – 44	155	153	145	25.6%	9	12	11	31%	*	*	*	27%	230	225	228	35%
45 – 54	94	93	97	17.1%	12	13	11	31%	*	*	*	27%	157	172	192	29%
55 – 64	47	47	48	8.5%	*	*	*	14%	*	*	*	32%	88	97	100	15%
65 +	*	*	11	1.9%	*	*	5	14%	*	*	*	5%	10	13	15	2%
Total	591	565	566	100%	34	39	35	100%	26	24	22	100%	619	636	652	100%

^% at each range in 2021/22

For professional services staff by role, the largest groups for staff in Support Roles are aged 35-44 and 45-54 at 31%. For Clerical and Library staff, 25-34 is the largest age group, 40%. For Technical staff the largest group is 55-64, 32%. For SALC/Senior Admin staff the largest age group is 35-44, 35%.

Contract Status

Table 22: Age: Academic and Professional Staff by Contract Type 2021/22

Staff role	Fixed term	Permanent	% Fixed Term	% Fixed Term^
Academic Staff	**44**	**934**	**4%**	**100%**
Under 25	*	*	0%	0%
25-34	18	120	13%	41%
35-44	15	275	5%	34%
45-54	*	268	1%	7%
55-64	*	204	1%	7%
65+	*	65	7%	11%
Professional Services Staff	**98**	**1177**	**7.7%**	**100.0%**
Under 25	14	22	39%	14%
25-34	37	314	10.5%	37.8%
35-44	18	372	4.6%	18.4%
45-54	18	288	5.9%	18.4%
55-64	*	151	5.6%	9.2%
65+	*	30	6.3%	2.0%
Grand Total	**142**	**2111**	**6%**	**100%**

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

The 25-34 age group has the highest proportion of staff on fixed-term contracts for both academic staff at 41% and professional services staff at 38%.

Full-time and part-time status

Table 23: Age: Academic and Professional Staff by Full-time & Part-time 2021/22

Staff role	Full time	Part time	% Part-time	% Part-time *
Academic Staff	**763**	**215**	**22.0%**	**100.0%**
Under 25	*	*	100.0%	0.9%
25-34	116	22	15.9%	10.2%
35-44	231	59	20.3%	27.4%
45-54	225	46	17.0%	21.4%
55-64	161	46	22.2%	21.4%
65+	30	40	57.1%	18.6%
Professional Services Staff	**1116**	**159**	**12.5%**	**100.0%**
Under 25	*	*	22.2%	5.0%
25-34	329	22	6.3%	13.8%
35-44	330	60	15.4%	37.7%
45-54	277	29	9.5%	18.2%
55-64	131	29	18.1%	18.2%
65+	21	11	34.4%	6.9%
Grand Total	**1879**	**374**	**16.6%**	**100.0%**

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

The 35-44 age group has the highest proportion of staff working part-time both for academic staff at 27% and professional services staff at 38%.

Disability

Table 24: Disability: Academic and Professional Services Staff by Disability Disclosure 2019-2022

Staff role	2019/20 No.	2019/20 %	2020/21 No.	2020/21 %	2021/22 No.	2021/22 %
Academic Staff	**946**	*	**935**	*	**978**	*
Disability	50	5.3%	50	5.3%	56	5.7%
No known disability	797	84.2%	791	84.6%	829	84.8%
Not known/refused	99	10.5%	94	10.1%	93	9.5%
Professional Services	**1270**	*	**1264**	*	**1275**	*
Disability	93	7.3%	96	7.6%	96	7.5%
No known disability	1071	84.3%	1067	84.4%	1073	84.2%
Not known/refused	106	8.3%	101	8.0%	106	8.3%
All Staff	**2216**	*	**2199**	*	**2253**	*
Disability	143	6.5%	146	6.6%	152	6.7%
No known disability	1868	84.3%	1858	84.5%	1902	84.4%
Not known/refused	205	9.3%	195	8.9%	199	8.8%

The number of staff disclosing a disability at City has increased slightly from 146 in 2020/21 to 152 in 2021/22.

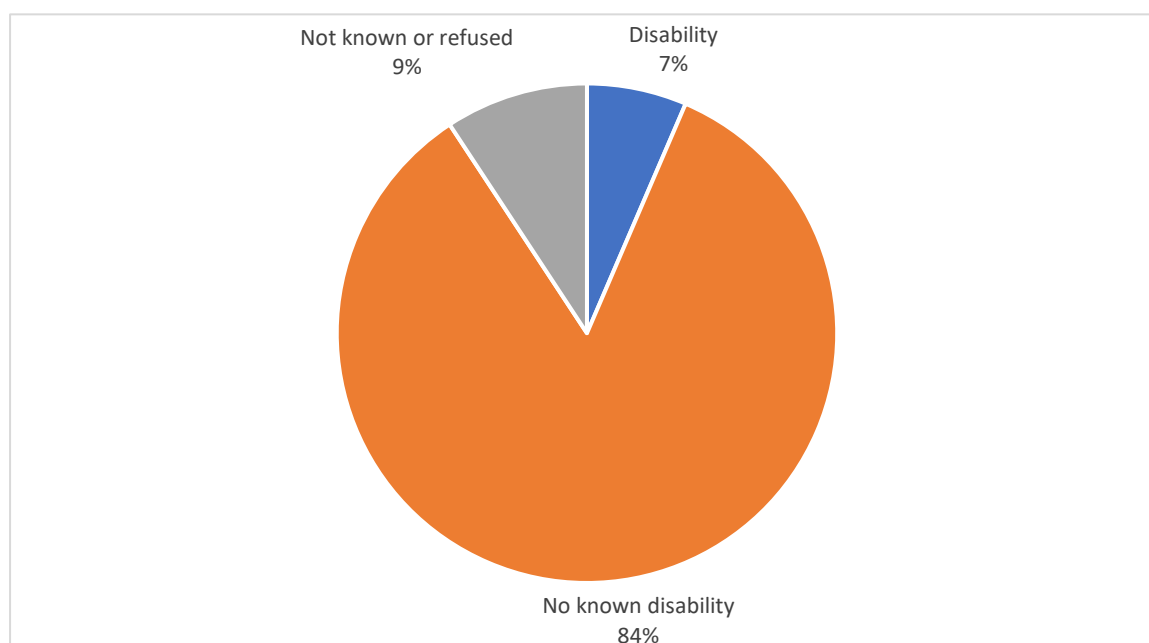Figure 7: Staff breakdown by disability

Table 25: Disability Disclosure – Breakdown

Disability Disclosure – Breakdown	2021/2022
A specific learning difficulty (i.e. Dyslexia or Dyspraxia)	26.3%
A long standing illness or health condition (i.e. Cancer)	24.3%
A mental health condition (i.e. Depression or Schizophrenia)	19.7%
A disability, impairment or medical condition not listed	11.2%
A physical impairment or mobility issues (i.e. Wheelchair)	5.9%
Two or more impairments and/or disabling medical conditions	4.6%
Deaf or serious hearing impairment	3.9%
Blind or a serious visual impairment uncorrected by glasses	2.0%
General learning disability (i.e. Down's syndrome)	0.7%
A social/communication impairment (i.e. Asperger's syndrome)	1.3%
Grand Total	**100.0%**

Table 25 shows the proportions of disclosed disability types at City. The highest disability type to be disclosed was a specific learning difficulty (i.e. Dyslexia or Dyspraxia), 26%.

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

Contract type

Table 26: Disability: Academic and Professional Services Staff by Contract Type 2021/22

Staff role	Disability	No known disability	Not known or refused	% with Disability*	% with Disability^
Academic Staff	**56**	**829**	**93**	**5.7%**	**100.0%**
Fixed term	*	38	*	4.5%	3.6%
Permanent	*	791	*	5.8%	96.4%
Professional Services Staff	**96**	**1073**	**106**	**7.5%**	**100.0%**
Fixed term	10	83	*	10.2%	10.4%
Permanent	86	990	*	7.3%	89.6%
Grand Total	**152**	**1902**	**199**	**6.7%**	**100.0%**

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

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

For academic staff who declared a disability, 4% were on fixed-term contracts. For professional services staff who declared a disability, 10% were on fixed-term contracts.

Full-time or part-time status

Table 27: Disability: Academic and Professional Services Staff by Full-time / Part-time 2021/22

Staff Role	Disability	No known disability	Not known or refused	% with Disability*	% with Disability^
Academic Staff	**56**	**829**	**93**	**5.7%**	**100.0%**
Full time	*	647	68	6.3%	78.0%
Part time	*	182	25	3.7%	22.0%
Professional Services Staff	**96**	**1073**	**106**	**7.5%**	**100.0%**
Full time	85	939	92	7.6%	87.5%
Part time	11	134	14	6.9%	12.5%
Grand Total	**152**	**1902**	**199**	**6.7%**	**100.0%**

% Measured against all staff within Academic and Professional Services respectively

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

For academic staff who declared a disability 22% were part-time, and professional services staff 13% were part-time.

Gender Reassignment

Table 28: Q. Is your gender identity the same as the gender you were assigned at birth: Aug 2022

Response	No.	%
Yes/No	835	37%
Information Refused / Not Available*	1445	63%

63% of staff have not answered the monitoring question related to gender reassignment. This is below the sector average of 51% in institutions that have voluntarily reported this data to HESA (Advance HE, 2020).

