



**City, University of London  
Staff and Student Equality Monitoring Report  
2019-2020**

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

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

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

Below is an overview of the headlines that have been identified in the 2019/20 Staff and Student Equality Monitoring Report. The data highlighted in this report will be used to shape the implementation of City's EDI Strategy.

### **Age**

- The largest proportion of City's staff are aged 35-44, comprising 31% of staff
- The highest proportion of staff working part-time for academic staff is 35-44 the 35-44 and 45-54 age groups, 23%. The highest proportion of professional services staff working part-time is 35-44%, 41%
- The greatest proportion of students at City overall continue to be students aged between 21 and 24 years old (39.4%)
- The proportion of students aged 18-20 has also increased from 15.7% in 2018/19 to 25.7% in 2019/20
- The proportion of students in groups 25-29 and 30+ have decreased
- These trends are in line with the national picture outlined in the Advance HE Student Statistical Report 2020 which shows an increasing proportion of students under 21 and a reduction in students over 25.

### **Disability**

- 6.5% of staff have disclosed a disability in 2019/20. This is an increase from 5.1% in 2017/18.
- The highest disability type to be disclosed amongst staff was a specific learning difficulty (i.e. (Dyslexia or Dyspraxia)
- A higher proportion of disabled candidates that do not apply under City's Guaranteed Interview Scheme are hired (33.9%), compared to 14.3% of disabled candidates that apply under City's Guaranteed Interview Scheme
- The proportion of students with a disclosed disability had grown steadily from 6% in 2016/17 to 7.4% in 2018/19
- We have seen a slight decrease to 7% in 2019/20
- This is considerably lower than the national average of 13.9%

## **Ethnicity**

- 27% of City staff disclosed as BAME in 2019/20. The professional services staff group has a higher proportion of BAME staff 34%, compared to 17% of academics
- By role the proportion of BAME academic staff decreases from 22% at Senior Lecturer level to 12% of Professors. The proportion of Professors who are BAME has remained unchanged for the last three years
- There are clear differences in the ethnicity of our academic staff and professional services staff. For example, 11% of professional services staff are black, compared with 2% of academic staff
- For BAME academic staff 8.5% were on fixed term contracts, which is higher than the proportion of white academic staff on fixed term contracts (5%). For professional services staff there was a higher proportion of BAME staff on fixed-term contracts, 17%, compared to 11% of white staff
- For academic BAME staff, 17% work part-time, compared to 25% of white academic staff
- BAME students account for 59.3% of the student population in 2019/20 an increase of 4.7% compared to 2018/19
- White students account for 34.2% of the student population in 2019/20, down from 36.3% in 2018/19
- Students whose ethnicity is 'Not Known/Refused' account for 6.5% of City's students
- When BAME identities are disaggregated, White students, as a distinct ethnic group, continue to account for the highest proportion of City's students
- The proportion of Black students decreased in 2019/20 after having increased between 2016/17 and 2018/19
- The most considerable growth experienced by any ethnic groups in 2019/20 has been 'Other'.

## **Gender (sex)**

- 46.5% of City's academic staff and 57% of City's professional services staff were women in 2019/20
- The proportion of women academic staff decreases with increasing role seniority, 26.3% of professorial staff were women in 2019/20. Whilst this in line with the sector average it is below where City aimed to be four years ago
- For professional services staff the largest proportion of women were at Grade 4, 66% in 2019/20. Above Grade 5 the proportion of women by grade continues to decrease to 47% of women at Grade 9
- In 2019/20 there has been a decrease in the proportion of women on City's Executive Committee, from 45% in 2018/19 to 33% in 2019/20.
- A higher proportion of women attend training at City than men, 49.8% of women, compared to 32.7% of men.
- The proportion of students identifying as women in 2019/20 was 57.4%, men represent 42.6%
- This is in line with national statistics which outline 57.2% women and 42.8% at universities across the UK

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

- The proportion of staff returning after maternity leave is 95%, this has increased from 80% in 2017/18

- 27 members of staff took shared parental, parental and paternity leave in 2019/20, this has increased from 19 members of staff in 2018/19.

### **Religion and Belief**

- Staff who state they have no religion are the highest proportion of staff, 34.5% in 2019/20
- 22.7% of staff identified as Christian in 2019/20
- 6.2% of staff identified as Muslim in 2019/20.

### **Sexual Orientation**

- 5.5% of City staff disclosed themselves as either bisexual, gay man or gay woman/lesbian. This is an increase from 4.4% in 2016/17.

## **INTRODUCTION**

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

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

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

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

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

### **Management Information Data**

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

### **Equality Objectives**

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

#### **Objective 1**

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

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

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

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

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

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

#### **Objective 2**

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

In support of Objective 2, a Race Equality Charter (REC) Manager has been recruited to lead on this work. The REC Manager has established a Self-Assessment team who will contribute to the application for a Bronze award. The aim was to submit City's application by February 2021. Due to the pandemic, it has been agreed with Advance HE that City's submission deadline for the REC application will be February 2022.

2019/20 saw significant EDI activity focused on the development of City's first Equality, Diversity & Inclusion Strategy for staff and students with an accompanying delivery plan to support the effective implementation of agreed actions. With a focus on Disability, Gender, Race and Sexual Orientation our work continues to be supported by the Equality Charter Marks, Athena SWAN, Race Equality Charter and Disability Confident. In May 2020, City became a member of the Stonewall Diversity Champions Network which will assist with our commitment to support our LGBTQ+ staff and students.

City's EDI Strategy sets out how City aspires to achieve real and lasting progress for diverse groups and individuals. It also sets out City's commitment and objectives for EDI and the necessary steps to ensure that all members of the City community have equal access to all opportunities.

Within the Strategy the following three themed areas of activity have been developed;

Theme 1: Embedding Equality, Diversity and Inclusion into our core ethos

Theme 2: Enhancing the Staff and Student experience through fostering an environment of access and inclusion and improving the diversity of our organisation

Theme 3: Supporting individual identity, and a continual journey of learning, through increased awareness and a supportive culture

A three year delivery plan has been developed which sets out the detail on how the themes will be achieved. The delivery plan is owned by the University EDI committee who will set actions and priorities as well as monitor activity.

## **Part 1: Staff**

### **The data:**

This section presents City's staff equality data for the academic years 2017/18 to 2019/20. City currently monitors eight protected characteristics defined by the Equality Act 2010. The characteristics covered are Gender/Sex, Maternity, Race, Disability, Sexual Orientation, Religion and Belief, Age and Gender Reassignment. The proportion of staff disclosing as being in a gender identity different to that assigned at birth was insufficient for statistical analysis and is not included in this report.

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

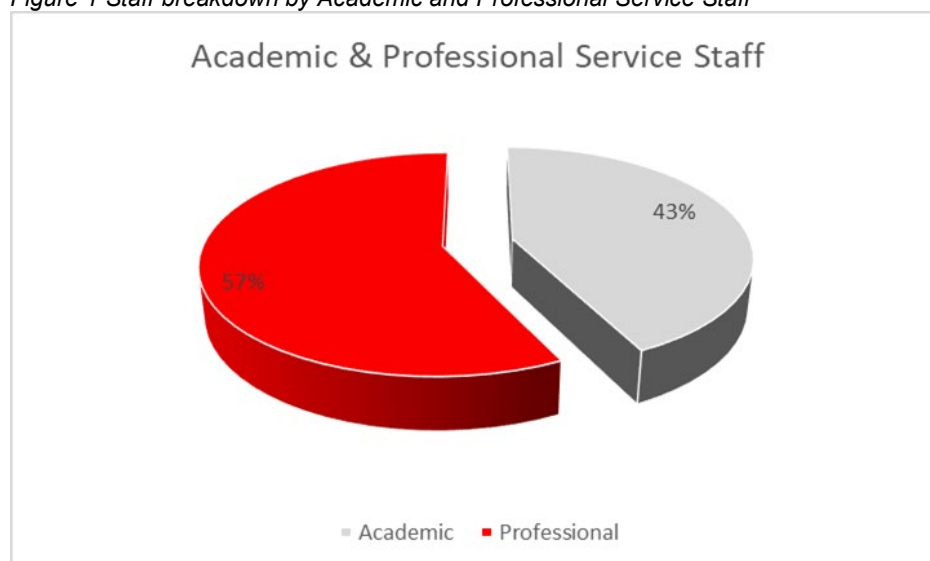
In the tables throughout the staff report \* indicates where staff numbers are fewer than five.

Where possible the data have been benchmarked to national statistics. The benchmarking in this report is based upon data drawn from the HESA staff record 2018/19, taken from *Advance HE Statistical Report Staff Data 2020*. At the time of writing this was the most up to date data available.

## Section 1: Overview

In 2019/20 City employed 2,216 staff comprising 946 Academic and Research (43%) and 1270 Professional Service Staff (57%).

Figure 1 Staff breakdown by Academic and Professional Service Staff



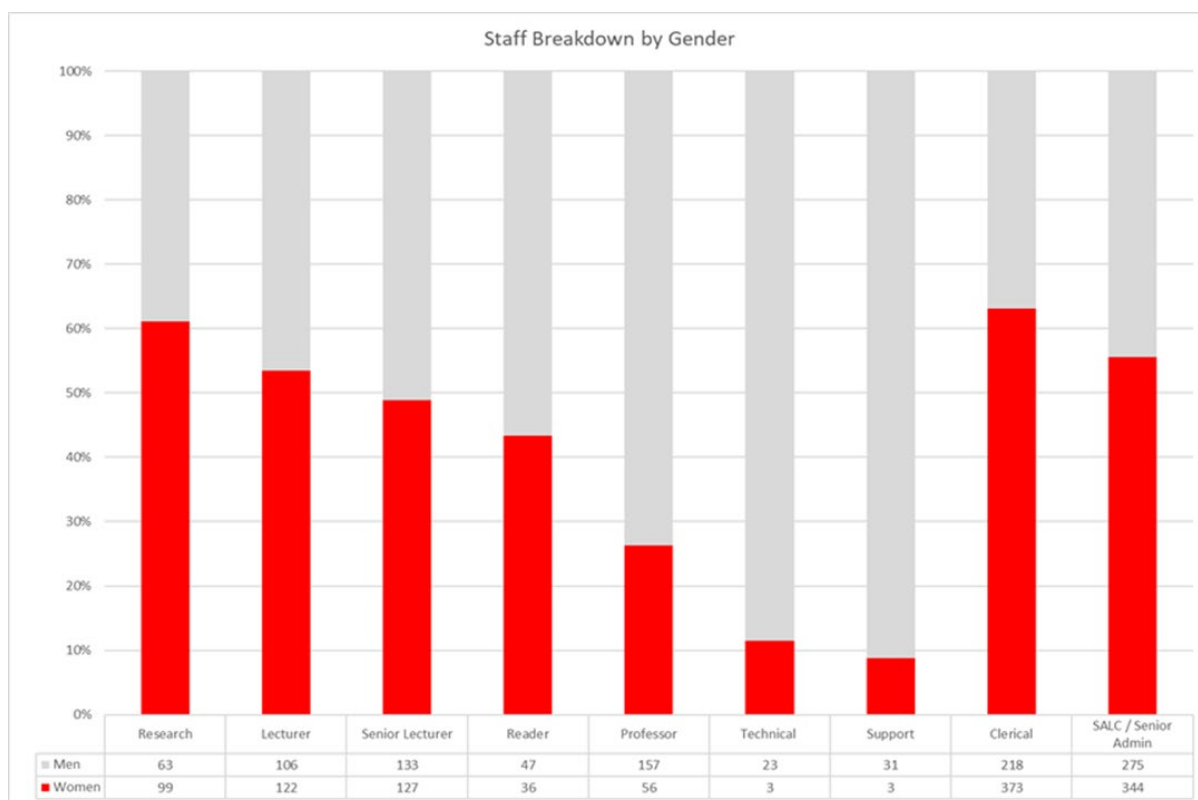
## Section 2: Gender

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

Table 1 - Gender: Academic and Professional Service Staff by Role (2017-2020)												
	2017/18				2018/19				2019/20			
	Women	Men	Women %	Women %*	Women	Men	Women %	Women %*	Women	Men	Women %	Women %*
<b>Academic</b>	<b>390</b>	<b>500</b>	<b>43.8%</b>	<b>100.0%</b>	<b>437</b>	<b>515</b>	<b>45.9%</b>	<b>100.0%</b>	<b>440</b>	<b>506</b>	<b>46.5%</b>	<b>100.0%</b>
Research	70	76	47.9%	17.9%	93	83	52.8%	21.3%	99	63	61.1%	22.5%
Lecturer	111	96	53.6%	28.5%	127	106	54.5%	29.1%	122	106	53.5%	27.7%
Senior Lecturer	127	136	48.3%	32.6%	136	133	50.6%	31.1%	127	133	48.8%	28.9%
Reader	30	34	46.9%	7.7%	26	38	40.6%	5.9%	36	47	43.4%	8.2%
Professor	52	158	24.8%	13.3%	55	155	26.2%	12.6%	56	157	26.3%	12.7%
<b>Professional Services</b>	<b>649</b>	<b>518</b>	<b>55.6%</b>	<b>100.0%</b>	<b>699</b>	<b>523</b>	<b>57.2%</b>	<b>100.0%</b>	<b>723</b>	<b>547</b>	<b>56.9%</b>	<b>100.0%</b>
Technical	*	21	4.5%	0.2%	*	21	12.5%	0.4%	*	23	11.5%	0.4%
Support	*	18	5.3%	0.2%	*	15	6.3%	0.1%	*	31	8.8%	0.4%
Clerical	324	223	59.2%	49.9%	363	224	61.8%	51.9%	373	218	63.1%	51.6%
SALC / Senior Admin	323	256	55.8%	49.8%	332	263	55.8%	47.5%	344	275	55.6%	47.6%
<b>Total</b>	<b>1039</b>	<b>1018</b>	<b>50.5%</b>	<b>100.0%</b>	<b>1136</b>	<b>1038</b>	<b>52.3%</b>	<b>100.0%</b>	<b>1163</b>	<b>1053</b>	<b>52.5%</b>	<b>100.0%</b>

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

Figure 2 – Staff breakdown by role and gender



Overall in 2019/20 52% of staff were women. This has increased from 50% in 2017/18. Nationally the proportion of women was 54.6% (AdvanceHE Statistical Report).

In 2019/20 37% of City's academic staff were women (46.3% nationally). This has increased from 44% in 2017/18. The proportion of women academic staff decreases with increasing role seniority, 26.3% of professorial staff were women in 2019/20 (Table 2). This has remained static since 2018/19 (26.2%). Nationally the proportion of women professorial staff was 26.7%

57% of professional service staff were women in 2019/20 (62.8% nationally). This has increased from 55% in 2017/18.



<b>Table 2 - Gender: Academic and Professional Service Staff by Grade - 2019/20</b>				
	<b>Women</b>	<b>Men</b>	<b>Women %</b>	<b>Women %*</b>
<b>Academic</b>	<b>440</b>	<b>506</b>	<b>46.5%</b>	<b>100.0%</b>
Grade 5B	27	12	69.2%	6.1%
Grade 6	65	41	61.3%	14.8%
Grade 7	122	113	51.9%	27.7%
Grade 8	170	183	48.2%	38.6%
Professor	56	157	26.3%	12.7%
<b>Professional Services</b>	<b>723</b>	<b>547</b>	<b>56.9%</b>	<b>100.0%</b>
Grade 1		15	0.0%	0.0%
Grade 2	7	18	28.0%	1.0%
Grade 3	29	36	44.6%	4.0%
Grade 4	94	49	65.7%	13.0%
Grade 5	249	147	62.9%	34.4%
Grade 5B		*	0.0%	0.0%
Grade 6	184	132	58.2%	25.4%
Grade 7	109	98	52.7%	15.1%
Grade 8	34	32	51.5%	4.7%
Grade 9	17	19	47.2%	2.4%
<b>Total</b>	<b>1163</b>	<b>1053</b>	<b>52.5%</b>	<b>100.0%</b>

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

For professional services staff the largest proportion of women were at Grade 4, 66% in 2019/20, although of professional services staff that are women, 34% are at Grade 5. Above Grade 5 the proportion of women by grade continues to decrease to 47% women at Grade 9.

<b>Table 3 - Gender: Academic and Professional Service Staff by School</b>				
	<b>2019/20</b>			
	<b>Women</b>	<b>Men</b>	<b>Women %</b>	<b>Women %*</b>
<b>Academic</b>	<b>440</b>	<b>506</b>	<b>46.5%</b>	<b>100.0%</b>
Business School	62	130	32.3%	14.1%
Professional Services	8	7	53.3%	1.8%
School of Arts and Social Sciences	119	107	52.7%	27.0%
School of Health Sciences	166	64	72.2%	37.7%
School of Mathematics, Computer Science and Engineering	36	145	19.9%	8.2%
The City Law School	49	53	48.0%	11.1%
<b>Professional Services</b>	<b>723</b>	<b>547</b>	<b>56.9%</b>	<b>100.0%</b>
Business School	127	58	68.6%	17.6%
Professional Services	428	405	51.4%	59.2%
School of Arts and Social Sciences	42	20	67.7%	5.8%
School of Health Sciences	66	19	77.6%	9.1%
School of Mathematics, Computer Science and Engineering	37	35	51.4%	5.1%
The City Law School	23	10	69.7%	3.2%
<b>Total</b>	<b>1163</b>	<b>1053</b>	<b>52.5%</b>	<b>100.0%</b>

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

The School of Health Sciences (SHS) has the largest proportion of women academic staff, 72% in 2019/20. The School of Mathematics, Computer Science and Engineering (SMCSE) has the lowest proportion of women academic staff, 19% in 2019/20 (Table 3).

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

#### Contract type

<b>Table 4 - Academic and Professional Service Staff by Contract Type and Gender 2019/20</b>				
	<b>2019/20</b>			
	<b>Women</b>	<b>Men</b>	<b>Women %</b>	<b>Women % *</b>
<b>Academic</b>	<b>440</b>	<b>506</b>	<b>46.5%</b>	<b>100.0%</b>
Fixed term	25	25	50.0%	5.7%
Permanent	415	481	46.3%	94.3%
<b>Professional Services</b>	<b>723</b>	<b>547</b>	<b>56.9%</b>	<b>100.0%</b>
Fixed term	106	59	64.2%	14.7%
Permanent	617	488	55.8%	85.3%
<b>Total</b>	<b>1163</b>	<b>1053</b>	<b>52.5%</b>	<b>100.0%</b>

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

In 2019/20 of academics on permanent contracts 46% were women. For academic women staff, 5.7% were on fixed-term contracts.

For professional services staff of those on fixed-term contracts 64% were women in 2019/20. For those on permanent contracts 56% were women which is lower than the national data of 60%.

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

<b>Table 5 - Academic and Professional Service Staff by Full-time/Part-time status and Gender 2019/20</b>				
	<b>2019/20</b>			
	<b>Women</b>	<b>Men</b>	<b>Women %</b>	<b>Women %*</b>
<b>Academic</b>	<b>440</b>	<b>506</b>	<b>46.5%</b>	<b>100.0%</b>
Full time	307	407	43.0%	69.8%
Part time	133	99	57.3%	30.2%
<b>Professional Services</b>	<b>723</b>	<b>547</b>	<b>56.9%</b>	<b>100.0%</b>
Full time	601	513	53.9%	83.1%
Part time	122	34	78.2%	16.9%
<b>Total</b>	<b>1163</b>	<b>1053</b>	<b>52.5%</b>	<b>100.0%</b>

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

Of the academic staff working part-time in 2019/20, 57% were women. Of the professional services staff working part-time in 2019/20, 78% were women.

## Turnover and Reasons for leaving

Table 6 - Gender: Academic and Professional Services Staff Turnover by Role & Gender - 2019/20									
	Women Turnover			Men Turnover			Overall Turnover		
	Headcount	Leavers	%	Headcount	Leavers	%	Headcount	Leavers	%
<b>Academic</b>	<b>440</b>	<b>94</b>	<b>21.4%</b>	<b>506</b>	<b>75</b>	<b>14.8%</b>	<b>946</b>	<b>169</b>	<b>17.9%</b>
Research	99	52	52.5%	63	48	76.2%	162	100	61.7%
Lecturer	122	21	17.2%	106	9	8.5%	228	30	13.2%
Senior Lecturer	127	14	11.0%	133	6	4.5%	260	20	7.7%
Reader	36	*	5.6%	47	*	4.3%	83	*	4.8%
Professor	56	5	8.9%	157	10	6.4%	213	15	7.0%
<b>Professional Services</b>	<b>723</b>	<b>112</b>	<b>15.5%</b>	<b>547</b>	<b>60</b>	<b>11.0%</b>	<b>1270</b>	<b>172</b>	<b>13.5%</b>
Technical Staff	*	0	0.0%	23	*	4.3%	26	*	3.8%
Support Staff	*	0	0.0%	31	0	0.0%	34	0	0.0%
Clerical	373	75	20.1%	218	33	15.1%	591	108	18.3%
SALC	344	37	10.8%	275	26	9.5%	619	63	10.2%
<b>Total</b>	<b>1163</b>	<b>206</b>	<b>17.7%</b>	<b>1053</b>	<b>135</b>	<b>12.8%</b>	<b>2216</b>	<b>206</b>	<b>9.3%</b>

\*% Women leavers measured against all leavers

The annualised total turnover rate for City was 9.3% during 2019/20 (Table 6). The turnover for Research staff was the highest, 61.7%, as would be expected given the nature of fixed-term funding for these roles. The staff group of Readers/Associate Professors had the lowest turnover at 4.8%. Overall the turnover of women staff is higher than men, 17.7% compared to 12.8%. Nationally a higher proportion of women staff left their position than men, 17.8% compared to 16.4%.

Table 7 - Leaving Reason: Academic and Professional Service Staff by Gender 2019/20				
	Women	Men	Women %	Women %*
<b>Academic</b>	<b>94.00</b>	<b>75.00</b>	<b>55.6%</b>	<b>100.0%</b>
Expiry of contract	45	39	53.6%	47.9%
Other	*	*	33.3%	1.1%
Redundancy	*	11	21.4%	3.2%
Resignation	33	18	64.7%	35.1%
Retirement	10	5	66.7%	10.6%
TUPE	*	0	100.0%	2.1%
<b>Professional Services</b>	<b>112</b>	<b>60</b>	<b>65.1%</b>	<b>100.0%</b>
Expiry of contract	20	11	64.5%	17.9%
Redundancy	*	*	42.9%	2.7%
Resignation	87	45	65.9%	77.7%
Retirement	*	0	100.0%	1.8%
<b>Total</b>	<b>206</b>	<b>135</b>	<b>60.4%</b>	<b>100.0%</b>

The most frequent reason for leaving was resignation (Table 7). For academic staff the proportion of women leavers was 55.6% which is higher than the proportion of women academics at City, (46.5%, 2019/20 – Table 1). For professional services staff 65% of leavers were women, which higher than their representation at City (57%, 2019/20 – Table 1)

## Maternity, paternity, shared parental and adoption leave

<b>Table 8 - Staff Returning from Maternity Leave</b>			
<b>Year</b>	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>
% Returned	80%	86.8%	95.3%

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

The proportion of staff returning after maternity leave is 95%, this has increased from 80% in 2017/18.

<b>Table 9 - Shared Parental, Parental &amp; Paternity Leave - 2017-2020</b>			
<b>Year</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
<b>2017/18</b>	*	17	<b>19</b>
Parental Leave			<b>0</b>
Paternity Leave		16	<b>16</b>
Shared Parental	*	*	*
<b>2018/19</b>	0	19	<b>19</b>
Parental Leave			<b>0</b>
Paternity Leave		18	<b>18</b>
Shared Parental		*	*
<b>2019/20</b>	*	26	<b>27</b>
Parental Leave			<b>0</b>
Paternity Leave		26	<b>26</b>
Shared Parental	*		*
<b>Total</b>	<b>3</b>	<b>62</b>	<b>65</b>

27 members of staff took shared parental, parental and paternity leave in 2019/20, this has increased from 19 members of staff in 2018/19.

### **Section 3: Ethnicity**

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

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

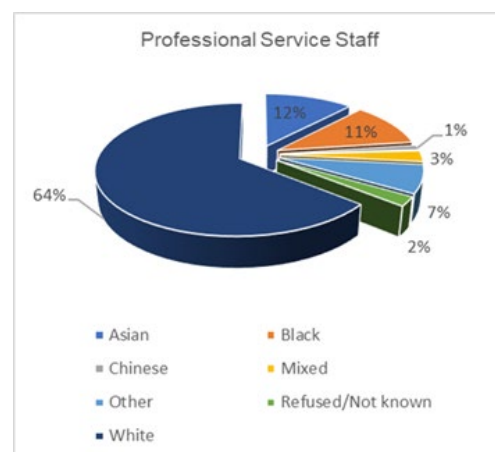
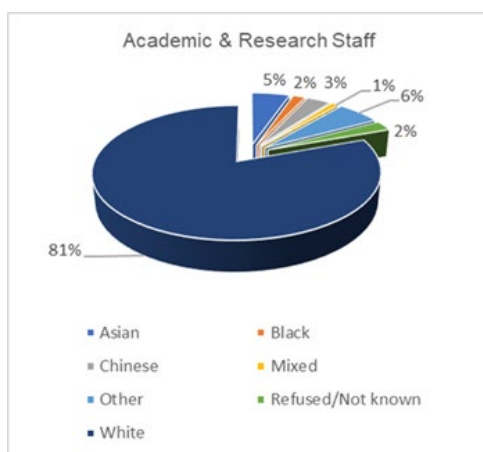
Table 10 - Ethnicity: Academic and Professional Service Staff by Residency Status							
	BAME	White	Refused / Not known	% BAME	% BAME^	% White	% White^
<b>Academic</b>	<b>153</b>	<b>768</b>	<b>25</b>	<b>16.6%</b>	<b>100.0%</b>	<b>83.4%</b>	<b>100.0%</b>
UK	81	465	14	14.8%	52.9%	85.2%	60.5%
Non UK	72	303	11	19.2%	47.1%	80.8%	39.5%
<b>Professional Services</b>	<b>427</b>	<b>814</b>	<b>29</b>	<b>34.4%</b>	<b>100.0%</b>	<b>65.6%</b>	<b>100.0%</b>
UK	381	666	22	36.4%	89.2%	63.6%	81.8%
Non UK	46	148	7	23.7%	10.8%	76.3%	18.2%
<b>Total</b>	<b>580</b>	<b>1582</b>	<b>54</b>	<b>26.8%</b>	<b>100.0%</b>	<b>73.2%</b>	<b>100.0%</b>

\*Calculations include only those who have disclosed their ethnicity

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

Overall 27% of City staff disclosed as BAME in 2019/20. The Professional Services staff group has a higher proportion of BAME staff, 34%, compared to 17% of academics.

Figure 3 – Academic & Research and Professional Service Staff by ethnicity – 2019/20 \*Arab is included in Asian

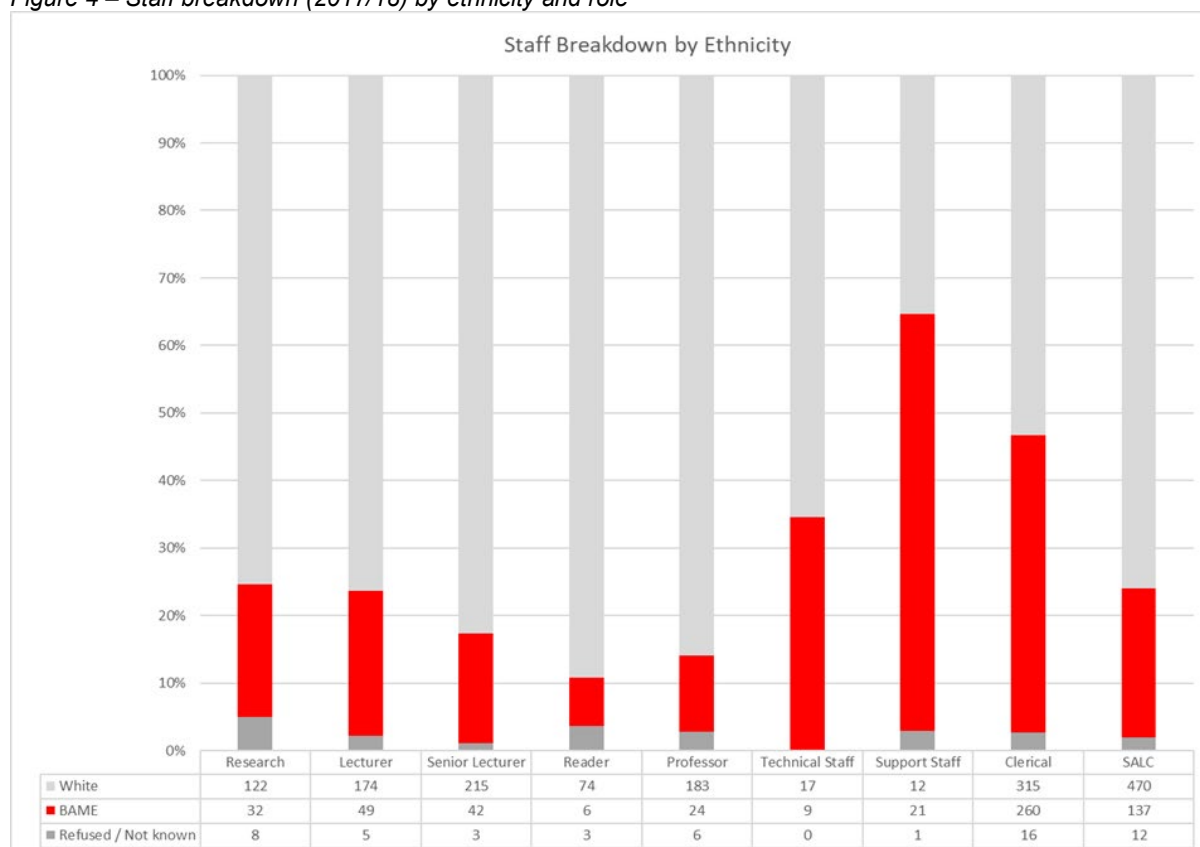


When looking at the breakdown of different ethnic groups, it is noted that for Academic staff 5% are Asian and 2% are Black, whilst for professional services staff in 2019/20, 12% of staff were Asian and 11% were Black. Further analysis is needed to understand distribution by grade, which will be carried out part of the Race Equality Charter.