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

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

Religion and Belief

Figure 8: Staff breakdown by religious belief
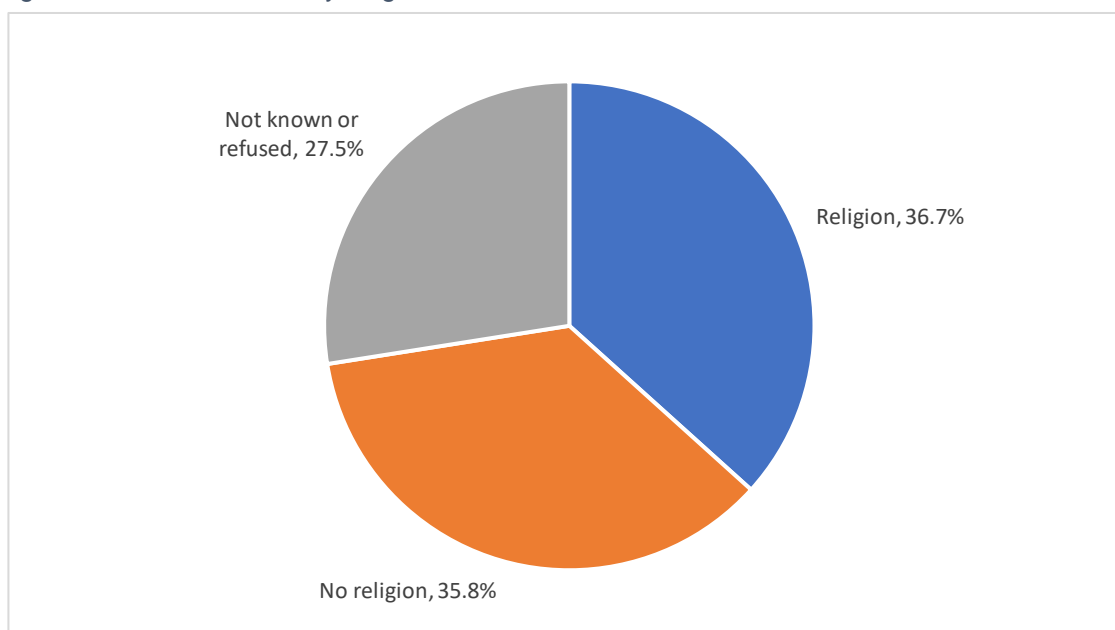
Table 29: Religion and Belief

Religion	2019/20	2020/21	2021/22
Any religion	35.9%	37%	36.7%
Buddhist	0.8%	1.0%	1.2%
Christian	22.7%	22.9%	22.2%
Hindu	2.5%	2.8%	2.8%
Jewish	1.5%	1.7%	1.6%
Muslim	6.2%	6.3%	6.7%
Sikh	0.6%	0.5%	0.7%
Spiritual	0.6%	0.9%	0.7%
Other	1.0%	0.9%	1.0%
No religion	34.5%	34.8%	35.8%
Not known or refused	29.6%	28.2%	27.5%
Total	**100.0%**	**100.0%**	**100.0%**

Taken together, staff who have declared a religion are the largest group at 37%. Those that have declared No religion or Not known or refused total 63% of staff.

The proportion of staff identifying as Buddhist, Muslim, Sikh and Other have increased from 2020/21 to 2021/22. The proportion of staff identifying as Christian, Jewish and Spiritual has decreased.

We have higher than the sector average of staff disclosure for religion and belief with 28% of staff in the Not known or refused category, compared with the sector average of 44% (Advance HE, 2020).

Sexual Orientation

Table 30: Sexual Orientation

Sexual Orientation	2019/20	2020/21	2021/22
Bisexual, Gay man, Gay Woman/Lesbian	5.5%	6.0%	5.5%
Other	0.4%	0.5%	0.5%
Heterosexual	69.8%	70.4%	64.8%
Not known or refused	24.4%	23.1%	29.1%
Total	**100.0%**	**100.0%**	**100.0%**

6% of City staff identified as Bisexual, Gay Man, Gay Woman/Lesbian or Other (using HESA categorisation). The proportion of staff for whom their sexual orientation is Not known or refused has increased from 23% in 2020/21 to 29% in 2021/22. This is less than the sector average of 44% (Advance HE, 2020).

Figure 9: Staff breakdown by sexual orientation
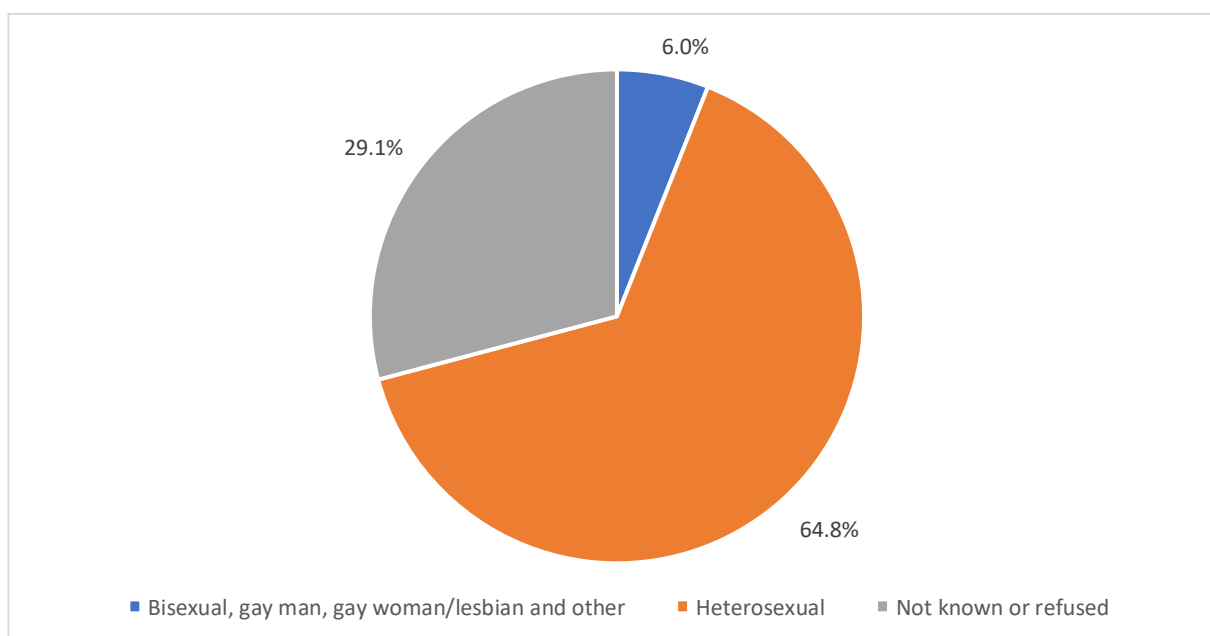
Recruitment

Gender

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

Table 31: Women applicants at each stage of recruitment (%) 2019-2022

Recruitment Stage	2019/20	2020/21	2021/22
Applicants	43.7%	39.5%	51.7%
Shortlisted	59.5%	56.3%	53.5%
Appointments	50.5%	52.2%	53.9%

Figure 10: Recruitment by gender
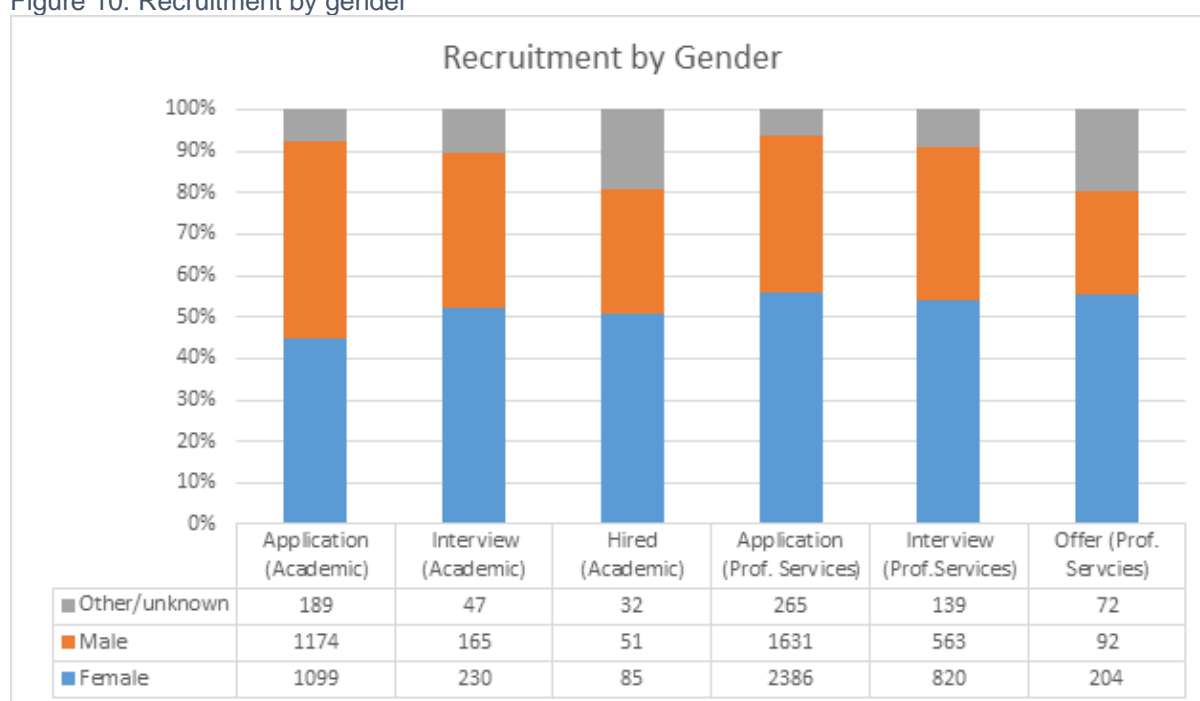
The percentage of women applicants has increased to 52% in 2021/22 from 40% in 2020/21. The proportion of women applicants being shortlisted has decreased from 56% in 2020/21 to 54% in 2021/22. The proportion of women appointments has increased for the third year in a row and is 54% in 2021/22.

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

Table 32: Recruitment: Academic and Professional Services Staff by Gender & Stage 2019/-2022

| Staff role	Female 2019/20	% from previous Stage 2019/20	Male 2019/20	% from previous Stage 2019/20	Other or Unknown 2019/20	Female 2020/21	% from previous Stage 2020/21	Male 2020/21	% from previous Stage 2020/21	Other or Unknown 2020/21	Female 2021/22	% from previous Stage 2021/22	Male 2021/22	% from previous Stage 2021/22	Other or Unknown 2021/22
Research	**1809**		**988**		**885**	**1310**		**1026**		**814**	**554**		**297**		**78**
Applicants	1611		866		830	1069		824		797	445		232		41
Shortlisted	156	9.7%	98	11.3%	16	214	20.0%	175	21.2%	*	81	18.2%	53	22.8%	19
Appointments	42	26.9%	24	24.5%	39	27	12.6%	27	15.4%	13	28	34.6%	12	22.6%	18
Academic	**915**		**1241**		*****	**797**		**1445**		**384**	**859**		**1072**		**183**
Applicants	796		1141		*	702		1357		374	653		923		145
Shortlisted	85	10.7%	67	5.9%	*	52	7.4%	53	3.9%	*	149	22.8%	110	11.9%	25
Appointments	34	40.0%	33	49.3%	*	43	82.7%	35	66.0%	*	57	38.3%	39	35.5%	13
Professor	*****		**15**		**17**	*****		*****		*****	*****		**21**		*****
Applicants	*		14		10	*		*		*	*		19		*
Shortlisted	*	0%	*	0%	*	*	0%	*	0%	*	*	0%	*	11%	*
Appointments	*	0%	*	0%	*	*	0%	*	0%	*	*	0%	*	0%	*
Clerical/ Technical/ Support/ Other related	**4008**		**2212**		**2380**	**3316**		**1962**		**1963**	**2241**		**1500**		**268**
Applicants	3461		1934		2337	2972		1724		1948	1591		1082		153
Shortlisted	439	12.7%	230	11.9%	18	274	9.2%	198	11.5%	*	526	33.1%	366	33.8%	73
Appointments	108	24.6%	48	20.9%	25	70	25.5%	40	20.2%	11	124	23.6%	52	14.2%	42
SALC	**1402**		**999**		**692**	**1202**		**1055**		**833**	**1169**		**786**		**208**
Applicants	1140		811		666	977		905		822	795		549		112
Shortlisted	206	18.1%	149	18.4%	16	179	18.3%	117	12.9%	*	294	37.0%	197	35.9%	66
Appointments	56	27%	39	26%	10	46	26%	33	28%	*	80	27%	40	20%	30

Ethnicity

Table 33: BAME applicants at each stage of recruitment (%) 2019-2022

Recruitment Stage	2019/20	2020/21	2021/22
Applicants	36.6%	39.0%	57.8%
Shortlisted	34.8%	42.2%	50.4%
Appointments	27.8%	31.7%	37.3%

Figure 11: Recruitment by Ethnicity
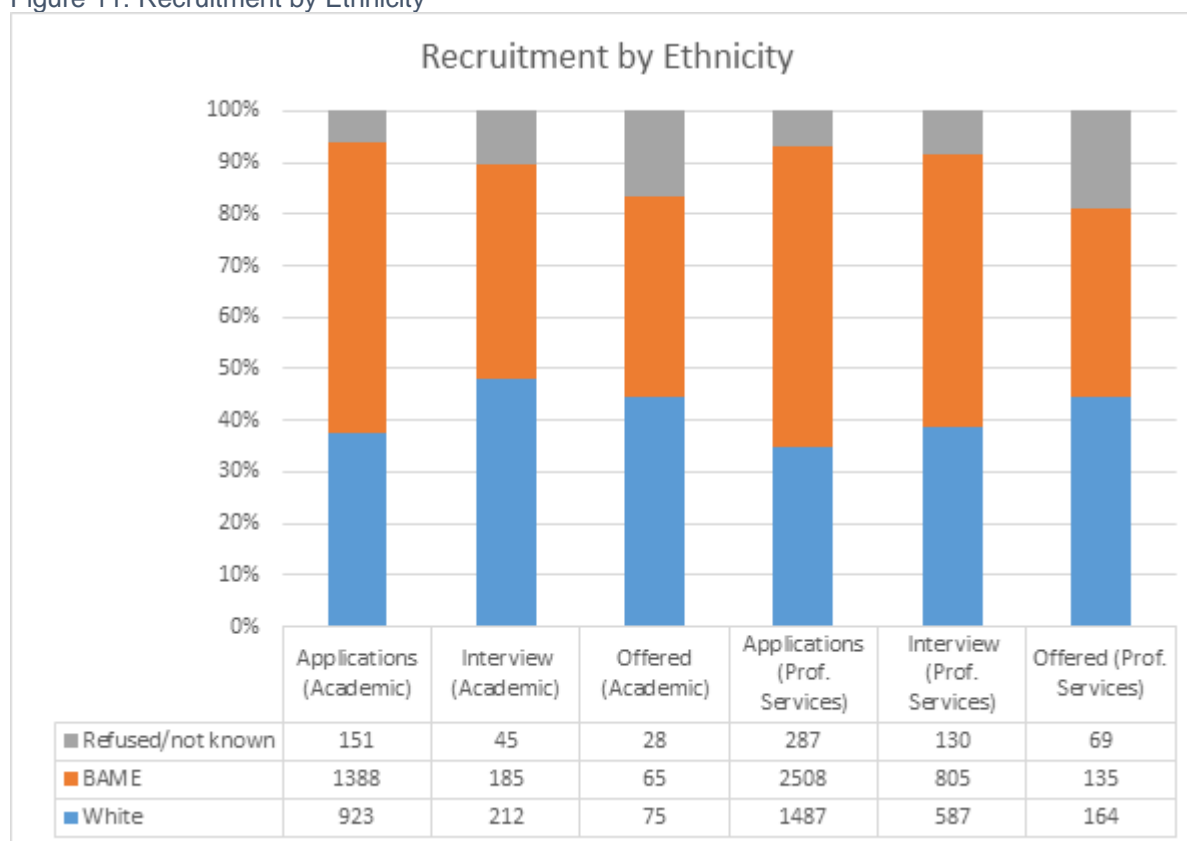
The percentage of BAME applicants has increased from 39% in 2020/21 to 58% in 2021/22. The proportion of BAME applicants shortlisted and interviewed has also increased from 42% in 2020/21 to 50% in 2021/22. The proportion of appointments of BAME staff has also increased from 32% in 2020/21 to 37% in 2021/22.

The data demonstrates that applications, interviews and appointment of BAME staff have all increased. The gap between the proportion of BAME applicants and BAME appointments has widened from 7pp in 2020/21 to 21pp in 2021/22.

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

Table 34: Recruitment: Academic and Professional Services Staff by Ethnicity & Stage 2019-2022

Recruitment Stages	2019/20 BAME	2019/20 % from previous Stage	2019/20 White	2019/20 % from previous Stage	2019/20 Unknown/ Refused	2020/21 BAME	2020/21 % from previous Stage	2020/21 White	2020/21 % from previous Stage	2020/21 Unknown/ Refused	2021/22 BAME	2021/22 % from previous Stage	2021/22 White	2021/22 % from previous Stage	2021/22 Unknown/ Refused
Academic Applicants	2047		2282		1337	2087		1773		1265	1388		923		151
Academic Shortlisted	128	6.3%	267	11.7%	33	206	9.9%	272	15.3%	22	185	13.3%	212	23.0%	45
Academic Appointments	35	27.3%	90	33.7%	56	34	16.5%	55	20.2%	22	65	35.1%	75	35.4%	28
Professional Services Applicants	3818		3353		3178	3577		2891		2931	2508		1487		287
Professional Services Shortlisted	390	10.2%	593	17.7%	75	333	9.3%	417	14.4%	26	805	32.1%	587	39.5%	130
Professional Services Appointments	96	24.6%	146	24.6%	44	59	17.7%	106	25.4%	17	135	16.8%	164	27.9%	69

Table 35: Disabled applicants at each stage of Recruitment 2021/22

Disability	Applications	%*	Shortlisted	%*	Appointments	% Appointments*	% Appointments**
No Known Disability	5916	87.7%	1605	27.1%	394	6.7%	24.5%
Unknown	343	5.1%	156	45.5%	100	29.2%	64.1%
Yes	485	7.2%	203	41.9%	42	8.7%	20.7%
Total	6744	100.0%	1964	29.1%	536	7.9%	27.3%
GIS	344	5.1%	152	7.7%	30	5.6%	19.7%

*of those that applied

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

A higher proportion of disabled applicants were appointed, 9%, than applied, 7% in 2021/22. Also a higher proportion of disabled applicants applying under the Guaranteed Interview Scheme (GIS) were appointed, 6%, than applied, 5% in 2021/22.

Promotion and Progression

Table 36: Sex: Academic and Professional Services Staff Progression 2019-2022

Staff role	Female	Male	% Female	% Male
Academic Staff	**113**	**107**	**51.4%**	**49%**
2019/20	31	37	45.6%	54.4%
2020/21	35	30	53.8%	46.2%
2021/22	47	40	54.0%	46.0%
Professional Services Staff	**83**	**53**	**61.0%**	**39%**
2019/20	26	16	61.9%	38.1%
2020/21	24	13	64.9%	35.1%
2021/22	43	33	56.6%	43.4%
Grand Total	**144**	**121**	**54.3%**	**46%**

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

In 2021/22, 54% of female academic staff were promoted which is an increase from 2020/21. In 2021/22, 57% of female professional services staff were promoted or progressed which is a decrease from 2020/21, 65%.

Table 37: Ethnicity: Academic and Professional Services Staff 2019-2022

Staff role	BAME	White	Refused or Not known	BAME %
Academic Staff	**39**	**175**	*****	**18.2%**
2019/20	*	59	*	11.9%
2020/21	*	48	*	22.6%
2021/22	*	68	*	20.0%
Professional Services Staff	**39**	**112**	*****	**25.8%**
2019/20	12	29	*	29.3%
2020/21	11	25	*	30.6%
2021/22	16	58	*	21.6%
Total	**78**	**287**	**10**	**21.4%**

Calculations include only those who have disclosed their ethnicity.

In 2021/22, 20% of academics promoted were BAME staff which is a decrease from 23% in 2020/21. For professional services staff 22% of staff promoted were BAME, which is lower than the professional services staff BAME population in 2021/22, 37% (see table 11).

Table 38: Disability: Academic & Professional Services Staff Progression 2021/22

Row Labels	Disability	No known Disability	Not known/refused	% with Disability*
Academic Staff	*	72	*	9.2%
Professional Services	*	65	*	10.5%
Grand Total	16	137	10	9.82%

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

For academic staff 9% of those promoted had disclosed a disability in 2021/22, and 11% of professional services staff who were promoted/progressed to a higher grade had disclosed a disability.