**Table 11 - Ethnicity: Academic and Professional Service Staff by Role (2017/20)**

	2017/18				2018/19				2019/20			
	BAME	White	Refused / Not known	% BAME	BAME	White	Refused / Not known	% BAME	BAME	White	Refused / Not known	% BAME
<b>Academic</b>	<b>146</b>	<b>720</b>	<b>24</b>	<b>16.9%</b>	<b>161</b>	<b>768</b>	<b>23</b>	<b>17.3%</b>	<b>153</b>	<b>768</b>	<b>25</b>	<b>16.6%</b>
Research	38	99	9	27.7%	44	125	7	26.0%	32	122	8	20.8%
Lecturer	42	162	*	20.6%	50	179	*	21.8%	49	174	5	22.0%
Senior Lecturer	36	222	5	14.0%	36	229	*	13.6%	42	215	*	16.3%
Reader	7	56	*	11.1%	7	55	*	11.3%	6	74	*	7.5%
Professor	23	181	6	11.3%	24	180	6	11.8%	24	183	6	11.6%
<b>Professional Services</b>	<b>349</b>	<b>798</b>	<b>20</b>	<b>30.4%</b>	<b>393</b>	<b>801</b>	<b>28</b>	<b>32.9%</b>	<b>427</b>	<b>814</b>	<b>29</b>	<b>34.4%</b>
Clerical	212	325	10	39.5%	242	329	16	42.4%	260	315	16	45.2%
Support	11	7	*	61.1%	11	*	*	73.3%	21	12	*	63.6%
Technical	5	17		22.7%	7	17		29.2%	9	17		34.6%
SALC / Senior Admin	121	449	9	21.2%	133	451	11	22.8%	137	470	12	22.6%
<b>Total</b>	<b>495</b>	<b>1518</b>	<b>44</b>	<b>24.6%</b>	<b>554</b>	<b>1569</b>	<b>51</b>	<b>26.1%</b>	<b>580</b>	<b>1582</b>	<b>54</b>	<b>26.8%</b>

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



For academic staff 17% were BAME in 2019/20 (Table 11). By role the proportion of BAME academic staff decreases from 22% at Senior Lecturer level to 12% of Professors. The proportion of Professors who are BAME has remained unchanged for the last three years. This is an area of focus through the EDI Strategy and the REC action planning. For professional services staff 34% were BAME in 2019/20, which has increased from 30% in 2017/18.

Table 12 - Academic and Professional Service Staff by School & Ethnicity - 2019/20				
	BAME	White	Refused / Not known	% BAME
<b>Academic</b>	<b>153</b>	<b>768</b>	<b>25</b>	<b>16.6%</b>
Cass Business School	31	156	5	17%
School of Arts and Social Sciences	30	189	7	14%
School of Health Sciences	25	200	5	11%
School of Mathematics, Computer Sci	50	126	5	28%
The City Law School	17	82	*	17%
Professional Services	0	15	0	0%
<b>Professional Services</b>	<b>427</b>	<b>814</b>	<b>29</b>	<b>34.4%</b>
Cass Business School	54	128	*	29.7%
School of Arts and Social Sciences	13	48	*	21.3%
School of Health Sciences	39	45	*	46.4%
School of Mathematics, Computer Sci	29	42	*	40.8%
The City Law School	11	22	0	33%
Professional Services	281	529	23	34.7%
<b>Total</b>	<b>580</b>	<b>1582</b>	<b>54</b>	<b>26.8%</b>

\*Calculations include only those who have disclosed their ethnicity

The School with the highest proportion of BAME academic staff is SMCSE with 28%. The School with the highest proportion of BAME professional services staff is SHS with 46%.

### Contract Type

<b>Table 13 - Academic and Professional Service Staff by Contract Type &amp; Ethnicity - 2019/20</b>							
	<b>BAME</b>	<b>White</b>	<b>Refused / Not known</b>	<b>% BAME</b>	<b>% BAME^</b>	<b>% White</b>	<b>% White^</b>
<b>Academic</b>	<b>153</b>	<b>768</b>	<b>25</b>	<b>16.6%</b>	<b>100%</b>	<b>83.4%</b>	<b>100%</b>
Fixed term	13	36	*	26.5%	8.5%	73.5%	5%
Permanent	140	732	24	16.1%	91.5%	83.9%	95%
<b>Professional Services</b>	<b>427</b>	<b>814</b>	<b>29</b>	<b>34.4%</b>	<b>100%</b>	<b>65.6%</b>	<b>100%</b>
Fixed term	73	86	6	45.9%	17.1%	54.1%	11%
Permanent	354	728	23	32.7%	82.9%	67.3%	89%
<b>Total</b>	<b>580</b>	<b>1582</b>	<b>54</b>	<b>26.8%</b>	<b>96.7%</b>	<b>73.2%</b>	<b>100%</b>

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

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

For BAME academic staff 8.5% were on fixed term contracts, which is higher than the proportion of white academic staff on fixed term contracts (5%). For professional services staff there was a higher proportion of BAME staff on fixed-term contracts 17% compared to 11% of white staff.

### Part-time work

<b>Table 14 - Academic and Professional Service Staff by Full-time / Part-time &amp; Ethnicity- 2019/20</b>							
	<b>BAME</b>	<b>White</b>	<b>Refused / Not known</b>	<b>% BAME</b>	<b>% BAME^</b>	<b>% White</b>	<b>% White^</b>
<b>Academic</b>	<b>153</b>	<b>768</b>	<b>25</b>	<b>16.6%</b>	<b>100%</b>	<b>83.4%</b>	<b>100%</b>
Full time	127	573	14	18%	83%	81.9%	75%
Part time	26	195	11	12%	17%	88.2%	25%
<b>Professional Services</b>	<b>427</b>	<b>814</b>	<b>29</b>	<b>34.4%</b>	<b>100%</b>	<b>65.6%</b>	<b>100%</b>
Full time	384	707	23	35%	90%	64.8%	87%
Part time	43	107	6	28.7%	10%	71.3%	13%
<b>Total</b>	<b>580</b>	<b>1582</b>	<b>54</b>	<b>27%</b>	<b>97%</b>	<b>73.2%</b>	<b>100%</b>

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

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

For academic BAME staff, 17% work part-time, compared to 25% 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 15 - Academic and Professional Service Staff by Role & Turnover & Ethnicity												
	BAME Turnover			White Turnover			Refused / Not Known Turnover			Total Turnover		
	BAME	Leaver	%	White	Leaver	%	Refused	Leaver	%	Total	Leaver	%
<b>Academic</b>	<b>153</b>	<b>42</b>	<b>27.5%</b>	<b>768</b>	<b>125</b>	<b>16.3%</b>	<b>25</b>	<b>2</b>	<b>8.0%</b>	<b>946</b>	<b>169</b>	<b>17.9%</b>
Research	32	31	96.9%	122	67	54.9%	8	2	25.0%	162	100	61.7%
Lecturer	49	6	12.2%	174	24	13.8%	5	0	0.0%	228	30	13.2%
Senior Lecturer	42	*	7.1%	215	17	7.9%	*	0	0.0%	260	20	7.7%
Reader	6	*	16.7%	74	*	4.1%	*	0	0.0%	83	*	4.8%
Professor	24	*	4.2%	183	14	7.7%	6	0	0.0%	213	15	7.0%
<b>Professional Services</b>	<b>427</b>	<b>66</b>	<b>15.5%</b>	<b>814</b>	<b>104</b>	<b>12.8%</b>	<b>29</b>	<b>2</b>	<b>6.9%</b>	<b>1270</b>	<b>172</b>	<b>13.5%</b>
Technical Staff	9	0	0.0%	17	*	5.9%	0	0	0.0%	26	*	3.8%
Support Staff	21	0	0.0%	12	0	0.0%	*	0	0.0%	34	0	0.0%
Clerical	260	47	18.1%	315	60	19.0%	16	1	6.3%	591	108	18.3%
SALC	137	19	13.9%	470	43	9.1%	12	1	8.3%	619	63	10.2%
<b>Total</b>	<b>580</b>	<b>108</b>	<b>18.6%</b>	<b>1582</b>	<b>229</b>	<b>14.5%</b>	<b>54</b>	<b>2</b>	<b>3.7%</b>	<b>2216</b>	<b>339</b>	<b>15.3%</b>

The turnover rate for BAME staff was 18.6%. This is higher than the turnover for White staff, 14.5%. Nationally, a higher proportion of BAME academics left their institutions than white staff. 17.4% of UK BAME and 23.7% of non-UK BAME academics, compared with 14.5% of UK white and 19.1 non-UK white academics. Table 16 shows the reasons for leaving.

Table 16 - Academic and Professional Service Staff by Reason for Leaving by Ethnicity - 2019/20				
	BAME	White	Refused / Not known	% BAME
<b>Academic</b>	<b>42</b>	<b>125</b>	<b>*</b>	<b>25.1%</b>
Expiry of contract	19	64	*	22.9%
Other	0	*	0	0%
Redundancy	8	6	0	57%
Resignation	13	37	*	26.0%
Retirement	*	14	0	6.7%
TUPE	*	*	0	50.0%
<b>Professional Services</b>	<b>66</b>	<b>104</b>	<b>*</b>	<b>39%</b>
Expiry of contract	18	13	0	58%
Redundancy	*	5	0	28.6%
Resignation	46	84	*	35.4%
Retirement	0	*	0	0.0%
<b>Total</b>	<b>108</b>	<b>229</b>	<b>*</b>	<b>32.0%</b>

\*Calculations include only those who have disclosed their ethnicity

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

## Section 4: Disability

Table 17 - Disability: Academic and Professional Service Staff by Disability Disclosure (2017-20)						
	2017/18		2018/19		2019/20	
<b>Academic</b>	<b>890</b>	<b>% Academic</b>	<b>952</b>	<b>% Academic</b>	<b>946</b>	<b>% Academic</b>
Disability	48	5.4%	51	5.4%	50	5.3%
No known disability	732	82%	799	83.9%	797	84.2%
Not known/refused	110	12.4%	102	10.7%	99	10.5%
<b>Professional Services</b>	<b>1167</b>	<b>% Professional</b>	<b>1222</b>	<b>% Professional</b>	<b>1270</b>	<b>% Professional</b>
Disability	56	4.8%	61	5.0%	93	7.3%
No known disability	997	85.4%	1052	86.1%	1071	84.3%
Not known/refused	114	10%	109	8.9%	106	8.3%
<b>All Staff</b>	<b>2057</b>	<b>% All Staff</b>	<b>2174</b>	<b>% All Staff</b>	<b>2216</b>	<b>% All Staff</b>
Disability	104	5.1%	112	5.2%	143	6.5%
No known disability	1729	84.1%	1851	85.1%	1868	84.3%
Not known/refused	224	10.9%	211	9.7%	205	9.3%

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

The proportion of staff disclosing a disability at City has increased from 5.1% in 2017/18 to 6.5% in 2019/20. Nationally, 5.3% of staff working in HEIs disclosed a disability.

Table 18 shows the proportions of disclosed disability types at City. The highest disability type to be disclosed was a specific learning difficulty (i.e. Dyslexia or Dyspraxia), 25.9%. Nationally the most commonly disclosed disability types were a long-standing illness or health condition (22.9% of academic staff and 25% of professional services staff).

<b>Table 18 - Disability Disclosure - Breakdown</b>	<b>31/08/2020</b>
A specific learning difficulty (i.e. Dyslexia or Dyspraxia)	25.9%
A long standing illness or health condition (i.e. Cancer)	22.4%
A mental health condition (i.e. Depression or Schizophrenia)	18.9%
A disability, impairment or medical condition not listed	9.8%
A physical impairment or mobility issues (i.e. Wheelchair)	7.0%
Two or more impairments and/or disabling medical conditions	5.6%
Deaf or serious hearing impairment	4.9%
Blind or a serious visual impairment uncorrected by glasses	3.5%
General learning disability (i.e. Down's syndrome)	2.1%
<b>Total</b>	<b>100.0%</b>

### Contract type

Table 19 - Academic and Professional Service Staff by Contract Type & Disability - 2019/20					
	Disability	No known disability	Not known/refused	% with Disability	% with Disability <sup>^</sup>
<b>Academic</b>	<b>50</b>	<b>797</b>	<b>99</b>	<b>5.3%</b>	<b>100%</b>
Fixed term	*	43	*	8.0%	8.0%
Permanent	46	754	96	5.1%	92.0%
<b>Professional Services</b>	<b>93</b>	<b>1071</b>	<b>106</b>	<b>7.3%</b>	<b>100%</b>
Fixed term	18	140	7	10.9%	19%
Permanent	75	931	99	6.8%	81%
<b>Total</b>	<b>143</b>	<b>1868</b>	<b>205</b>	<b>6.5%</b>	<b>100%</b>

<sup>^</sup> Measured against all disabled staff within Academic and Professional Services respectively

For academic staff 8% of those with a disability are on fixed-term contracts. For professional services staff on fixed term contracts 10.9% have a disability.