Training opportunities

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

Table 39: Training by Sex 2019-2022

Staff Role	Female Headcount	Female Attended	Female %	Male Headcount	Male Attended	Male %
2019/20	**1365**	**581**	**42.6%**	**1185**	**388**	**32.7%**
Academic Staff	529	153	29%	581	155	27%
Professional Services Staff	836	428	51%	604	233	39%
2020/21	**1304**	**430**	**33.0%**	**1148**	**239**	**20.8%**
Academic Staff	497	122	25%	552	100	18%
Professional Services Staff	807	308	38%	596	139	23%
2021/22	**1418**	**473**	**33.4%**	**1184**	**274**	**23.1%**
Academic	547	166	30%	578	108	19%
Professional Services	871	307	35%	606	166	27%

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

Female academic staff attending training increased from 25% in 2020/21 to 30% in 2021/22. Female professional services staff attending training decreased from 38% in 2020/21 to 35% in 2021/22. A higher proportion of total female staff attended training than male staff, 33% compared to 23% in 2021/22.

Table 40: Training - Grade 9 Staff 2019-2022

Staff Role	Headcount	Attended	%	Headcount	Attended	%
2019/20	**77**	**24**	**31.2%**	**188**	**23**	**12.2%**
Professors	*	*	27.9%	*	*	21.6%
Senior Admin	*	*	43.8%	*	*	28.6%
2020/21	**80**	**32**	**40.0%**	**184**	**48**	**26.1%**
Professors	*	*	25.8%	64	31	18.9%
Senior Admin	*	*	44.4%	20	10	50.0%
2021/22	**87**	**31**	**35.6%**	**182**	**32**	**17.6%**
Professors	66	21	31.8%	*	*	17.9%
Senior Admin	21	10	47.6%	*	*	15.0%

'Headcount' reflects headcount over the year

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

Of our professors and senior administrative staff groups, female staff were more likely to attend training than male staff, 36% of female staff compared to 18% of male staff in 2021/22. This represents a decrease for both female and male grade 9 staff attending training compared to 2020/21.

Table 41: Training by Ethnicity 2019-2022

Staff role	BAME Headcount	BAME Attended	BAME %	Refused or Not known Headcount	Refused or Not known Attended	Refused or not known %	White Headcount	White Attended	White %
2019/20	**680**	**257**	**37.8%**	**62**	**16**	**25.8%**	**1808**	**696**	**38.5%**
Academic Staff	193	48	24.9%	27	*	18.5%	890	255	28.7%
Professional Services Staff	487	209	42.9%	35	*	31.4%	918	441	48.0%
2020/21	669	183	27.4%	68	15	22.1%	1715	471	27.5%
Academic Staff	194	40	20.6%	29	*	17.2%	826	177	21.4%
Professional Services Staff	475	143	30.1%	39	*	25.6%	889	294	33.1%
2021/22	762	219	28.7%	75	20	26.7%	1765	508	28.8%
Academic Staff	231	53	22.9%	30	*	23.3%	864	214	24.8%
Professional Services Staff	531	166	31.3%	45	*	28.9%	901	294	32.6%

'Headcount' reflects headcount over the year

In 2021/22, 29% of both BAME and White staff attended training. A higher proportion of BAME professional services staff, 31%, attended training than BAME academic staff, 23%. This is a decrease from the proportion of BAME professional services staff that attended training, 30% in 2020/21 but a slight increase for BAME academic staff from 21% in 2020/21.

Table 42: Training by Age Range 2019-2022

Staff role	Female Headcount	Female Attended	Female %	Male Headcount	Male Attended	Male %
2019/20	**1365**	**581**	**43%**	**1185**	**388**	**33%**
Under 25	42	22	52%	31	16	52%
25 – 34	393	170	43%	265	105	40%
35 – 44	421	180	43%	340	109	32%
45 – 54	297	133	45%	284	94	33%
55 – 64	184	70	38%	185	47	25%
65+	*	*	21%	80	17	21%
2020/21	**1304**	**430**	**33%**	**1148**	**239**	**21%**
Under 25	*	*	23%	*	*	21%
25 – 34	344	132	38%	229	50	22%
35 – 44	412	126	31%	337	74	22%
45 – 54	304	112	37%	266	59	22%
55 – 64	192	48	25%	203	40	20%
65+	*	*	24%	85	10	12%
2021/22	**1418**	**473**	**33%**	**1184**	**274**	**23%**
Under 25	*	*	21%	25	12	48%
25 – 34	387	140	36%	228	62	27%
35 - 44	432	135	31%	355	88	25%
45 - 54	329	121	37%	288	62	22%
55 - 64	196	61	31%	205	45	22%
65+	*	*	22%	*	*	6%

'Headcount' reflects headcount over the year

The number of staff attending training varies by age group. In 2021/22 the age group 45-54 had the largest proportion of female staff that attended training, at 37%. The age group under 25 for male staff had the highest proportion attending training, at 48%.

Table 43: Training by Disability Disclosure 2019-2022

Staff role	Info refused Headcount	Info refused Attended	Info refused %	No Disability Headcount	No Disability Attended	No Disability %	Not Known Headcount	Not Known Attended	Not Known %	Disability Declared Headcount	Disability Declared Attended	Disability Declared %
2019/20	**30**	**14**	**47%**	**2156**	**796**	**37%**	**205**	**84**	**41%**	**159**	**75**	**47%**
Academic	*	*	33%	938	252	27%	101	34	34%	62	19	31%
Professional	*	*	52%	1218	544	45%	104	50	48%	97	56	58%
2020/21	**29**	**11**	**38%**	**2071**	**541**	**26%**	**183**	**62**	**34%**	**169**	**55**	**33%**
Academic	*	*	40%	888	181	20%	92	21	23%	59	16	27%
Professional	*	*	37%	1183	360	30%	91	41	45%	110	39	35%
2020/21	**33**	**13**	**39%**	**2194**	**624**	**28%**	**185**	**48**	**26%**	**190**	**61**	**32%**
Academic	*	*	40%	955	232	24%	95	20	21%	65	18	28%
Professional	*	*	39%	1239	392	32%	90	28	31%	125	43	34%

'Headcount' reflects headcount over the year

In 2021/22, 32% of staff who disclosed a disability attended training. This is a decrease from 33% in 2020/21 but an increase in total disabled staff attending training as the number of staff disclosing a disability has increased.

Students' Equality Monitoring Statistics

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

- Age
- Disability
- Ethnicity
- Religion and Belief
- Sex
- Sexual Orientation

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

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

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

Change to School structures
The number of Schools have changed from five to six for the reporting period in 2021/22. The School of Arts and Social Science (SASS) is no longer operating and two new Schools, School of Policy and Global Affairs and School of Communication and Creativity were formed. The School of Health Science became the School of Health and Psychological Sciences. The School of Computing Science, Mathematics and Engineering became School of Science and Technology.

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

School	Acronym
Bayes Business School (formerly CASS)	BBS
City Law School	CLS
Learning Enhancement and Development	LEaD
School of Policy and Global Affairs	SPGA
School of Communication and Creativity	SCC
School of Health and Psychological Sciences	SHPS
School of Science and Technology	SST

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

Overview of Student Body

There has been a decrease to City's overall student population between 2020/21 and 2021/22, with student headcount decreasing by 3%. However, an increase for FTE has been more gradual at 0.7%.

Table 44: Student Body Overview

Academic Year	Headcount	FTE
2018/19	23,423	14,854
2019/20	19,936	14,859
2020/21	21,327	16,052
2021/22	20,686	16,159

Table 45: Student Body Overview

Increase per Academic Year	Increase Headcount	Increase FTE	Percentage Increase Headcount	Percentage Increase FTE
2018/19 - 2019/20	-3,487	5	-14.9%	0.03%
2019/20 - 2020/21	1,391	1,193	7.0%	8.03%
2020/21 - 2021/22	-641	107	-3.0%	0.7%

Student Body Mode of Study

The proportion of City's students studying part-time has increased by 2 between 2020/21 and 2021/22, although part-time students have not recovered to above the level in 2018/19.

Table 46: Mode of Study

Academic Year	Full-Time (inc. Sandwich) Headcount	Full-Time (inc. Sandwich) FTE	Part-Time Headcount	Part-Time FTE
2018/19	16,745	13,606	6,678	1,248
2019/20	16,823	13,921	3,113	938
2020/21	18,065	15,093	3,262	959
2021/22	17,361	15,079	3,264	1,055

Academic Year	Full-Time (inc. Sandwich) Headcount	Full-Time (inc. Sandwich) FTE	Part-Time Headcount	Part-Time FTE
2018/19	71.5%	91.6%	28.5%	8.4%
2019/20	84.4%	93.7%	15.6%	5.8%
2020/21	84.7%	94.0%	15.3%	6.0%
2021/22	83.9%	93.3%	15.8%	5.1%

School Populations

A decrease in student numbers has taken place across all Schools from 2020/21 to 2021/22.

Table 48: Overall Student Population

Academic School	2021/22
Bayes Business School	5,398
City Law School	2,762
Learning Enhancement & Development (LEaD)	162
School of Policy and Global Affairs	2,928
School of Communication and Creativity	664
School of Health and Psychological Sciences	5,508
School of Science and Technology	3,264
City Total	20,686

It is important to note that the School restructure in 2021/22 has changed the population across four Schools and it is not comparable at this time to previous years.