### Full-time or part-time status

Table 20 - Academic and Professional Service Staff by Full-time / Part-time & Disability Disclosure - 2019/20					
	Disability	No known disability	Not known/refused	% with Disability	% with Disability <sup>^</sup>
<b>Academic</b>	<b>50</b>	<b>797</b>	<b>99</b>	<b>5.3%</b>	<b>100%</b>
Full time	38	609	67	5.3%	76%
Part time	12	188	32	5.2%	24%
<b>Professional Services</b>	<b>93</b>	<b>1071</b>	<b>106</b>	<b>7.3%</b>	<b>100%</b>
Full time	81	935	98	7.3%	87%
Part time	12	136	8	7.7%	13%
<b>Total</b>	<b>143</b>	<b>1868</b>	<b>205</b>	<b>6.5%</b>	<b>100%</b>

<sup>^</sup> Measured against all disabled staff within Academic and Professional Services respectively

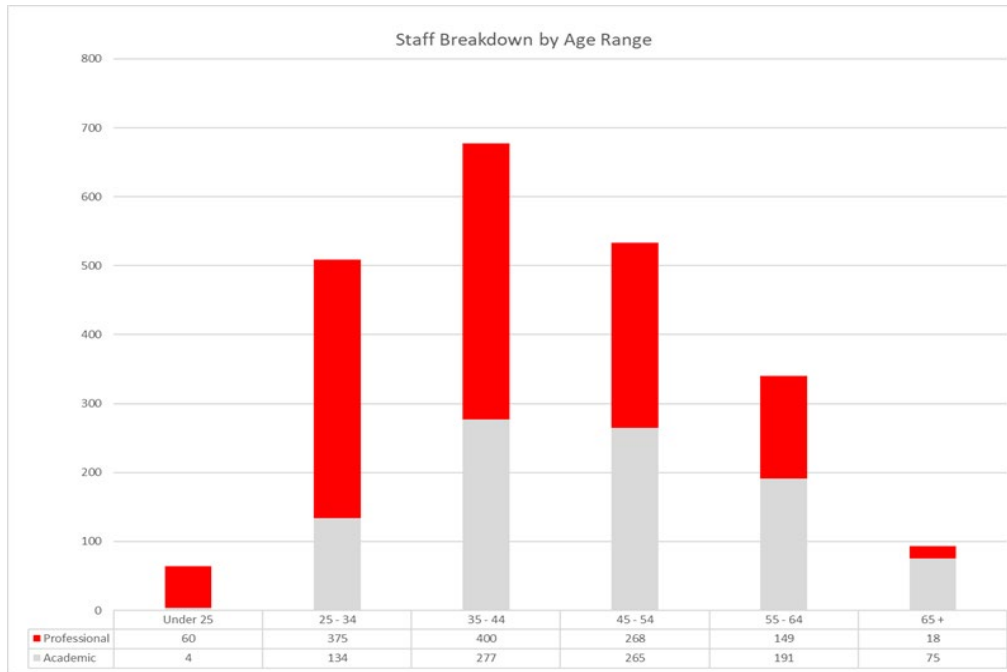
For academic staff who declared a disability 24% were part-time, and professional services staff 13% were part-time.

## Section 5: Age

Table 21 - Academic and Professional Service Staff by Age group 2017-20						
	2017/18		2018/19		2019/20	
	No.	%	No.	%	No.	%
<b>Academic</b>	<b>890</b>	<b>100%</b>	<b>952</b>	<b>100%</b>	<b>946</b>	<b>100%</b>
Under 25	*	0.3%	5	0.5%	*	0%
25 - 34	132	14.8%	160	16.8%	134	14.2%
35 - 44	253	28.4%	268	28.2%	277	29.3%
45 - 54	251	28.2%	262	27.5%	265	28.0%
55 - 64	192	21.6%	188	19.7%	191	20.2%
65 +	59	6.6%	69	7.2%	75	7.9%
<b>Professional Services</b>	<b>1167</b>	<b>100%</b>	<b>1222</b>	<b>100%</b>	<b>1270</b>	<b>100%</b>
Under 25	40	3.4%	52	4.3%	60	4.7%
25 - 34	380	32.6%	389	31.8%	375	29.5%
35 - 44	371	31.8%	386	31.6%	400	31.5%
45 - 54	247	21.2%	256	20.9%	268	21.1%
55 - 64	113	9.7%	124	10.1%	149	11.7%
65 +	16	1.4%	15	1.2%	18	1.4%
<b>All Staff</b>	<b>2057</b>	<b>100%</b>	<b>2174</b>	<b>100%</b>	<b>2216</b>	<b>100%</b>
Under 25	43	2.1%	57	2.6%	64	3%
25 - 34	512	24.9%	549	25.3%	509	23.0%
35 - 44	624	30.3%	654	30.1%	677	30.6%
45 - 54	498	24.2%	518	23.8%	533	24.1%
55 - 64	305	14.8%	312	14.4%	340	15.3%
65 +	75	3.6%	84	3.9%	93	4.2%

The largest proportion of City's staff are aged 35-44, comprising 31% 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, 32% in 2019/20. Nationally, the majority of staff employed by HEIs were between the ages of 31 and 55 (65.5%). Nationally, professional services staff have a younger age profile than academic staff, with 20% aged 30 and under compared with 14% of academic staff.

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



**Table 22 - Academic Staff by Age Range and Role - 2017-20**

	Research				Lecturer				Senior Lecturer				Reader				Professors			
	2017/18	2018/19	2019/20	%	2017/18	2018/19	2019/20	%	2017/18	2018/19	2019/20	%	2017/18	2018/19	2019/20	%	2017/18	2018/19	2019/20	%
Under 25	*	5	*	2%				0%				0%				0%				0%
25 - 34	69	87	75	46%	58	67	55	24%	*	5	*	2%	*	*		0%				0%
35 - 44	51	50	52	32%	75	92	98	43%	92	85	82	32%	20	25	29	35%	15	16	16	8%
45 - 54	14	20	17	10%	53	52	49	21%	93	100	100	38%	21	25	34	41%	70	65	65	31%
55 - 64	6	10	11	7%	20	18	23	10%	65	68	66	25%	22	13	17	20%	79	79	74	35%
65 +	*	*	*	2%	*	*	*	1%	9	11	8	3%			*	4%	46	50	58	27%
<b>Total</b>	<b>146</b>	<b>176</b>	<b>162</b>	<b>100%</b>	<b>207</b>	<b>233</b>	<b>228</b>	<b>100%</b>	<b>263</b>	<b>269</b>	<b>260</b>	<b>100%</b>	<b>64</b>	<b>64</b>	<b>83</b>	<b>100%</b>	<b>210</b>	<b>210</b>	<b>213</b>	<b>100%</b>

For academic and research roles, the age group make-up can be linked to an increase in seniority. For example, the largest age group for research staff is 25-34, 46%, compared to Associate Professor/Reader/Professor where there are no staff under the age of 35.

**Table 23 - Professional Services Staff by Age Range and Role - 2017-20**

Age Range	Clerical & Library				Support				Technical				SALC / Senior Admin			
	2017/18	2018/19	2019/20	%^	2017/18	2018/19	2019/20	%^	2017/18	2018/19	2019/20	%^	2017/18	2018/19	2019/20	%^
Under 25	39	51	57	9.6%				0%			*	7.7%	*	*	*	0.2%
25 - 34	236	249	234	39.6%	7	*	5	15%	6	5	*	11.5%	131	131	133	21.5%
35 - 44	144	152	155	26.2%	*	*	9	26%	*	5	6	23.1%	223	227	230	37.2%
45 - 54	81	88	94	15.9%	7	6	12	35%	7	6	5	19.2%	152	156	157	25.4%
55 - 64	41	41	47	8.0%	*	*	5	15%	6	7	9	34.6%	65	75	88	14.2%
65 +	6	6	*	0.7%	*	*	*	9%		*	*	3.8%	7	5	10	1.6%
<b>Total</b>	<b>547</b>	<b>587</b>	<b>591</b>	<b>100%</b>	<b>19</b>	<b>16</b>	<b>34</b>	<b>100%</b>	<b>22</b>	<b>24</b>	<b>26</b>	<b>100%</b>	<b>579</b>	<b>595</b>	<b>619</b>	<b>100%</b>

For professional services staff by role, the largest group for staff in Support Roles are aged 45-54. For Clerical and Library staff, 25-34 is the largest age group, 39.6%. For Technical staff the largest group is 55-64, 34.6%. For SALC/Senior Admin staff the largest age group is 35-44, 37.2%.

## Contract Status

<b>Table 24 - Academic and Professional Service Staff by Age &amp; Contract Type - 2019/20</b>				
	<b>Fixed term</b>	<b>Permanent</b>	<b>% Fixed Term</b>	<b>% Fixed Term<sup>^</sup></b>
<b>Academic</b>	<b>50</b>	<b>896</b>	<b>5%</b>	<b>100%</b>
Under 25	*	*	25%	2%
25 - 34	8	126	6%	16%
35 - 44	11	266	4%	22%
45 - 54	8	257	3%	16%
55 - 64	13	178	7%	26%
65 +	9	66	12%	18%
<b>Professional Services</b>	<b>165</b>	<b>1105</b>	<b>13.0%</b>	<b>100%</b>
Under 25	23	37	38%	14%
25 - 34	68	307	18.1%	41%
35 - 44	40	360	10.0%	24%
45 - 54	18	250	6.7%	11%
55 - 64	15	134	10.1%	9%
65 +	*	17	5.6%	1%
<b>Total</b>	<b>215</b>	<b>2001</b>	<b>100%</b>	<b>100%</b>

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

For professional services staff, the 25-34 age group has the highest proportion of staff on fixed-term contracts, 41%.

For academics, the 55-64 age group has the highest proportion of staff on fixed-term contracts, 26%, compared with 5% of academics at City.

## Full-time and part-time status

<b>Table 25 - Age: Academic and Professional Service Staff by Full-time &amp; Part-time - 2019/20</b>				
	<b>Full time</b>	<b>Part time</b>	<b>% Part-time</b>	<b>% Part-time*</b>
<b>Academic</b>	<b>714</b>	<b>232</b>	<b>24.5%</b>	<b>100%</b>
Under 25	*	*	50.0%	0.9%
25 - 34	108	26	19.4%	11.2%
35 - 44	223	54	19.5%	23.3%
45 - 54	212	53	20.0%	22.8%
55 - 64	137	54	28.3%	23.3%
65 +	32	43	57.3%	18.5%
<b>Professional Services</b>	<b>1114</b>	<b>156</b>	<b>12.3%</b>	<b>100%</b>
Under 25	52	8	13.3%	5.1%
25 - 34	346	29	7.7%	18.6%
35 - 44	336	64	16.0%	41.0%
45 - 54	243	25	9.3%	16%
55 - 64	125	24	16.1%	15.4%
65 +	12	6	33.3%	4%
<b>Total</b>	<b>1828</b>	<b>388</b>	<b>17.5%</b>	<b>100%</b>

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

The highest proportion of staff working part-time for academic staff is the 35-44 and 45-54 age groups, 23%. The highest proportion of professional services staff working part-time is 35-44, 41%. Nationally, full-time work was most prevalent among staff aged 31-15 (75%) and 26-30 (74%).



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

<b>Table 26 - All Staff by Religious Belief (2017-2020)</b>			
<b>Religion</b>	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>
Buddhist	0.8%	0.7%	0.8%
Christian	20.2%	21.3%	22.7%
Hindu	2.2%	2.4%	2.5%
Jewish	1.6%	1.7%	1.5%
Muslim	5.1%	5.8%	6.2%
Sikh	0.5%	0.6%	0.6%
Spiritual	0.6%	0.6%	0.6%
No religion	33.7%	34.9%	34.5%
Other	0.6%	1.1%	1.0%
Not known/refused	34.7%	30.8%	29.6%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Staff who state they have no religion are the highest proportion of staff, 34.5% in 2019/20.

22.7% of staff identified as Christian, which has increased from 20.2% in 2017/18. 6.2% of staff identified as Muslim, which has also increased from 5.1% in 2017/18.

<b>Table 27 - Sexual Orientation</b>			
	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>
Bisexual, gay man, gay woman/lesbian	5.2%	5.7%	5.5%
Heterosexual	67.7%	69.2%	69.8%
Other	0.2%	0.3%	0.4%
Information refused/ prefer not to say	13.2%	12.8%	12.4%
Not known	13.8%	12.0%	12.0%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

5.5% of City staff disclosed themselves as either bisexual, gay man or gay woman/lesbian. The proportion of staff choosing 'information refused/prefer not to say' has slightly decreased from 13.2% in 2017/18 to 12.4% in 2019/20.

**Section 7: Members of committees**

<b>Table 28 - Executive Team Membership by Gender - 2017-2020</b>			
	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>
Men	5	4	4
Women	2	3	3
Total	7	7	7
<b>% Female</b>	<b>28.6%</b>	<b>42.9%</b>	<b>42.9%</b>

*\*Figures reflect the start of the year*

<b>Table 29 - Executive Committee Membership by Gender - 2017-2020</b>			
	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>
Men	12	11	12
Women	7	9	6
Total	19	20	18
<b>% Female</b>	<b>36.8%</b>	<b>45%</b>	<b>33%</b>

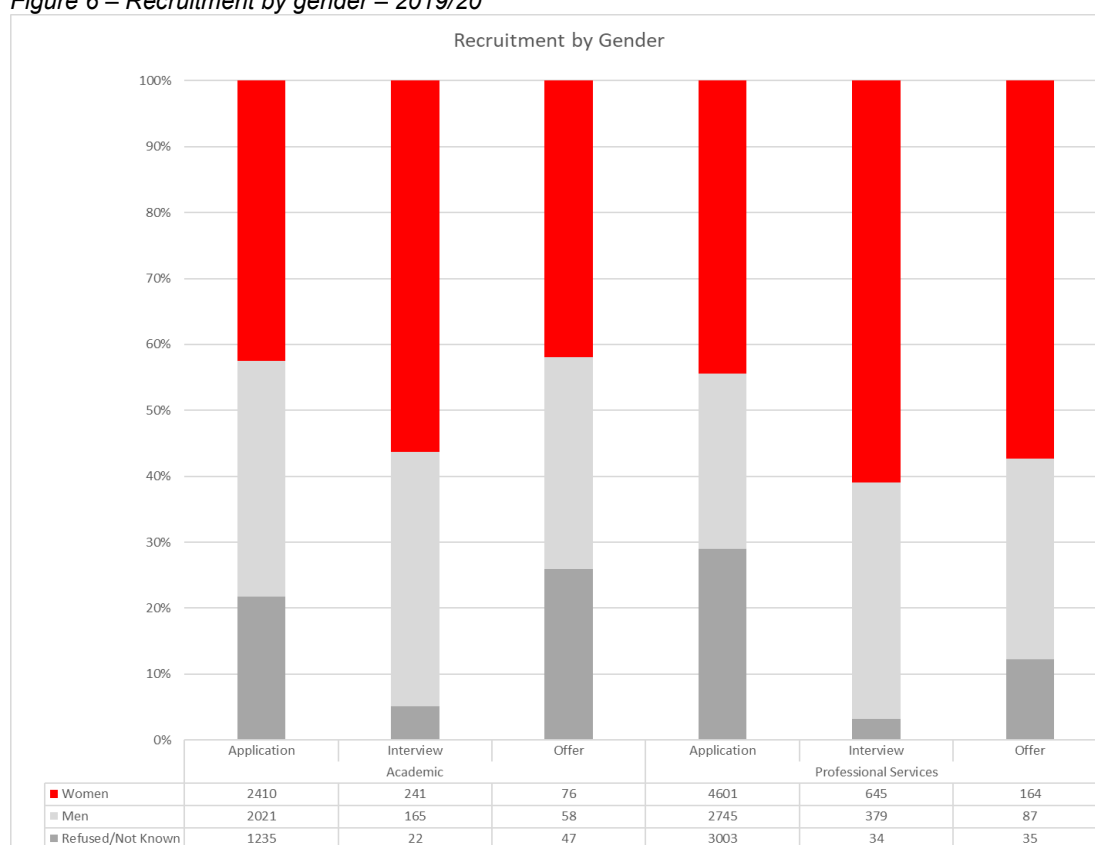
City is committed to increasing the representation of women on senior committees, with a minimum of 30% women by 2021. Since 2017/18 there has been an increase in the proportion of women on City's Executive Team, from 28.6 to 42.9%.