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

Table 49: Overall Student Population Percentages

Academic School	2021/22
Bayes Business School	26.1%
City Law School	13.4%
Learning Enhancement & Development (LEaD)	0.8%
School of Policy and Global Affairs	14.2%
School of Communication and Creativity	3.2%
School of Health and Psychological Sciences	26.6%
School of Science and Technology	15.8%
City Total	100%

Level of Study Breakdown by School and City Overall

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

Table 50: City Overall

Academic Year	First Degree	Other UG	PGT	PGR	Total
2018/19	12,094	159	10,400	770	23,423
2019/20	10,445	238	8,835	418	19,936
2020/21	12,234	0	8,616	477	21,327
2021/22	12,397	*	7,804	483	20,686

Table 51: City Overall

Academic Year	First Degree	Other UG	PGT	PGR
2018/19	51.6%	0.7%	44.4%	3.3%
2019/20	52.4%	1.2%	44.3%	2.1%
2020/21	57.4%	0.0%	40.4%	2.2%
2021/22	59.9%	0.0%	37.7%	2.3%

Student Population by Level of Study (2018/19 - 2021/22)
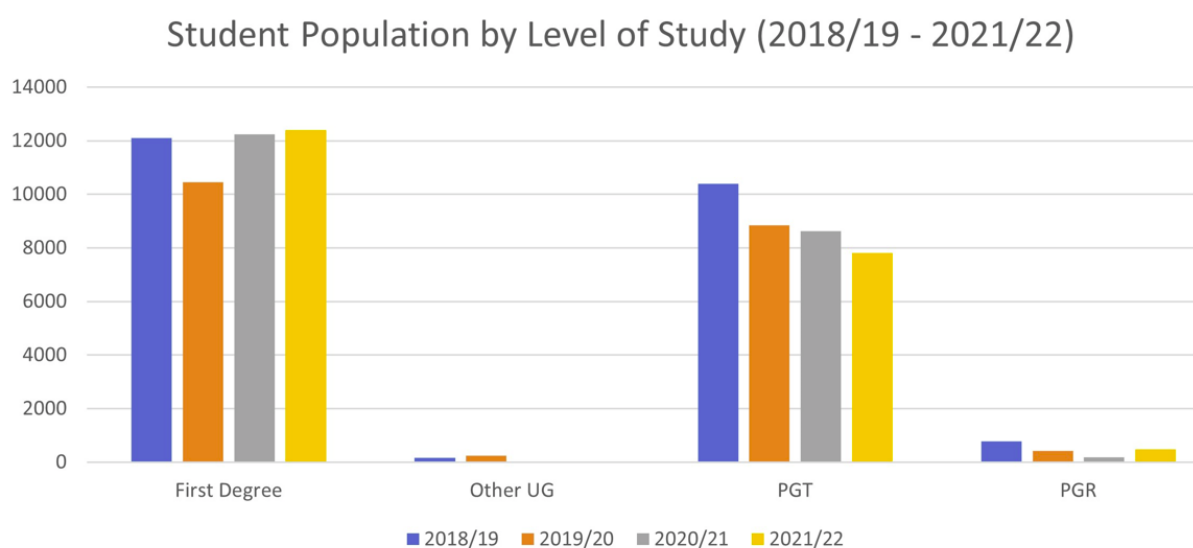
The proportion of postgraduate taught students has been consistent across 2018/19 to 2021/22 but has reduced slightly in 2020/21 and again in 2021/22. The proportion of undergraduate First-Degree students has slightly increased for 2021/22.

A further breakdown by School as follows;

Table 52: Academic Year Level of study 2021/22

School	First Degree	Other UG	PGT	PGR	Total
Bayes Business School	2,810	*	2,513	75	5,398
City Law School	1,431	*	1,315	16	2,762
Learning Enhancement & Development	*	*	161	*	161
School of Communication and Creativity	134	*	512	18	664
School of Policy and Global Affairs	2,255	*	606	65	2,928
School of Health and Psychological Sciences	3,650	*	1,681	177	5,508
School of Science and Technology	2,117	*	1,015	132	3,264

Age

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

The age breakdown overall by year

Table 53: Age Breakdown

Academic Year	Under 18	18 - 20	21 - 24	25 - 29	30+	Total
2019/20	136 (0.5%)	8,043 (32.0%)	7,936 (31.6%)	3,815 (15.2%)	5,191(20.7%)	25,12110 0%
2020/21	139 (0.7%)	8,122 (38.1%)	6,561 (30.8%)	2,840 (13.3%)	3,662 (17.2%)	21,324 (100%)
2021/22	155 (0.7%)	8,452 (40.9%)	6,039 (29.2%)	2,574 (12.4%)	3,455 (16.7%)	20,675 (100%)

The age breakdown by School

Table 54: Age Breakdown 2021/22

Academic School	Under 18	18 - 20	21 - 24	25-29	30+	Total
BBS	75	2,148	2,048	559	568	5,398
CLS	17	1,124	1,016	378	227	2,762
LEaD	*	*	12	32	109	153
SPGA	30	1,780	740	226	152	2,928
SCC	*	100	344	131	88	664
SHPS	16	1,864	941	861	1,826	5,508
SST	16	1,436	938	387	485	3,262
City Overall	155	8,452	6,039	2,574	3,455	20,675

Note: Age is calculated at start of the academic year reported, i.e. August 2021.

The above table provides a breakdown of age group by School for the year 2021/22. These numbers are presented as proportions of overall populations on the following pages.

There is a national picture, based on the Advance HE Student Statistical Report 2020, of an increasing proportion of students under 21 in HE and reduction in students in HE over 25.[2]

Table 55: Age Breakdown 2021/22

Academic School	Under 18	18 - 20	21 - 24	25 - 29	30+
BBS	1.4%	39.8%	37.9%	10.4%	10.5%
CLS	0.6%	40.7%	36.8%	13.7%	8.2%
LEaD	0.0%	0.0%	7.8%	20.9%	71.2%
SPGA	1.0%	60.8%	25.3%	7.7%	5.2%
SCC	0.2%	15.1%	51.8%	19.7%	13.3%
SHPS	0.3%	33.8%	17.1%	15.6%	33.2%
SST	0.5%	44.0%	28.8%	11.9%	14.9%
City Overall	0.7%	40.9%	29.2%	12.4%	16.7%

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

Disability

The proportion of students with a disclosed disability has reduced in 2021/22 to 8% from 9% in 2020/21. This is still considerably lower than the national average, as Advance HE reports that, according to the most recently available data, 14% of students nationally disclose a disability.[3]

Table 56: Disability Status

Academic Year	No Known Disability Number	No Known Disability %	Disclosed Disability Number	Disclosed Disability %	Total
2018/19	21,684	92.6%	1,739	7.4%	23,423
2019/20	18,515	92.9%	1,421	7.1%	19,936
2020/21	19,354	90.7%	1,973	9.3%	21,327
2021/22	19,079	92.2%	1,607	7.8%	20,686

The number of students in 2021/22 is higher 2019/20 but lower than to 2020/21, however the percentage of disability is the lower in 2021/22 than 2020/21 with a slight increase on 2019/20.

Figure 12: Disability Status
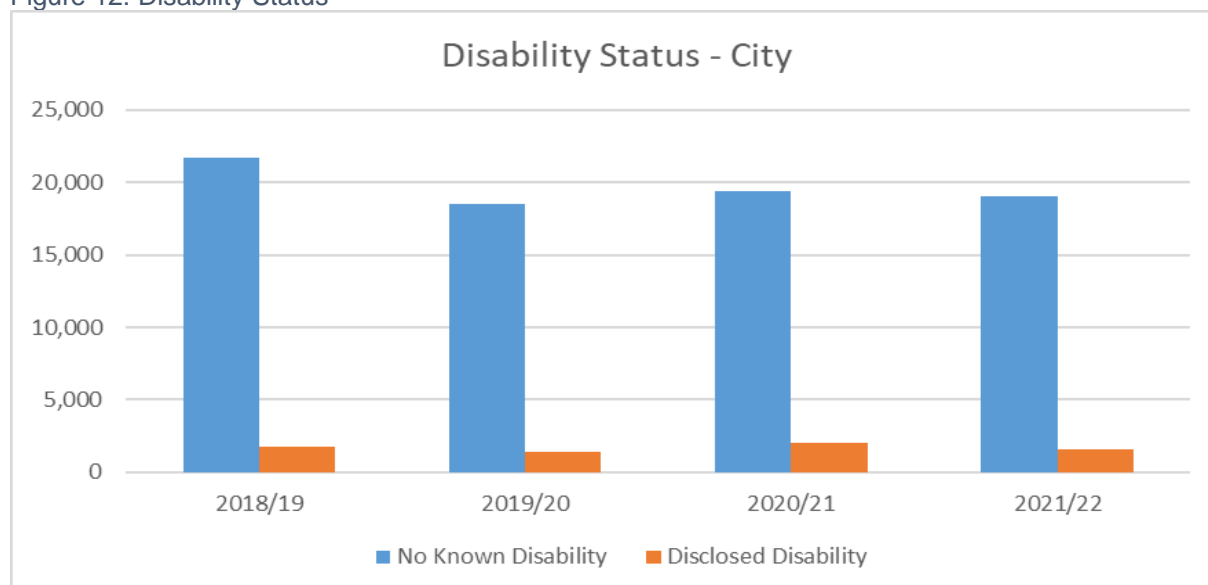
City's representation of disabled students is still considerably below the national average, and through City's Access and Participation Plan 2020/21 – 2024/25[4], further data will continue to be analysed in order to attempt to better understand the reasons for this (e.g. whether disabled students are not accessing City, or whether they are not disclosing their disability to the university).

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[3] Advance HE Statistical Report 2020, p. 84. Equality in higher education: statistical report 2020 | Advance HE (advance-he.ac.uk)
[4] City's Access and Participation Plan 2020/21 – 2024/25;
https://www.city.ac.uk/about/governance/legal/office-for-students-ofs

Table 57: Disability Group

Disability Group	2018/19 Number	2018/19 %	2019/20 Number	2019/20 %	2020/21 Number	2020/21 %	2021/22 Number	2021/22 %
No Known Disability	21,684	92.6%	18,515	92.9%	19,554	91.7%	19,079	92.2%
Mobility Disability	77	0.3%	57	0.3%	69	0.3%	39	0.2%
Mental Health Condition	348	1.5%	281	1.4%	386	1.8%	420	2.0%
Specific Learning Difference	760	3.2%	635	3.2%	725	3.4%	598	2.9%
Other / Not Listed	174	0.7%	154	0.8%	185	0.9%	159	0.8%
Hearing Disability	46	0.2%	25	0.1%	45	0.2%	49	0.2%
Long-Standing Illness	163	0.7%	129	0.6%	174	0.8%	158	0.8%
Visual Disability	31	0.1%	24	0.1%	43	0.2%	29	0.1%
Social or Communication Disability	47	0.2%	41	0.2%	54	0.3%	54	0.3%
Two or More Disabilities	93	0.4%	75	0.4%	92	0.4%	101	0.5%
Total	23,423		19,936		21,327		20,686	

The impact of the Integrated Student Support Review (2019) and the reorganisation of Student and Academic Services and LEaD which has resulted in the formation of Student Counselling, Mental Health and Accessibility Services (now Student Health and Wellbeing). Work on reasonable adjustments and a central record management system are currently underway to improve support for students to disclose disabilities and to better record information across services.