In 2019/20 there has been a decrease in the proportion of women on City's Executive Committee, from 45% in 2018/19 to 33% in 2019/20.

## Section 8: Recruitment

Recruitment Stage	Table 30 - Women applicants at each stage of recruitment (%) 2017-2020		
	2017/18	2018/19	2019/20
Applicants	43.6%	42.3%	43.7%
Shortlisted	55.9%	56.4%	59.5%
Appointments	54.0%	56.6%	50.5%

Figure 6 – Recruitment by gender – 2019/20



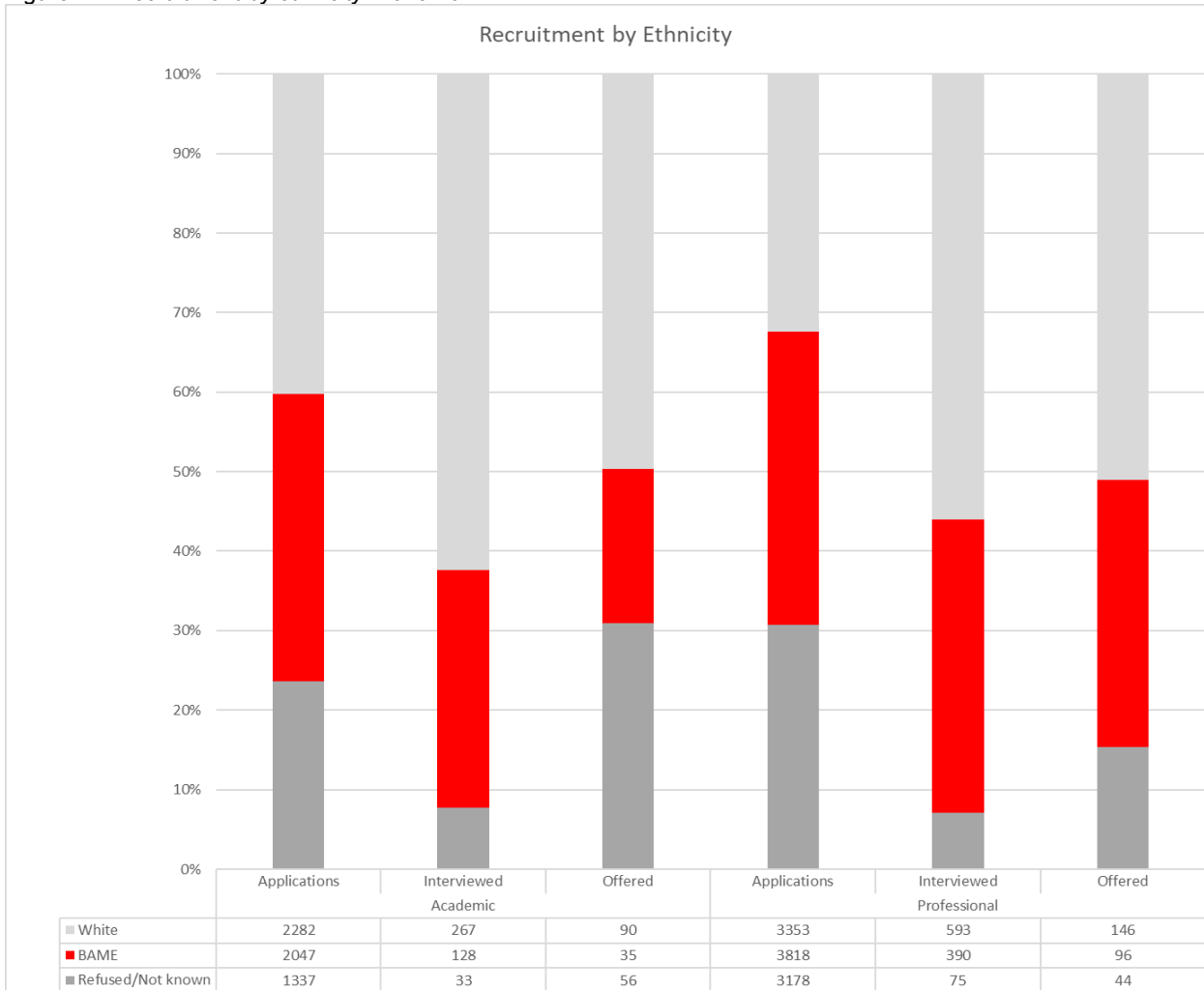
Overall the percentage of women applicants remained similar for the last three years, at around 43%. The proportion of women being shortlisted has increased from 55.9% in 2017/18 to 59.5% in 2019/20, but the proportion of women being appointed has decreased to 51% in 2019/20 from 54% in 2017/18.

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

Table 31 - Recruitment: Academic and Professional Service Staff by Gender & Stage (2017-2020)															
Academic	2017/18					2018/19					2019/20				
	Women	% from previous	Men	% from previous	Other/Unknown	Women	% from previous	Men	% from previous	Other/Unknown	Women	% from previous	Men	% from previous	Other/Unknown
<b>Research</b>	<b>1058</b>		<b>553</b>		<b>519</b>	<b>930</b>		<b>604</b>		<b>476</b>	<b>1809</b>		<b>988</b>		<b>885</b>
Application	890		467		516	790		504		402	1611		866		830
Interview	129	14.5%	66	14.1%	*	105	13.3%	76	15.1%	30	156	9.7%	98	11.3%	16
Offer	39	30.2%	20	30.3%	*	35	33.3%	24	31.6%	44	42	26.9%	24	24.5%	39
<b>Academic</b>	<b>863</b>		<b>1188</b>		<b>365</b>	<b>801</b>		<b>1034</b>		<b>354</b>	<b>915</b>		<b>1241</b>		<b>402</b>
Application	730		1031		363	682		927		348	796		1141		395
Interview	93	12.7%	119	11.5%	*	81	11.9%	79	8.5%	*	85	10.7%	67	5.9%	5
Offer	40	43.0%	38	31.9%	*	38	46.9%	28	35.4%	*	34	40.0%	33	49.3%	*
<b>Professor</b>	<b>27</b>		<b>26</b>		<b>6</b>	<b>19</b>		<b>35</b>		<b>9</b>	<b>*</b>		<b>15</b>		<b>17</b>
Application	21		26		5	15		32		7	*		14		10
Interview	6	29%	0	0%	0	*	20%	*	6%	0	0	0%	0	0%	*
Offer		0%		0%	*	*	33%	*	50%	*	0	0%	*	0%	6
<b>Professional Services</b>															
<b>Clerical/Technical/Support /Other related</b>	<b>4794</b>		<b>3076</b>		<b>2369</b>	<b>4579</b>		<b>2834</b>		<b>2563</b>	<b>4008</b>		<b>2212</b>		<b>2380</b>
Application	4134		2610		2349	3844		2408		2525	3461		1934		2337
Interview	546	13.2%	388	14.9%	10	596	15.5%	360	15.0%	21	439	12.7%	230	11.9%	18
Offer	114	20.9%	78	20.1%	10	139	23.3%	66	18.3%	17	108	24.6%	48	20.9%	25
<b>SALC</b>	<b>1256</b>		<b>981</b>		<b>669</b>	<b>1582</b>		<b>1298</b>		<b>879</b>	<b>1402</b>		<b>999</b>		<b>692</b>
Application	1003		775		651	1285		1049		843	1140		811		666
Interview	197	19.6%	171	22.1%	10	244	19.0%	207	19.7%	19	206	18.1%	149	18.4%	16
Offer	56	28%	35	20%	8	53	22%	42	20%	17	56	27%	39	26%	10

Recruitment Stage	Table 32 - BAME applicants at each stage of recruitment (%)		
	2017/18	2018/19	2019/20
Application	36.5%	37.7%	36.6%
Interview	38.3%	39.9%	34.8%
Appointment	29.4%	27.9%	27.9%

Figure 7 – Recruitment by ethnicity -2019/20



Overall the percentage of BAME applicants has remained at 37% for the last three years.

The proportion of those interviewed that were BAME was 34.8% in 2019/20, which has slightly decreased since 2017/18, 38.3%. Similarly the proportion of appointments that were BAME has decreased to 27.9% in 2019/20 from 29.4% in 2017/18.

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

Table 33 - Recruitment: Academic and Professional Service Staff by Ethnicity & Stage (2017-2020)															
	2017/18					2018/19					2019/20				
	BAME	% from previous Stage	White	% from previous Stage	Unknown/ Refused	BAME	% from previous Stage	White	% from previous Stage	Unknown/ Refused	BAME	% from previous Stage	White	% from previous Stage	Unknown/ Refused
<b>Academic</b>															
<b>Research</b>	<b>688</b>		<b>882</b>		<b>549</b>	<b>720</b>		<b>785</b>		<b>505</b>	<b>1299</b>		<b>1434</b>		<b>949</b>
Applications	620		710		543	640		629		427	1203		1227		877
Interviewed	55	8.9%	127	17.9%	*	65	10.2%	113	18.0%	33	82	6.8%	163	13.3%	25
Offered	13	23.6%	45	35.4%	*	15	23.1%	43	38.1%	45	14	17.1%	44	27.0%	47
<b>Academic</b>	<b>795</b>		<b>1195</b>		<b>423</b>	<b>752</b>		<b>1024</b>		<b>413</b>	<b>903</b>		<b>1195</b>		<b>460</b>
Applications	713		1000		411	690		868		399	836		1046		450
Interviewed	66	9.3%	135	13.5%	9	52	7.5%	103	11.9%	9	46	5.5%	104	9.9%	7
Offered	16	24.2%	60	44.4%	*	10	19.2%	53	51.5%	5	21	45.7%	45	43.3%	*
<b>Professor</b>	<b>35</b>		<b>16</b>		<b>8</b>	<b>15</b>		<b>31</b>		<b>8</b>	<b>8</b>		<b>10</b>		<b>17</b>
Applications	30		15		7	15		31		8	8		9		10
Interviewed	5	16.7%	*	6.7%	*	*	13.3%	*	9.7%	0	0	0.0%	0	0.0%	*
Offered		0.0%		0.0%	*	*	50.0%	*	33.3%	*	0	0.0%	*	0.0%	6
<b>Professional Services</b>															
<b>Clerical/ Technical / Support</b>	<b>3979</b>		<b>3726</b>		<b>2529</b>	<b>3968</b>		<b>3281</b>		<b>2727</b>	<b>3357</b>		<b>2706</b>		<b>2537</b>
Applications	3484		3115		2493	3424		2684		2669	2982		2294		2456
Interviewed	404	11.6%	511	16.4%	25	458	13.4%	481	17.9%	38	298	10.0%	339	14.8%	50
Offered	91	22.5%	100	19.6%	11	86	18.8%	116	24.1%	20	77	25.8%	73	21.5%	31
<b>SALC</b>	<b>971</b>		<b>1227</b>		<b>705</b>	<b>1322</b>		<b>1496</b>		<b>941</b>	<b>947</b>		<b>1386</b>		<b>760</b>
Applications	839		910		680	1139		1144		894	836		1059		722
Interviewed	111	13.2%	249	27.4%	15	153	13.4%	288	25.2%	29	92	11.0%	254	24.0%	25
Offered	21	18.9%	68	27.3%	10	30	19.6%	64	22.2%	18	19	20.7%	73	28.7%	13

Table 34 - Disabled applicants at each stage of Recruitment - 2019/20							
Disability	Applications	%*	Interviewed	%*	Hired	% Hired*	% Hired**
No Known Disability	10901	68.0%	1287	11.8%	360	3.3%	28.0%
Unknown	4255	26.5%	60	1.4%	85	2.0%	141.7%
Yes (GIS)	485	3.0%	84	17.3%	12	2.5%	14.3%
Yes (Not GIS)	390	2.4%	59	15.1%	20	5.1%	33.9%
<b>Total</b>	<b>16031</b>	<b>100.0%</b>	<b>1490</b>	<b>9.3%</b>	<b>477</b>	<b>3.0%</b>	<b>32.0%</b>

*\*of those that applied*

*\*\*of those that were interviewed*

5.4% of applicants disclosed a disability, with 3% of disabled applicants requesting to be considered under the Guaranteed Interview Scheme (GIS). It is noted that of those interviewed, a higher proportion of disabled candidates not considered under GIS are hired (33.9%), compared to 14.3% of GIS applicants.

## **Section 9: Promotion and Progression**

<b>Table 35 - Gender: Academic and Professional Service Staff Progression: 2017-20</b>				
	<b>Women</b>	<b>Men</b>	<b>% Women</b>	<b>% Men</b>
<b>Academic</b>	<b>75</b>	<b>84</b>	<b>47.2%</b>	<b>52.8%</b>
2017/18	20	23	47%	53%
2018/19	24	24	50.0%	50.0%
2019/20	31	37	45.6%	54.4%
<b>Professional Services</b>	<b>103</b>	<b>72</b>	<b>58.9%</b>	<b>41.1%</b>
2017/18	45	33	58%	42%
2018/19	32	23	58.2%	41.8%
2019/20	26	16	61.9%	38.1%
<b>Total</b>	<b>178</b>	<b>156</b>	<b>53.3%</b>	<b>46.7%</b>

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

In 2019/20, 45.6% of academics promoted were women and 61.9% of professional services staff promoted or progressed were women.

<b>Table 36 - Ethnicity: Academic and Professional Service Staff - Promotion &amp; Progression - 2017-2020</b>				
	<b>BAME</b>	<b>White</b>	<b>Refused/ Not known</b>	<b>BAME %</b>
<b>Academic</b>	<b>22</b>	<b>134</b>	<b>*</b>	<b>14.1%</b>
2017/18	8	34	*	19.0%
2018/19	6	41	*	12.8%
2019/20	8	59	*	12%
<b>Professional Services</b>	<b>58</b>	<b>113</b>	<b>*</b>	<b>33.9%</b>
2017/18	29	47	*	38.2%
2018/19	17	37	*	31.5%
2019/20	12	29	*	29.3%
<b>Total</b>	<b>80</b>	<b>247</b>	<b>7</b>	<b>24.5%</b>

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

In 2019/20, 12% of academics promoted were BAME staff which is lower than City's academic BAME population (17%) and for professional services staff 29.3% of staff that progressed were BAME, which is also lower than the professional services staff BAME population in 2019/20, 34%.



<b>Table 37 - Disability: Academic &amp; Professional Service Staff Progression - 2019/20</b>				
	<b>Disability</b>	<b>No known Disability</b>	<b>Not known/refused</b>	<b>% with Disability</b>
Academic	*	60	5	4.4%
Professional Services	*	38	*	4.8%
<b>Total</b>	<b>5</b>	<b>98</b>	<b>7</b>	<b>4.5%</b>

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

For academic staff 4.4% of those promoted had disclosed a disability in 2019/20, and 4.8% of professional services staff who were promoted/progressed to a higher grade had disclosed a disability.