In 2021/22, as in previous years, the most highly represented disability group has been students who report a Specific Learning Difference (SpLD), which accounts for 3% of City's students. This is followed by students reporting a Mental Health Condition, which accounts for 2% of City students. Students with a Visual Disability account for the smallest proportion of the City population.

Table 58: Disability Breakdown 2021/22

Academic School	No Known Disability	Mobility Disability	Mental Health Condition	Specific Learning Difference	Other / Not Listed	Hearing Disability	Long-Standing Illness	Visual Disability	Social or Communication Disability	Two or More Disabilities	Total
BBS	5,135	*	56	113	35	12	24	*	*	*	5,398
CLS	2,559	*	53	53	25	4	23	*	*	25	2,762
LEaD	148		*	*	*	*	*			*	162
SPGA	2,673	*	88	75	20	*	25	*	12	14	2,928
SCC	554	*	41	36	*	*	*	*	*	*	664
SHPS	4,969	13	122	240	47	18	55	13	*	28	5,508
SST	3,041	*	57	78	21	*	27	*	16	16	3,264
City Overall	19,077	39	420	598	159	49	158	29	54	101	20,686

Table 59: Disability Breakdown (%) 2021/22

Academic School	No Known Disability	Mobility Disability	Mental Health Condition	Specific Learning Difference	Other / Not Listed	Hearing Disability	Long-Standing Illness	Visual Disability	Social or Communication Disability	Two or More Disabilities
BBS	95.1%	*	1.0%	2.1%	0.6%	0.2%	0.4%	*	*	0.1%
CLS	92.7%	*	1.9%	1.9%	0.9%	0.1%	0.8%	*	*	0.9%
LEaD	91.4%	0.0%	*	*	*	*	*	0.0%	0.0%	*
SPGA	91.3%	*	3.0%	2.6%	0.7%	*	0.9%	*	0.4%	0.5%
SCC	83.4%	*	6.2%	5.4%	*	*	0.3%	*	*	*
SHPS	90.2%	0.2%	2.2%	4.4%	0.9%	0.3%	1.0%	0.2%	*	0.5%
SST	93.2%	*	1.7%	2.4%	0.6%	*	0.8%	*	0.5%	0.5%
City Overall	92.2%	0.2%	2.0%	2.9%	0.8%	0.2%	0.8%	0.1%	0.3%	0.5%

Bayes Business School (formerly Cass) had the highest proportion of students with No Known Disability. Conversely, SCC has the highest proportion of students to have disclosed a disability during 2021/22, followed by SHPS. SCC also account for the highest proportion of students who have disclosed a mental health condition, which was 6% in 2021/22 and specific learning difference 5%.

Ethnicity

City overall by ethnic group across four years

Table 60: City overall by ethnic group across four years

Academic Year	Ethnic Group	City Overall
2018/19	BAME	54.6%
2018/19	White	36.3%
2019/20	BAME	58.4%
2019/20	White	39.7%
2020/21	BAME	63.2%
2020/21	White	34.9%
2021/22	BAME	64.8%
2021/22	White	32.9%

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

BAME students account for 65% in 2021/22, the highest proportion across the four-year period, BAME students had accounted for 55% of students in 2018/19.

In 2021/22, White students account for 33% of City's students, the lowest proportion in the period, and students in the Not Known / Refused group accounted for 2% of City's students.

Table 61: Ethnicity Breakdown

Academic Year	Arab	Asian	Black	Chinese	Mixed	Other	White	Not Known / Refused	Total
2018/19 Number	674	6,141	2,479	1,965	970	554	8,494	2,146	23,423
2018/19 %	2.9%	26.2%	10.6%	8.4%	4.1%	2.4%	36.3%	9.2%	100%
2019/20 Number	843	4,049	1,913	2,037	426	2,819	6,974	875	19,936
2019/20 %	4.2%	20.3%	9.6%	10.2%	2.1%	14.1%	35.0%	4.4%	100%
2020/21 Number	986	4,664	2,265	1,897	545	3,113	7,448	409	21,327
2020/21 %	4.6%	21.9%	10.6%	8.9%	2.6%	14.6%	34.9%	1.9%	100%
2021/22 Number	1,053	6,909	2,336	1,428	1,047	628	6,814	471	20,686
2021/22 %	5.1%	33.4%	11.3%	6.9%	5.1%	3.0%	32.9%	2.3%	100%

According to Advance HE, in 2017/18, 28% of UK-domiciled students were BAME. [5] For City in 2021/22, BAME students accounted for 63% of our overall student population, 66% of our UK-domiciled students, and 63% of our Non-UK-domiciled students.

White students, as a distinct ethnic group, continually account for the highest proportion of City's students within the four-year period, although this has gradually reduced across the period from 36% in 2018/19 to 33% in 2021/22.

The proportion of students identifying themselves into the Not Known / Refused group, which accounts for students who select either 'I don't know' or 'Prefer not to say', has decreased across the four-year period, decreasing from 9% in 2018/19 to 2% in 2021/22.

Figure 13: Ethnicity Breakdown

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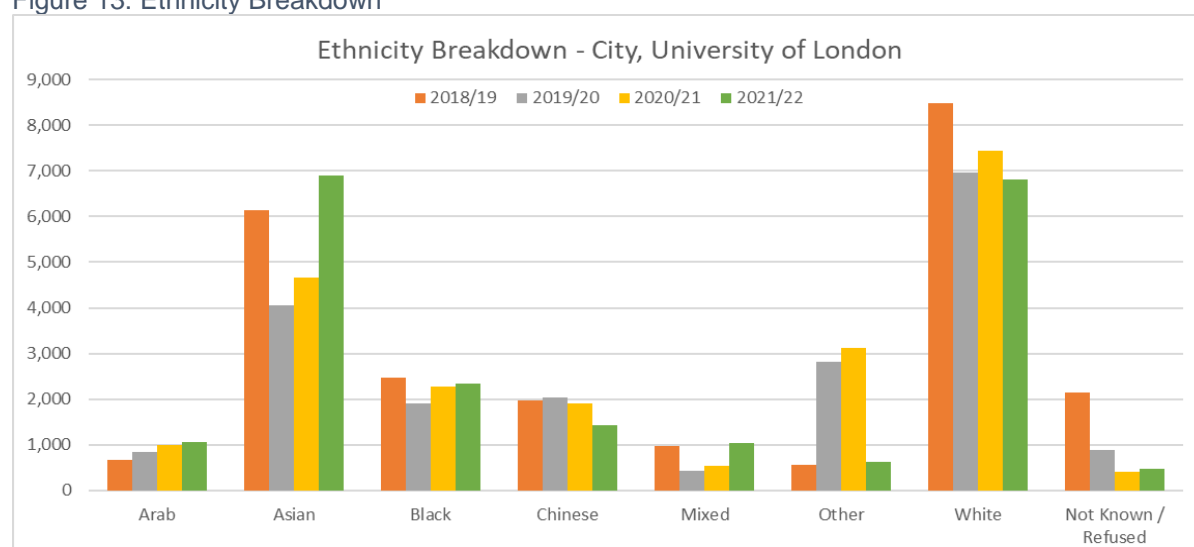
[5] Advance HE Statistical Report 2020, p. 130. Equality in higher education: statistical report 2020 | Advance HE (advance-he.ac.uk)

The students by ethnicity and UK or non-UK domicile across four years

Table 62: Ethnicity by Domicile

Ethnicity	2018/19 UK	2018/19 Non-UK	2019/20 UK	2019/20 Non-UK	2020/21 UK	2020/21 Non-UK	2021/22 UK	2021/22 Non-UK
Arab (Number)	331	343	364	479	419	567	463	590
Asian (Number)	4,598	1,543	3,125	924	3,776	888	5,194	1,715
Black (Number)	2,128	224	1,713	200	2,074	191	2,126	210
Chinese (Number)	538	1,427	519	1,518	519	1,378	379	1,049
Mixed (Number)	727	243	313	113	413	132	754	293
Other (Number)	453	95	1,794	1,025	2,125	983	522	106
White (Number)	5,804	2,690	4,496	2,478	4,953	2,495	4,635	2,179
Not Known/ Refused (Number)	370	1,776	268	607	305	104	289	182
Total (Number)	14,949	8,341	12,592	7,344	14,584	6,738	14,362	6,324
Proportion of Total (Number)	64.2%	35.8%	63.2%	36.8%	68.4%	31.6%	69.4%	30.6%
Arab (%)	2.2%	4.1%	2.9%	6.5%	2.9%	8.4%	3.2%	9.3%
Asian (%)	30.8%	18.5%	24.8%	12.6%	25.9%	13.2%	36.2%	27.1%
Black (%)	14.2%	2.7%	13.6%	2.7%	14.2%	2.8%	14.8%	3.3%
Chinese (%)	3.6%	17.1%	4.1%	20.7%	3.6%	20.5%	2.6%	16.6%
Mixed (%)	4.9%	2.9%	2.5%	1.5%	2.8%	2.0%	5.2%	4.6%
Other (%)	3.0%	1.1%	14.2%	14.0%	14.6%	14.6%	3.6%	1.7%
White (%)	38.8%	32.3%	35.7%	33.7%	34.0%	37.0%	32.3%	34.5%
Not Known/Refused (%)	2.5%	21.3%	2.1%	8.3%	2.1%	1.5%	2.0%	2.9%
Total (%)	100%	100%	100%	100%	100%	100%	100%	100%

The proportion of Asian students has increased across the period, from 25% in 2019/20, to 26% in 2020/21 and 36% in 2021/22. This group remains the largest at City out of the BAME population. The proportion of Black students has increased in 2021/22 and 2020/21 after decreasing in the year 2019/20. Chinese students continue to decrease across the last three years from 2019/20 to 2021/22. The headcount has increased in 2020/21 from 2019/20 and decreased in 2021/22 from 2020/21.