## **Section 10: Training opportunities**

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

<b>Table 38 - Training by Gender: 2017-2020</b>						
	<b>Women</b>			<b>Men</b>		
	<b>Headcount</b>	<b>Attended</b>	<b>%</b>	<b>Headcount</b>	<b>Attended</b>	<b>%</b>
<b>2017/18</b>	<b>1203</b>	<b>512</b>	<b>42.6%</b>	<b>1144</b>	<b>338</b>	<b>29.5%</b>
Academic	450	106	23.6%	553	93	16.8%
Professional Services	753	406	53.9%	591	245	41.5%
<b>2018/19</b>	<b>1136</b>	<b>559</b>	<b>49.2%</b>	<b>1038</b>	<b>291</b>	<b>28.0%</b>
Academic	496	112	22.6%	580	105	18.1%
Professional Services	817	447	54.7%	600	186	31.0%
<b>2019/20</b>	<b>1365</b>	<b>581</b>	<b>42.6%</b>	<b>1185</b>	<b>388</b>	<b>32.7%</b>
Academic	529	153	28.9%	581	155	26.7%
Professional Services	836	428	51.2%	604	233	38.6%

\* 'Headcount' reflects headcount over the year

The proportion of women attending training in 2019/20 was 42.6%, this is a decrease from 49.2% in 2018/19. It should be noted that a higher proportion of women attend training than men, 49.8% of women, compared to 32.7% of men.

<b>Table 39 - Grade 9 Staff: 2017-2020</b>						
	<b>Women</b>			<b>Men</b>		
	<b>Headcount</b>	<b>Attended</b>	<b>%</b>	<b>Headcount</b>	<b>Attended</b>	<b>%</b>
<b>2017/18</b>	<b>73</b>	<b>23</b>	<b>31.5%</b>	<b>196</b>	<b>34</b>	<b>17.3%</b>
Professor	55	14	25.5%	170	28	16.5%
Senior Admin	18	9	50.0%	26	6	23.1%
<b>2018/19</b>	<b>76</b>	<b>17</b>	<b>22.4%</b>	<b>191</b>	<b>23</b>	<b>12.0%</b>
Professor	59	13	22.0%	167	21	12.6%
Senior Admin	17	*	23.5%	24	*	8.3%
<b>2019/20</b>	<b>77</b>	<b>24</b>	<b>31.2%</b>	<b>188</b>	<b>23</b>	<b>12.2%</b>
Professor	61	17	27.9%	167	36	21.6%
Senior Admin	16	7	43.8%	21	6	28.6%

\* 'Headcount' reflects headcount over the year

Of our professors and senior administrative staff groups, women were also more likely to attend training than men, 31% of women, compared to 12% of men in 2019/20. The proportion of men professors and senior administrative staff attending training has decreased from 17% in 2017/18 to 12% in 2018/19 and 2019/20.

Table 40 - Training by Ethnicity 2017-2020									
	BAME			Refused/Not known			White		
	Headcount	Attended	%	Headcount	Attended	%	Headcount	Attended	%
<b>2017/18</b>	<b>581</b>	<b>235</b>	<b>40%</b>	<b>54</b>	<b>15</b>	<b>28%</b>	<b>1712</b>	<b>600</b>	<b>35%</b>
Academic	170	32	19%	25	*	16%	808	163	20%
Professional Services	411	203	49%	29	11	38%	904	437	48%
<b>2018/19</b>	<b>554</b>	<b>253</b>	<b>40%</b>	<b>51</b>	<b>19</b>	<b>28%</b>	<b>1569</b>	<b>578</b>	<b>35%</b>
Academic	186	41	22%	28	5	18%	862	171	20%
Professional Services	451	212	47%	31	14	45%	935	407	44%
<b>2019/20</b>	<b>680</b>	<b>257</b>	<b>38%</b>	<b>62</b>	<b>16</b>	<b>26%</b>	<b>1808</b>	<b>696</b>	<b>38%</b>
Academic	193	48	25%	27	5	19%	890	255	29%
Professional Services	487	209	43%	35	11	31%	918	441	48%

\* 'Headcount' reflects headcount over the year

In 2019/20, 38% of BAME staff attended training which is the same as the proportion of White staff attending training, 38%.

A much higher proportion of BAME professional services staff attended training than BAME academic staff. 43% of BAME professional services staff attended training which is higher than the overall proportion of BAME professional services staff at City, 34%. 25% of BAME academic staff attended training in 2019/20.

Table 41 - Training by Age Range 2017-2020						
	Women			Men		
	Headcount	Attended	%	Headcount	Attended	%
<b>2017/18</b>	<b>1203</b>	<b>512</b>	<b>43%</b>	<b>1144</b>	<b>338</b>	<b>30%</b>
Under 25	37	12	32%	30	14	47%
25 - 34	358	192	54%	288	106	37%
35 - 44	391	161	41%	315	93	30%
45 - 54	256	97	38%	269	67	25%
55 - 64	139	45	32%	171	54	32%
65+	22	*	23%	71	*	6%
<b>2018/19</b>	<b>1136</b>	<b>559</b>	<b>49%</b>	<b>1038</b>	<b>291</b>	<b>28%</b>
Under 25	47	19	40%	27	9	33%
25 - 34	397	205	52%	279	89	32%
35 - 44	403	169	42%	336	104	31%
45 - 54	289	106	37%	283	49	17%
55 - 64	151	53	35%	190	38	20%
65+	26	7	27%	65	*	3%
<b>2019/20</b>	<b>1365</b>	<b>581</b>	<b>43%</b>	<b>1185</b>	<b>388</b>	<b>33%</b>
Under 25	42	22	52%	31	16	52%
25 - 34	393	170	43%	265	105	40%
35 - 44	421	180	43%	340	109	32%
45 - 54	297	133	45%	284	94	33%
55 - 64	184	70	38%	185	47	25%
65+	28	6	21%	80	17	21%

\*'Headcount' reflects headcount over the year

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

Table 42 - Training by Disability Disclosure 2017-2020												
	Information refused			None			Not Known			Disability		
	Headcount	Attended	%	Headcount	Attended	%	Headcount	Attended	%	Headcount	Attended	%
<b>2017/18</b>	<b>23</b>	<b>7</b>	<b>30.4%</b>	<b>1975</b>	<b>736</b>	<b>37.3%</b>	<b>232</b>	<b>60</b>	<b>25.9%</b>	<b>117</b>	<b>47</b>	<b>40.2%</b>
Academic	11	*	27.3%	826	164	19.9%	113	18	15.9%	53	14	26.4%
Professional Services	12	*	33.3%	1149	572	49.8%	119	42	35.3%	64	33	51.6%
<b>2018/19</b>	<b>30</b>	<b>11</b>	<b>36.7%</b>	<b>2119</b>	<b>741</b>	<b>35.0%</b>	<b>214</b>	<b>42</b>	<b>19.6%</b>	<b>130</b>	<b>56</b>	<b>43.1%</b>
Academic	13	*	23.1%	903	181	20.0%	104	16	15.4%	56	17	30.4%
Professional Services	17	8	47.1%	1216	560	46.1%	110	26	23.6%	74	39	52.7%
<b>2019/20</b>	<b>30</b>	<b>14</b>	<b>46.7%</b>	<b>2156</b>	<b>796</b>	<b>36.9%</b>	<b>205</b>	<b>84</b>	<b>41.0%</b>	<b>159</b>	<b>75</b>	<b>47.2%</b>
Academic	9	*	33.3%	938	252	26.9%	101	34	33.7%	62	19	30.6%
Professional Services	21	11	52.4%	1218	544	44.7%	104	50	48.1%	97	56	57.7%

\*'Headcount' reflects headcount over the year

In 2019/20, 47.2% of staff who disclosed a disability attended training. This proportion and number of disabled staff attending training has increased from 40.2% in 2017/18.

## Students' Equality Monitoring Statistics 2019/20

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

- Age
- Disability
- Ethnicity
- Gender (Sex)

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

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

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

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

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

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

### 1. Overview of Student Body

#### Student Body Overview

There has been a significant decrease to City's overall student population between 2018/19 and 2019/20, with student headcount decreasing by 12.93%. The increase for FTE has been more gradual at 3.12%.

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

Academic Year	Student Body Overview	
	Headcount	FTE
2016/17	19,411	14,102
2017/18	20,419	14,529
2018/19	23,423	14,854
2019/20	20,394	15,317

Increase per Academic Year	Student Body Overview			
	Increase		Percentage Increase	
	Headcount	FTE	Headcount	FTE
2016/17 - 2017/18	1,008	427	5.19%	3.03%
2017/18 - 2018/19	3,004	325	14.71%	2.24%
2018/19 - 2019/20	-3,029	463	-12.93%	3.12%

### Student Body Mode of Study

The proportion of City's students studying part-time has decreased by 13.2% between 2018/19 and 2019/20, meaning that the number of City students studying on a part time programme of study is the lowest in four years.

Academic Year	Mode of Study			
	Full-Time (inc. Sandwich)		Part-Time	
	Headcount	FTE	Headcount	FTE
2016/17	15,927	13,056	3,848	1,046
2017/18	16,264	13,412	4,155	1,117
2018/19	16,745	13,606	6,678	1,248
2019/20	17,281	14,379	3,113	938

Academic Year	Mode of Study			
	Full-Time (inc. Sandwich)		Part-Time	
	Headcount	FTE	Headcount	FTE
2016/17	82.1%	92.6%	19.8%	7.4%
2017/18	79.7%	92.3%	20.3%	7.7%
2018/19	71.5%	91.6%	28.5%	8.4%
2019/20	84.7%	93.9%	15.3%	6.1%

### School Populations

A partial decrease in student numbers, with the exception of an additional 303 students in LEaD, has taken place across all Schools from 2018/19 to 2019/20.

Academic School	Overall Population				
	2015/16	2016/17	2017/18	2018/19	2019/20
The Business School	5,882	5,705	5,805	6,276	5,948
City Law School	2,071	2,108	2,336	3,096	2,705
Learning Enhancement & Development (LEaD)	187	168	214	311	614
School of Arts & Social Sciences	3,692	3,975	4,387	4,656	4,101
School of Health Sciences	3,721	3,879	4,096	5,344	3,699
School of Mathematics, Computer Science and Engineering	3,444	3,576	3,581	3,740	3,327
<b>City Total</b>	<b>18,997</b>	<b>19,411</b>	<b>20,419</b>	<b>23,423</b>	<b>20,394</b>

The Business School still accounts for the largest proportion of City students at 29.2% (more than in 2018/19), followed by SASS. LEaD accounts for the smallest proportion of City students at just 3%.

Academic School	Overall Population (%)				
	2015/16	2016/17	2017/18	2018/19	2019/20
The Business School	31.0%	29.4%	28.4%	26.8%	29.2%
City Law School	10.9%	10.9%	11.4%	13.2%	13.3%
Learning Enhancement & Development (LEaD)	1.0%	0.9%	1.0%	1.3%	3.0%
School of Arts & Social Sciences	19.4%	20.5%	21.5%	19.9%	20.1%
School of Health Sciences	19.6%	20.0%	20.1%	22.8%	18.1%
School of Mathematics, Computer Science and Engineering	18.1%	18.4%	17.5%	16.0%	16.3%
<b>City Total</b>	100%	100%	100%	100%	100%

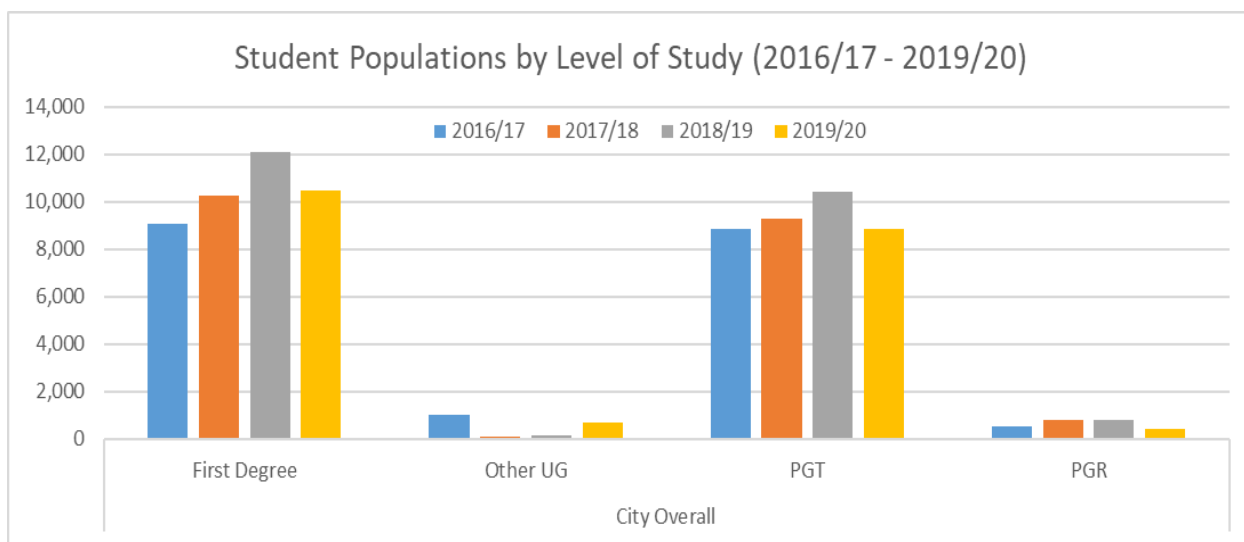
#### Level of Study Breakdown by School and City Overall

The greatest proportion of City students are consistently undergraduate students studying their First Degree.<sup>2</sup>

Academic Year	City Overall				
	First Degree	Other UG	PGT	PGR	Total
2016/17	9,074	998	8,818	521	19,411
2017/18	10,243	105	9,266	805	20,419
2018/19	12,094	159	10,400	770	23,423
2019/20	10,445	696	8,835	418	20,394

Academic Year	City Overall				
	First Degree	Other UG	PGT	PGR	Total
2016/17	46.7%	5.1%	45.4%	2.7%	100.0%
2017/18	50.2%	0.5%	45.4%	3.9%	100.0%
2018/19	51.6%	0.7%	44.4%	3.3%	100.0%
2019/20	51.2%	3.4%	43.3%	2.0%	100.0%

<sup>2</sup> Of the 696 students counted as 'Other UG' 458 are students that were registered with The Office for Global Engagement in 2019/20



The proportion of postgraduate taught students has been consistent across 2016/17 to 2017/18, but has reduced slightly in 2018/19 and again in 2019/20. The proportion of undergraduate First-Degree students has slightly decreased. The proportion of students undertaking an 'Other undergraduate degree' is higher than in previous two years. TBS numbers have decreased generally across all groups. The Business School is the only School to have a majority of postgraduate taught students at City.