In 2021/22, Asian students accounted for the highest proportion of UK-domiciled and White students for Non-UK-domiciled students at City, UK at 36% and Non-UK at 35%. Chinese

students have consistently accounted for a significant proportion of Non-UK-domiciled students, ranging from 17% in 2018/19 to 17% in 2021/22 with the highest percentage in 2019/20 and 2020/21 across the period.

The proportion of Non-UK-domiciled students identifying into the Not Known / Refused group has decreased from 21% in 2018/19 to 3% in 2021/22.

City's proportion of UK-domiciled students has increased across the four-year period, rising from 64% in 2018/19 to 69% in 2021/22.

Table 63: Ethnicity Breakdown

Academic Year	Academic School	Arab	Asian	Black	Chinese	Mixed	Other	White	Not Known / Refused	Total
2018/19	BBS	176	1,328	166	1,420	183	83	2,081	839	6,276
2018/19	CLS	118	1,001	258	184	145	102	1,000	288	3,096
2018/19	LEaD	11	52	16	17	12	10	177	16	311
2018/19	SASS	128	1,212	319	119	252	157	1,954	515	4,656
2018/19	SHS	65	1,337	1,334	46	215	103	2,082	162	5,344
2018/19	SMCSE	176	1,211	386	179	163	99	1,200	326	3,740
2018/19	**City Overall**	674	6,141	2,479	1,965	970	554	8,494	2,146	23,423
2019/20	BBS	230	811	143	1,535	95	771	2,007	356	5,948
2019/20	CLS	180	723	196	146	70	385	882	123	2,705
2019/20	LEaD	*	20	10	*	*	20	83	*	156
2019/20	SASS	132	987	347	126	115	552	1,640	202	4,101
2019/20	SHS	85	777	892	31	71	511	1,243	89	3,699
2019/20	SMCSE	209	731	325	192	72	580	1,119	99	3,327
2019/20	**City Overall**	843	4,049	1,913	2,037	426	2,819	6,974	875	19,936
2020/21	BBS	291	807	148	1,355	118	785	2,059	60	5,623
2020/21	CLS	184	873	253	196	84	456	941	81	3,068
2020/21	LEaD	*	23	*	*	*	19	94	*	161
2020/21	SASS	160	1,154	421	138	162	625	1,806	85	4,551
2020/21	SHS	104	967	1,076	30	91	629	1,430	100	4,427
2020/21	SMCSE	242	840	362	168	89	599	1,118	79	3,497
2020/21	**City Overall**	986	4,664	2,265	1,897	545	3,113	7,448	409	21,327
2021/22	BBS	327	1,471	139	1,026	270	89	1,951	125	5,398
2021/22	CLS	189	1,125	251	100	147	133	751	66	2,762
2021/22	LEaD	10	32	*	*	*	*	96	*	161
2021/22	SCC	19	79	41	15	45	11	442	12	664
2021/22	SPGA	132	1,085	330	85	168	125	934	69	2,928
2021/22	SHPS	144	1,825	1,203	53	246	161	1,767	109	5,508
2021/22	SST	232	1,292	366	140	167	108	873	86	3,264
2021/22	**City Overall**	1,053	6,909	2,336	1,428	1,047	628	6,814	471	20,686

Table 64: Ethnicity Breakdown

Academic Year	Academic School	Arab	Asian	Black	Chinese	Mixed	Other	White	Not Known / Refused
2018/19	BBS	2.8%	21.2%	2.6%	22.6%	2.9%	1.3%	33.2%	13.4%
2018/19	CLS	3.8%	32.3%	8.3%	5.9%	4.7%	3.3%	32.3%	9.3%
2018/19	LEaD	3.5%	16.7%	5.1%	5.5%	3.9%	3.2%	56.9%	5.1%
2018/19	SASS	2.7%	26.0%	6.9%	2.6%	5.4%	3.4%	42.0%	11.1%
2018/19	SHS	1.2%	25.0%	25.0%	0.9%	4.0%	1.9%	39.0%	3.0%
2018/19	SMCSE	4.7%	32.4%	10.3%	4.8%	4.4%	2.6%	32.1%	8.7%
2018/19	**City Overall**	2.9%	26.2%	10.6%	8.4%	4.1%	2.4%	36.3%	9.2%
2019/20	BBS	3.9%	13.6%	2.4%	25.8%	1.6%	13.0%	33.7%	6.0%
2019/20	CLS	6.7%	26.7%	7.2%	5.4%	2.6%	14.2%	32.6%	4.5%
2019/20	LEaD	4.5%	12.8%	6.4%	4.5%	1.9%	12.8%	53.2%	3.8%
2019/20	SASS	3.2%	24.1%	8.5%	3.1%	2.8%	13.5%	40.0%	4.9%
2019/20	SHS	2.3%	21.0%	24.1%	0.8%	1.9%	13.8%	33.6%	2.4%
2019/20	SMCSE	6.3%	22.0%	9.8%	5.8%	2.2%	17.4%	33.6%	3.0%
2019/20	**City Overall**	4.2%	20.3%	9.6%	10.2%	2.1%	14.1%	35.0%	4.4%
2020/21	BBS	5.2%	14.4%	2.6%	24.1%	2.1%	14.0%	36.6%	1.1%
2020/21	CLS	6.0%	28.5%	8.2%	6.4%	2.7%	14.9%	30.7%	2.6%
2020/21	LEaD	3.1%	14.3%	3.1%	6.2%	0.6%	11.8%	58.4%	2.5%
2020/21	SASS	3.5%	25.4%	9.3%	3.0%	3.6%	13.7%	39.7%	1.9%
2020/21	SHS	2.3%	21.8%	24.3%	0.7%	2.1%	14.2%	32.3%	2.3%
2020/21	SMCSE	6.9%	24.0%	10.4%	4.8%	2.5%	17.1%	32.0%	2.3%
2020/21	**City Overall**	4.6%	21.9%	10.6%	8.9%	2.6%	14.6%	34.9%	1.9%
2021/22	BBS	6.1%	27.3%	2.6%	19.0%	5.0%	1.6%	36.1%	2.3%
2021/22	CLS	6.8%	40.7%	9.1%	3.6%	5.3%	4.8%	27.2%	2.4%
2021/22	LEaD	6.2%	19.8%	3.7%	5.6%	2.5%	0.6%	59.3%	2.5%
2021/22	SPGA	2.9%	11.9%	6.2%	2.3%	6.8%	1.7%	66.6%	1.8%
2021/22	SCC	2.9%	11.9%	6.2%	2.3%	6.8%	1.7%	66.6%	1.8%
2021/22	SHS	4.5%	37.1%	11.3%	2.9%	5.7%	4.3%	31.9%	2.4%
2021/22	SST	2.6%	33.1%	21.8%	1.0%	4.5%	2.9%	32.1%	2.0%
2021/22	**City Overall**	7.1%	39.6%	11.2%	4.3%	5.1%	3.3%	26.7%	2.6%

The Schools analysis is not comparable in 2021/22 to previous years, because the five Schools changed to six Schools in 2021/22 and their respective populations changed across four Schools. Two new Schools are reported in 2021/22, SCC and SPGA replacing SASS.

Religion and Belief

City overall by religion and belief 2021/22

Table 65: City Overall - Religion and Belief*

City Overall - Religion and Belief*	Headcount	% of Total
Any other religion or belief	253	1.2%
Buddhist	389	1.9%
Christian	5,135	24.8%
Hindu	1,586	7.7%
Jewish	248	1.2%
Muslim	6,486	31.4%
No religion	5,099	24.6%
Sikh	300	1.5%
Spiritual	241	1.2%
Not known	91	0.4%
Information refused	858	4.1%
Grand Total	20,686	100%

*The descriptions are using HESA definitions.

In 2021/22, 71% of students identified as belonging to a faith or belief group. Muslim students account for the highest proportion at 31%, followed by Christian students at 25%.

The picture at City differs from the wider Higher Education sector. Most recent data tells us that nationally, the highest proportion of students identify with no religion at 42%, followed by Christian at 25%, and Muslim at 8%.[6] Our disclosure rates are higher than the wider sector where around 1 in 10 students refused to disclose information about their religion and belief compared to around 1 in 25 students refusing this information at City.

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6 Advance HE Statistical Report 2020, p. 217. Equality in higher education: statistical report 2020 | Advance HE (advance-he.ac.uk)

Religion and belief by School for 2021/22

Table 66: Religion and Belief breakdown by School for 2021/2

Religion and Belief breakdown by School for 2021/22	Any other religion or belief	Buddhist	Christian	Hindu	Information refused	Jewish	Muslim	No religion	Not known	Sikh	Spiritual	Grand Total
Bayes Business School	74	205	1,391	581	224	80	924	1,777	31	71	40	5,398
The City Law School	28	83	573	152	145	35	1,183	485	*	49	21	2,762
School of Communication and Creativity	*	*	179	14	38	15	61	322	*	*	17	664
School of Health and Psychological Science	69	32	1,777	346	168	63	1,738	1,098	19	105	93	5,508
School of Policy and Global Affairs	41	30	531	178	108	28	1,246	665	18	34	49	2,928
School of Science and Technology	31	34	643	305	159	22	1,309	691	12	39	19	3,264
LEAD	*	*	41	*	16	*	25	61	*	*	*	162
Grand Total	253	389	5,135	1,586	858	248	6,486	5,099	91	300	241	20,686

*Redacted figures below 10

Table 67: Religion and Belief breakdown by School for 2021/2

Religion and Belief breakdown by School for 2021/2	Any other religion or belief	Buddhist	Christian	Hindu	Information refused	Jewish	Muslim	No religion	Not known	Sikh	Spiritual
Bayes Business School	1.4%	3.8%	25.8%	10.8%	4.1%	1.5%	17.1%	32.9%	0.6%	1.3%	0.7%
The City Law School	1.0%	3.0%	20.7%	5.5%	5.2%	1.3%	42.8%	17.6%	*	1.8%	0.8%
School of Communication and Creativity	*	*	27.0%	2.1%	5.7%	2.3%	9.2%	48.5%	*	*	2.6%
School of Health and Psychological Science	1.3%	0.6%	32.3%	6.3%	3.1%	1.1%	31.6%	19.9%	0.3%	1.9%	1.7%
School of Policy and Global Affairs	1.4%	1.0%	18.1%	6.1%	3.7%	1.0%	42.6%	22.7%	0.6%	1.2%	1.7%
School of Science and Technology	0.9%	1.0%	19.7%	9.3%	4.9%	0.7%	40.1%	21.2%	0.4%	1.2%	0.6%
LEAD	*	*	25.3%	*	9.9%	*	15.4%	37.7%	*	*	*
Grand Total	1.2%	1.9%	24.8%	7.7%	4.1%	1.2%	31.4%	24.6%	0.4%	1.5%	1.2%

The religious make up of individual Schools varies in some Schools compared to City's overall proportions. In Bayes Business School, School of Communication and Creativity, and LEaD, No Religion accounts for the highest proportion at 33%, 49% and 38% respectively. In City Law School, School of Policy and Global Affairs, and School of Science and Technology, Muslim student account for the highest proportion at 43%, 43% and 40% respectively. In the School of Health and Psychological Sciences, Christian students account for the highest proportion at 32%, closely followed by Muslim students.

Sex

In this section, sex refers to legal sex. The option Other is available to students for whom there is another legal sex option, other than female or male, in their country of domicile.
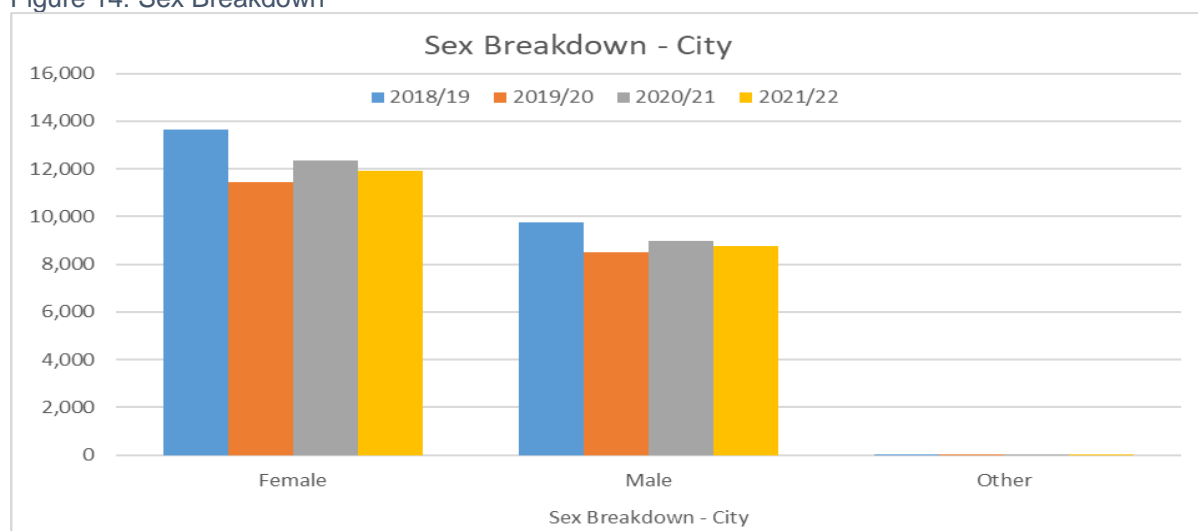
Table 68: Sex Breakdown – City

Academic Year	Female Number	Female %	Male Number	Male %	Other Number	Other %	Total
2018/19	13,640	58.2%	9,771	41.7%	*	0.05%	23,423
2019/20	11,422	57.3%	8,508	42.7%	*	0.03%	19,936
2020/21	12,339	57.9%	8,980	42.1%	*	0.04%	21,327
2021/22	11,937	57.7%	8,741	42.3%	*	0.04%	20,686

*Redacted numbers.

City remains a majority female University, with 58% of students reporting as female in 2021/22. This represents a decrease across the four-year period. The proportion of males has risen across the four-year period. The proportion of students who have selected Other has broadly remained consistent 2018/19 and 2021/22.

City is only very marginally out of line with national statistics, as Advance HE reports that UK universities had 57% female students and 43% male in 2018/19.[7]

Figure 14: Sex Breakdown

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[7] Advance HE Statistical Report Students 2020, p. 167 Equality in higher education: statistical report 2020 | Advance HE (advance-he.ac.uk)

The sex breakdown by School across four years

Table 69: Sex Breakdown

Academic Year	Academic School	Female Number	Female %	Male Number	Male %	Other Number	Other %	Total
2018/19	BBS	2,929	46.7%	3,346	53.3%	*	0.02%	6,276
2018/19	CLS	1,892	61.1%	1,202	38.8%	*	0.06%	3,096
2018/19	LEaD	174	55.9%	135	43.4%	*	0.64%	311
2018/19	SASS	3,075	66.0%	1,578	33.9%	*	0.06%	4,656
2018/19	SHS	4,586	85.8%	754	14.1%	*	0.07%	5,344
2018/19	SMCSE	984	26.3%	2,756	73.7%	*	0.00%	3,740
2018/19	**City Overall**	13,640	58.2%	9,771	41.7%	*	0.05%	23,423
2019/20	BBS	2,773	46.6%	3,174	53.4%	*	0.0%	5,948
2019/20	CLS	1,741	64.4%	964	35.6%	*	0.0%	2,705
2019/20	LEaD	96	61.5%	60	38.5%	*	0.3%	156
2019/20	SASS	2,688	65.5%	1,411	34.4%	*	0.0%	4,101
2019/20	SHS	3,196	86.4%	501	13.5%	*	0.1%	3,699
2019/20	SMCSE	928	27.9%	2,398	72.1%	*	0.0%	3,327
2019/20	**City Overall**	11,422	57.3%	8,508	42.7%	*		19,936
2020/21	BBS	2,552	45.4%	3,070	54.6%	*	0.0%	5,623
2020/21	CLS	1,972	64.3%	1,096	35.7%	*	0.0%	3,068
2020/21	LEaD	103	64.0%	58	36.0%	*	0.3%	161
2020/21	SASS	3,041	66.8%	1,508	33.1%	*	0.0%	4,551
2020/21	SHS	3,767	85.1%	658	14.9%	*	0.1%	4,427
2020/21	SMCSE	904	25.9%	2,590	74.1%	*	0.0%	3,497
2020/21	**City Overall**	12,339	57.9%	8,980	42.1%	*		21,327
2021/22	BBS	2,334	43.2%	3,063	56.7%	*	0.0%	5,398
2021/22	CLS	1,809	65.5%	952	34.5%	*	0.0%	2,762
2021/22	LEaD	101	62.3%	60	37.0%	*	0.6%	162
2021/22	SCC	466	70.2%	196	29.5%	*	0.3%	664
2021/22	SPGA	1,680	57.4%	1,247	42.6%	*	0.0%	2,928
2021/22	SHPS	4,713	85.6%	793	14.4%	*	0.0%	5,508
2021/22	SST	834	25.6%	2,430	74.4%	*	0.0%	3,264
2021/22	**City Overall**	11,937	57.7%	8,741	42.3%	*		20,686

The Schools analysis is not comparable in 2021/22 to previous years, because the five Schools changed to six Schools in 2021/22 and their respective populations changed across four Schools.

Sexual Orientation

City Overall by Sexual orientation 2021/22

Table 70: City Overall - Sexual orientation *

City Overall - Sexual orientation *	Headcount	% of Total
Bisexual	491	2.4%
Gay Man	200	1.0%
Gay Woman/Lesbian	71	0.3%
Heterosexual	18,089	87.4%
Information refused	1,471	7.1%
Not available	47	0.2%
Other	317	1.5%
Grand Total	20,686	100%

*The descriptions are using HESA definitions.

Heterosexual students account for the largest proportion of our students at 87%. 4% of City students identify as either Bisexual, Gay Man or Gay Woman/Lesbian, using HESA definitions. A further 2% declared their sexual orientation as Other. The proportion of students for whom we do not have sexual orientation, either refused or not available, is 8%.

Sexual orientation by School for 2021/22

Table 71: Sexual orientation by School for 2021/22

School	Bisexual	Gay Man	Gay Woman/ Lesbian	Heterosexual	Other	Information refused	Not available	Grand Total
BBS	110	44	11	4,703	119	396	15	5,398
CLS	64	21	*	2,429	34	201	*	2,762
LEaD	*	*	*	137	*	*	*	162
SCC	68	14	*	491	21	64	*	664
SPGA	88	23	14	2,564	45	188	*	2,928
SHPS	104	66	23	4,942	39	322	12	5,508
SST	56	29	*	2,823	56	282	*	3,264
Total	491	200	71	18,089	317	1,471	47	20,686

*Redacted figures below 10

Table 72: Sexual orientation by School for 2021/22

School	Bisexual	Gay Man	Gay Woman/ Lesbian	Heterosexual	Other	Information refused	Not available
BBS	2.0%	0.8%	0.2%	87.1%	2.2%	7.3%	0.3%
CLS	2.3%	0.8%	*	87.9%	1.2%	7.3%	*
LEaD	*	*	*	84.6%	*	*	0.0%
SCC	10.2%	2.1%	*	73.9%	3.2%	9.6%	0.0%
SPGA	3.0%	0.8%	0.5%	87.6%	1.5%	6.4%	*
SHPS	1.9%	1.2%	0.4%	89.7%	0.7%	5.8%	0.2%
SST	1.7%	0.9%	0.2%	86.5%	1.7%	8.6%	*
Total	**2.4%**	**1.0%**	**0.3%**	**87.4%**	**1.5%**	**7.1%**	**0.2%**

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