Academic Year	The Business School				Total
	First Degree	Other UG	PGT	PGR	
2016/17	2,234	*	3,405	66	5,705
2017/18	2,214	*	3,496	95	5,805
2018/19	2,447	*	3,729	100	6,276
2019/20	2,231	138	3,512	67	5,948

City Law School has experienced a decrease in the number of postgraduate taught students, which has become close to the position of 2017/18.

Academic Year	City Law School				Total
	First Degree	Other UG	PGT	PGR	
2016/17	1,049	181	860	18	2,108
2017/18	1,073		1,237	26	2,336
2018/19	1,301		1,765	30	3,096
2019/20	1,282	24	1,384	15	2,705



LEaD principally deliver a postgraduate taught programme.

Academic Year	Learning Enhancement & Development				
	First Degree	Other UG	PGT	PGR	Total
2016/17	0	0	167	1	168
2017/18	0	0	212	2	214
2018/19	0	0	309	2	311
2019/20	0	0	156	0	156

SASS has seen a decrease in the number of postgraduate taught and postgraduate research students in 2019/20, and a decrease in the number of undergraduate students.

Academic Year	School of Arts & Social Sciences				
	First Degree	Other UG	PGT	PGR	Total
2016/17	2,160	12	1,609	194	3,975
2017/18	2,390		1,665	332	4,387
2018/19	2,792	*	1,561	303	4,656
2019/20	2,609	67	1,246	179	4,101

SHS has the highest decrease in numbers of students across both undergraduate degree and postgraduate degrees.

Academic Year	School of Health Sciences				
	First Degree	Other UG	PGT	PGR	Total
2016/17	1,595	804	1,394	86	3,879
2017/18	2,565	105	1,325	101	4,096
2018/19	3,493	159	1,585	107	5,344
2019/20	2,480	*	1,171	44	3,699

SMCSE has a decrease in the number of students across all levels with the lowest number of students for the last four years.

Academic Year	School of Mathematics, Computer Science & Engineering				
	First Degree	Other UG	PGT	PGR	Total
2016/17	2,036	*	1,383	156	3,575
2017/18	2,001	*	1,331	249	3,581
2018/19	2,061	*	1,451	228	3,740
2019/20	1,843	*	1,366	113	3,327

## 2. Age

The greatest proportion of students at City overall continue to be students aged between 21 and 24 years old, followed by students aged between 18 and 20 years old, which is similar to four years ago. All groups other than '18 to 20' and '21-24' have seen a decrease in the 2019/20 academic year.

Academic Year	Format	Age Breakdown					Total
		Under 18	18 - 20	21 - 24	25 - 29	30+	
2016/17	Number	63	6,059	6,510	3,061	3,718	19,411
	Percentage	0.3%	31.2%	33.5%	15.8%	19.2%	100%
2017/18	Number		3,341	8,095	4,372	4,611	20,419
	Percentage	0.0%	16.4%	39.6%	21.4%	22.6%	100%
2018/19	Number		3,672	8,893	5,046	5,812	23,423
	Percentage	0.0%	15.7%	38.0%	21.5%	24.8%	100%
2019/20	Number		5,240	8,028	3,561	3,562	20,394
	Percentage	0.0%	25.7%	39.4%	17.5%	17.5%	100%

Academic Year	Academic School	Age Breakdown					
		Under 18	18 - 20	21 - 24	25-29	30+	Total
2016/17	TBS	32	1,567	2,590	785	731	5,705
	CLS	*	748	901	283	169	2,108
	LEaD	*	*	15	38	115	168
	SASS	15	1,704	1,221	543	492	3,975
	SHS	*	753	746	902	1,477	3,879
	SMCSE	*	1,287	1,037	510	734	3,576
	<b>City Overall</b>	63	6,059	6,510	3,061	3,718	19,411
2017/18	TBS	*	716	2,849	1,363	877	5,805
	CLS	*	472	1,090	537	237	2,336
	LEaD	*	*	*	44	164	214
	SASS	*	1,038	1,854	804	691	4,387
	SHS	*	463	854	986	1,793	4,096
	SMCSE	*	652	1,442	638	849	3,581
	<b>City Overall</b>	*	3,341	8,095	4,372	4,611	20,419
2018/19	TBS	*	853	3,021	1,485	917	6,276
	CLS	*	502	1,388	789	417	3,096
	LEaD	*	*	*	67	240	311
	SASS	*	1,177	2,064	791	624	4,656
	SHS	*	463	949	1,264	2,668	5,344
	SMCSE	*	677	1,467	650	946	3,740
	<b>City Overall</b>	*	3,672	8,893	5,046	5,812	23,423
2019/20	TBS	*	1,248	2,848	1,115	736	5,948
	CLS	*	681	1,238	517	269	2,705
	LEaD	*	105	350	43	116	614
	SASS	*	1,580	1,612	546	362	4,101
	SHS	*	715	813	792	1,379	3,699
	SMCSE	*	911	1,167	548	700	3,327
	<b>City Overall</b>	*	5,240	8,028	3,561	3,562	20,394

The above table provides a breakdown of age group by School across the period 2016/17 – 2019/20. These numbers are presented as proportions of overall populations on the following pages, but from the numbers presented here it is clear that the average age of City’s students has risen across the time period, with a higher proportion of students in the 21 plus age groups between 2016/17 and 2018/19.

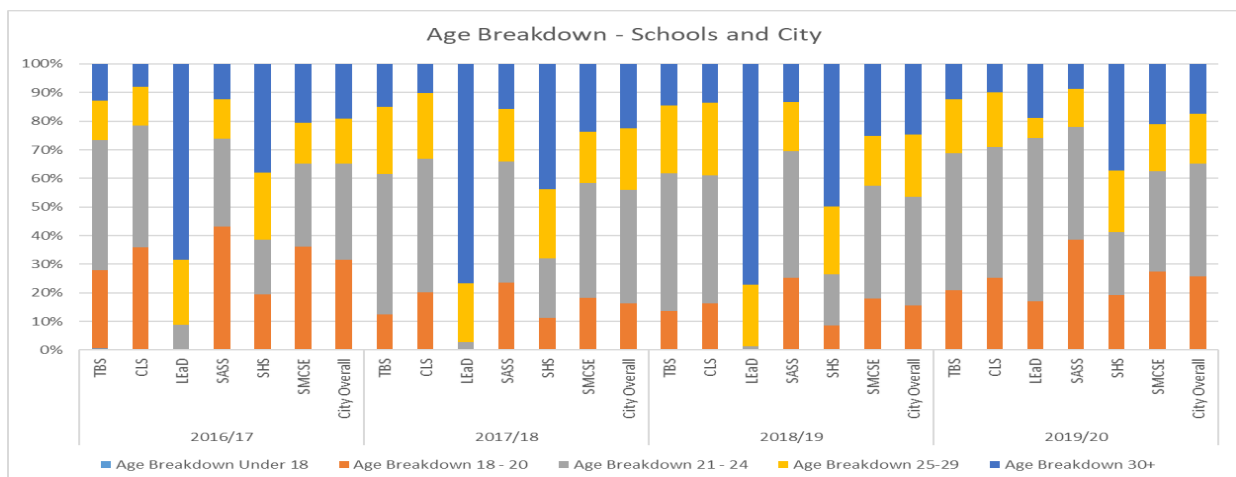
Since 2017/18, City has had no registered students aged under 18.

This is against a national picture, based on the Advance HE Student Statistical Report 2020, of an increasing proportion of students under 21 in HE and reduction in students in HE over 25.<sup>3</sup>

<sup>3</sup> Advance HE Student Statistical Report 2020; [Equality in higher education: students statistical report 2020 \(Word\) | Advance HE \(advance-he.ac.uk\)](#), p. 48.

Academic Year	Academic School	Age Breakdown				
		Under 18	18 - 20	21 - 24	25-29	30+
2016/17	TBS	0.6%	27.5%	45.4%	13.8%	12.8%
	CLS	0.3%	35.5%	42.7%	13.4%	8.0%
	LEaD	0.0%	0.0%	8.9%	22.6%	68.5%
	SASS	0.4%	42.9%	30.7%	13.7%	12.4%
	SHS	0.0%	19.4%	19.2%	23.3%	38.1%
	SMCSE	0.2%	36.0%	29.0%	14.3%	20.5%
	<b>City Overall</b>	<b>0.3%</b>	<b>31.2%</b>	<b>33.5%</b>	<b>15.8%</b>	<b>19.2%</b>
2017/18	TBS	0.0%	12.3%	49.1%	23.5%	15.1%
	CLS	0.0%	20.2%	46.7%	23.0%	10.2%
	LEaD	0.0%	0.0%	2.8%	20.6%	76.6%
	SASS	0.0%	23.7%	42.3%	18.3%	15.8%
	SHS	0.0%	11.3%	20.9%	24.1%	43.8%
	SMCSE	0.0%	18.2%	40.3%	17.8%	23.7%
	<b>City Overall</b>	<b>0.0%</b>	<b>16.4%</b>	<b>39.6%</b>	<b>21.4%</b>	<b>22.6%</b>
2018/19	TBS	0.0%	13.6%	48.1%	23.7%	14.6%
	CLS	0.0%	16.2%	44.8%	25.5%	13.5%
	LEaD	0.0%	0.0%	1.3%	21.5%	77.2%
	SASS	0.0%	25.3%	44.3%	17.0%	13.4%
	SHS	0.0%	8.7%	17.8%	23.7%	49.9%
	SMCSE	0.0%	18.1%	39.2%	17.4%	25.3%
	<b>City Overall</b>	<b>0.0%</b>	<b>15.7%</b>	<b>38.0%</b>	<b>21.5%</b>	<b>24.8%</b>
2019/20	TBS	0.0%	21.0%	47.9%	18.7%	12.4%
	CLS	0.0%	25.2%	45.8%	19.1%	9.9%
	LEaD	0.0%	17.1%	57.0%	7.0%	18.9%
	SASS	0.0%	38.5%	39.3%	13.3%	8.8%
	SHS	0.0%	19.3%	22.0%	21.4%	37.3%
	SMCSE	0.0%	27.4%	35.1%	16.5%	21.0%
	<b>City Overall</b>	<b>0.0%</b>	<b>25.7%</b>	<b>39.4%</b>	<b>17.5%</b>	<b>17.5%</b>

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

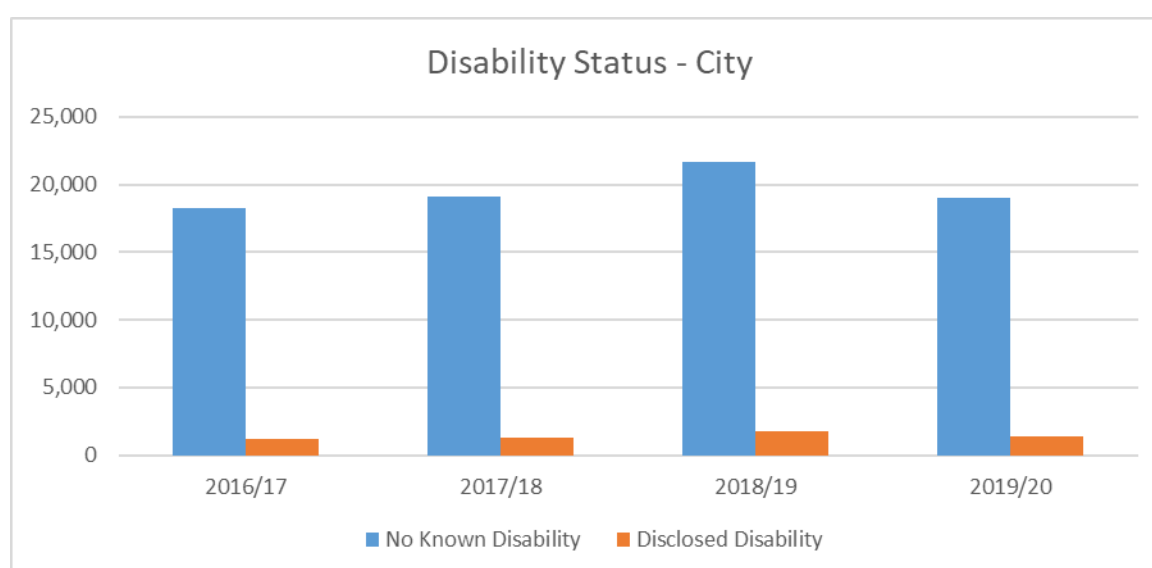


## Disability

The proportion of students with a disclosed disability has grown steadily across the three-year period, rising from 6% in 2016/17 to 7.4% in 2018/19, but there was a slight decrease to 7% in 2019/20. This is still considerably lower than the national average, as Advance HE report that, according to the most recently available data, 13.9% of students nationally disclose a disability.<sup>4</sup>

Academic Year	Disability Status				
	No Known Disability		Disclosed Disability		Total
	Number	%	Number	%	
2016/17	18,246	94.0%	1,165	6.0%	19,411
2017/18	19,100	93.5%	1,319	6.5%	20,419
2018/19	21,684	92.6%	1,739	7.4%	23,423
2019/20	18,973	93.0%	1,421	7.0%	20,394

The number of students in 2019/20 is similar to 2017/18, however the percentage of disability is close to 2018/19 even though there is a decrease in student headcount.



City's representation of disabled students is still considerably below the national average, and through City's Access and Participation Plan 2020/21 – 2024/25<sup>5</sup>, further data will continue to be analysed in order to attempt to better understand the reasons for this (e.g. whether disabled students are not accessing City, or whether they are not disclosing their disability to the university).

<sup>4</sup> Advance HE Statistical Report 2020, p. 84.

<sup>5</sup> City's Access and Participation Plan 2020/21 – 2024/25;  
<https://www.city.ac.uk/about/governance/legal/office-for-students-ofs>

Disability Group	Academic Year							
	2016/17		2017/18		2018/19		2019/20	
	Number	%	Number	%	Number	%	Number	%
No Known Disability	18,246	94.0%	19,100	93.5%	21,684	92.6%	18,973	93.0%
Mobility Disability	40	0.2%	50	0.2%	77	0.3%	57	0.3%
Mental Health Condition	175	0.9%	243	1.2%	348	1.5%	281	1.4%
Specific Learning Difference	571	2.9%	603	3.0%	760	3.2%	635	3.1%
Other / Not Listed	150	0.8%	153	0.8%	174	0.7%	154	0.8%
Hearing Disability	20	0.1%	32	0.2%	46	0.2%	25	0.1%
Long-Standing Illness	125	0.6%	139	0.7%	163	0.7%	129	0.6%
Visual Disability	21	0.1%	19	0.1%	31	0.1%	24	0.1%
Social or Communication Disability	28	0.1%	30	0.2%	47	0.2%	41	0.2%
Two or More Disabilities	35	0.2%	50	0.2%	93	0.4%	75	0.4%
Total	19,411		20,419		23,423		20,394	

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

In 2019/20, as in previous years, the most highly represented disability group has been students who report a Specific Learning Condition (SpLD), which accounts for 3.1% of City's students. This is followed by students reporting a Mental Health Condition, which accounts for 1.4% of City students. Students with a Visual Disability account for the smallest proportion of the City population, at just 0.1%.

Academic Year	Academic School	Disability Breakdown										Total
		No Known Disability	Mobility Disability	Mental Health Condition	Specific Learning Difference	Other / Not Listed	Hearing Disability	Long-Standing Illness	Visual Disability	Social or Communication Disability	Two or More Disabilities	
2016/17	TBS	5,530	*	14	85	29	*	21	*	*	*	5,705
	CLS	1,962	*	25	61	23	*	15	*	*	*	2,108
	LEaD	164	*	*	*	*	*	*	*	*	*	168
	SASS	3,701	11	67	115	33	*	26	*	*	11	3,975
	SHS	3,504	11	44	222	34	*	46	*	*	*	3,879
	SMCSE	3,385	*	25	86	30	*	16	*	11	*	3,576
	<b>City Overall</b>	18,246	40	175	571	150	20	125	21	28	35	19,411
2017/18	TBS	5,598	*	25	92	32	10	28	*	*	*	5,805
	CLS	2,182	11	28	61	20	*	15	*	*	12	2,336
	LEaD	202	*	*	*	*	*	*	*	*	*	214
	SASS	4,025	15	97	135	41	*	39	*	10	18	4,387
	SHS	3,728	*	54	227	29	*	30	*	*	*	4,096
	SMCSE	3,365	*	37	83	29	10	25	*	14	*	3,581
	<b>City Overall</b>	19,100	50	243	603	153	32	139	19	30	50	20,419
2018/19	TBS	6,017	12	39	113	31	14	20	*	*	13	6,276
	CLS	2,840	20	50	85	32	*	29	*	*	24	3,096
	LEaD	289	*	*	*	*	*	*	*	*	*	311
	SASS	4,223	16	123	161	39	*	47	*	13	23	4,656
	SHS	4,816	20	82	305	46	15	38	*	*	15	5,344
	SMCSE	3,499	*	51	90	20	*	26	*	17	15	3,740
	<b>City Overall</b>	21,684	77	348	760	174	46	163	31	47	93	23,423
2019/20	TBS	5,709	*	25	119	36	11	17	*	*	*	5,948
	CLS	2,486	13	49	74	28	*	19	*	*	20	2,705
	LEaD	603	*	*	*	*	*	*	*	*	*	614
	SASS	3,727	13	108	128	40	*	48	*	10	22	4,101
	SHS	3,323	17	61	226	24	*	25	*	*	12	3,699
	SMCSE	3,125	*	36	84	23	*	20	*	18	12	3,327
	<b>City Overall</b>	18,973	57	281	635	154	25	129	24	41	75	20,394

The number of students reporting a disability in each group have increased, from 2016/17 to 2018/19 for City overall. No group has experienced a reduction in size for the overall university during this time period. The proportion of students across the disabilities is similar to previous years in 2019/20 although the overall headcount dropped.

Academic Year	Academic School	Disability Breakdown (%)									
		No Known Disability	Mobility Disability	Mental Health Condition	Specific Learning Difference	Other / Not Listed	Hearing Disability	Long-Standing Illness	Visual Disability	Social or Communication Disability	Two or More Disabilities
2016/17	TBS	96.9%	0.1%	0.3%	1.5%	0.5%	0.1%	0.4%	0.1%	0.1%	0.1%
	CLS	93.1%	0.4%	1.2%	2.9%	1.1%	0.1%	0.7%	0.1%	0.1%	0.4%
	LEaD	97.6%	0.0%	0.0%	1.2%	0.6%	0.0%	0.6%	0.0%	0.0%	0.0%
	SASS	93.1%	0.3%	1.7%	2.9%	0.8%	0.1%	0.7%	0.1%	0.2%	0.3%
	SHS	90.3%	0.3%	1.1%	5.7%	0.9%	0.1%	1.2%	0.1%	0.0%	0.2%
	SMCSE	94.7%	0.2%	0.7%	2.4%	0.8%	0.1%	0.5%	0.2%	0.3%	0.1%
	<b>City Overall</b>	94.0%	0.2%	0.9%	2.9%	0.8%	0.1%	0.6%	0.1%	0.1%	0.2%
2017/18	TBS	96.4%	0.1%	0.4%	1.6%	0.6%	0.2%	0.5%	0.1%	0.0%	0.1%
	CLS	93.4%	0.5%	1.2%	2.6%	0.9%	0.0%	0.6%	0.1%	0.2%	0.5%
	LEaD	94.4%	0.0%	0.9%	2.3%	0.9%	0.0%	0.9%	0.0%	0.0%	0.5%
	SASS	91.8%	0.3%	2.2%	3.1%	0.9%	0.1%	0.9%	0.1%	0.2%	0.4%
	SHS	91.0%	0.2%	1.3%	5.5%	0.7%	0.2%	0.7%	0.1%	0.0%	0.2%
	SMCSE	94.0%	0.2%	1.0%	2.3%	0.8%	0.3%	0.7%	0.1%	0.4%	0.2%
	<b>City Overall</b>	93.5%	0.2%	1.2%	3.0%	0.8%	0.2%	0.7%	0.1%	0.2%	0.2%
2018/19	TBS	95.9%	0.2%	0.6%	1.8%	0.5%	0.2%	0.3%	0.1%	0.1%	0.2%
	CLS	91.7%	0.6%	1.6%	2.7%	1.0%	0.1%	0.9%	0.2%	0.2%	0.8%
	LEaD	92.9%	0.0%	1.0%	1.9%	1.9%	0.0%	1.0%	0.0%	0.3%	1.0%
	SASS	90.7%	0.3%	2.6%	3.5%	0.8%	0.1%	1.0%	0.1%	0.3%	0.5%
	SHS	90.1%	0.4%	1.5%	5.7%	0.9%	0.3%	0.7%	0.1%	0.0%	0.3%
	SMCSE	93.6%	0.2%	1.4%	2.4%	0.5%	0.2%	0.7%	0.1%	0.5%	0.4%
	<b>City Overall</b>	92.6%	0.3%	1.5%	3.2%	0.7%	0.2%	0.7%	0.1%	0.2%	0.4%
2019/20	TBS	96.0%	0.2%	0.4%	2.0%	0.6%	0.2%	0.3%	0.2%	0.1%	0.1%
	CLS	91.9%	0.5%	1.8%	2.7%	1.0%	0.1%	0.7%	0.2%	0.2%	0.7%
	LEaD	98.2%	0.0%	0.3%	0.7%	0.5%	0.0%	0.0%	0.0%	0.0%	0.3%
	SASS	90.9%	0.3%	2.6%	3.1%	1.0%	0.0%	1.2%	0.1%	0.2%	0.5%
	SHS	89.8%	0.5%	1.6%	6.1%	0.6%	0.2%	0.7%	0.1%	0.0%	0.3%
	SMCSE	93.9%	0.2%	1.1%	2.5%	0.7%	0.1%	0.6%	0.1%	0.5%	0.4%
	<b>City Overall</b>	93.0%	0.3%	1.4%	3.1%	0.8%	0.1%	0.6%	0.1%	0.2%	0.4%



The Business School (formerly Cass) had the highest proportion of students with No Known Disability (excluding LeAD), although this has fallen slightly from 97.1% (2015/16) to 96% (2019/20). Conversely, SHS has continuously had the highest proportion of students to have disclosed a disability across the period which has increased slightly from 8.8% (2015/16) to 9.9% (2018/19).

SHS also accounts for the highest proportion of students who have disclosed an SpLD, which was 5.4% in 2015/16 and 6.1% in 2019/20, while SASS accounts for the highest proportion of students to disclose a Mental Health Condition, which was 1.0% in 2015/16 (joint with SHS) and 2.6% in 2019/20.

### 3. Ethnicity

Academic Year	Ethnic Group	City Overall
2016/17	BAME	52.8%
	White	38.7%
2017/18	BAME	51.5%
	White	36.4%
2018/19	BAME	54.6%
	White	36.3%
2019/20	BAME	59.3%
	White	34.2%

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

BAME students account for 59.3% in 2019/20, the highest proportion across the four-year period (BAME students had accounted for 52.8% of students in 2016/17).

In 2019/20, White students account for 34.2% of City's students (the lowest proportion in the period), and students in the Not Known / Refused group accounted for 6.5% of City's students.

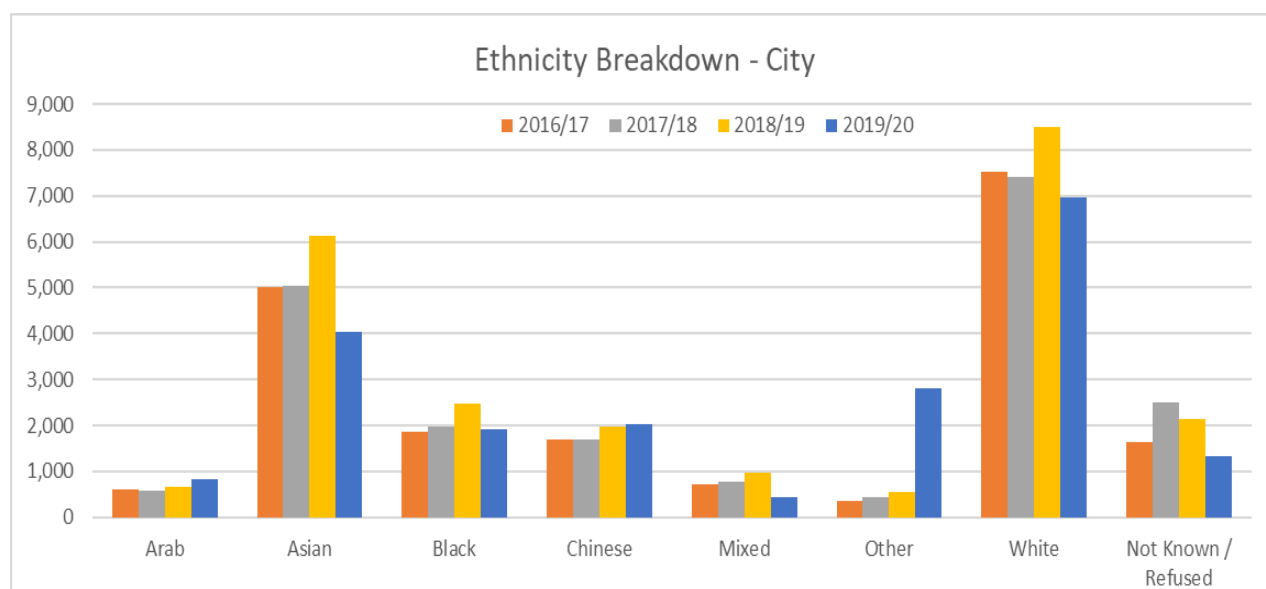
Academic Year	Format	Ethnicity Breakdown								Total
		Arab	Asian	Black	Chinese	Mixed	Other	White	Not Known / Refused	
2016/17	Number	610	5,013	1,849	1,701	714	362	7,518	1,643	19,411
	Percentage	3.1%	25.8%	9.5%	8.8%	3.7%	1.9%	38.7%	8.5%	100%
2017/18	Number	579	5,038	1,967	1,700	779	443	7,423	2,490	20,419
	Percentage	2.8%	24.7%	9.6%	8.3%	3.8%	2.2%	36.4%	12.2%	100%
2018/19	Number	674	6,141	2,479	1,965	970	554	8,494	2,146	23,423
	Percentage	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	1,333	20,394
	Percentage	4.1%	19.9%	9.4%	10.0%	2.1%	13.8%	34.2%	6.5%	100%

According to Advance HE, in 2017/18, 27.7% of UK-domiciled students were BAME.<sup>6</sup> For City in 2019/20, BAME students accounted for 59.3% of our overall student population, 62.7% of our UK-domiciled students, and 54.6% of our Non-UK-domiciled students.

<sup>6</sup> Advance HE Statistical Report 2020, p. 130.

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 38.7% (2016/17) to 34.2% (2019/20).

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 8.5% (2016/17) from 6.5% in 2019/20.



The proportion of Black students has decreased in 2019/20 after increasing consistently across the previous three-year period. The most considerable growth experienced by any ethnic group in 2019/20, has been 'other'.

Format	Ethnicity	Ethnicity by Domicile							
		2016/17		2017/18		2018/19		2019/20	
		UK	Non-UK	UK	Non-UK	UK	Non-UK	UK	Non-UK
Number	Arab	246	364	281	294	331	343	364	479
	Asian	3,747	1,266	3,917	1,121	4,598	1,543	3,125	924
	Black	1,612	237	1,754	213	2,128	224	1,713	200
	Chinese	346	1,355	406	1,294	538	1,427	519	1,518
	Mixed	537	177	583	196	727	243	313	113
	Other	287	75	362	81	453	95	1,791	1,024
	White	4,842	2,676	5,020	2,403	5,804	2,690	4,496	2,478
	Not-Known/Refused	232	1,412	279	2,211	370	1,776	274	1,059
	<b>Total</b>	<b>11,849</b>	<b>7,562</b>	<b>12,602</b>	<b>7,817</b>	<b>14,949</b>	<b>8,341</b>	<b>12,595</b>	<b>7,795</b>
<b>Proportion of Total</b>		<b>61.0%</b>	<b>39.0%</b>	<b>61.7%</b>	<b>38.3%</b>	<b>63.8%</b>	<b>35.6%</b>	<b>61.8%</b>	<b>38.2%</b>
%	Arab	2.1%	4.8%	2.2%	3.8%	2.2%	4.1%	2.9%	6.1%
	Asian	31.6%	16.7%	31.1%	14.3%	30.8%	18.5%	24.8%	11.9%
	Black	13.6%	3.1%	13.9%	2.7%	14.2%	2.7%	13.6%	2.6%
	Chinese	2.9%	17.9%	3.2%	16.6%	3.6%	17.1%	4.1%	19.5%
	Mixed	4.5%	2.3%	4.6%	2.5%	4.9%	2.9%	2.5%	1.4%
	Other	2.4%	1.0%	2.9%	1.0%	3.0%	1.1%	14.2%	13.1%
	White	40.9%	35.4%	39.8%	30.7%	38.8%	32.3%	35.7%	31.8%
	Not-Known/Refused	2.0%	18.7%	2.2%	28.3%	2.5%	21.3%	2.2%	13.6%
	<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

The proportion of Asian students has fallen very slightly across the period, reaching 26.2% in 2018/19, and reducing to 19.9% in 2019/20. This group, however, remains the largest at City out of the BAME population.

In 2019/20, White students accounted for the highest proportion of both UK-domiciled and Non-UK-domiciled students at City (UK at 35.7% and Non-UK at 31.6%), followed by Asian students who accounted for 24.8% of UK-domiciled students and 11.9% of Non-UK-domiciled students. Chinese students have consistently accounted for a significant proportion of Non-UK-domiciled students, ranging from 17.9% (2017/18) to 19.5% (2019/20) across the period.

The proportion of Non-UK-domiciled students identifying into the Not Known / Refused group has increased, rising from 18.7% in 2016/17 to 21.3% in 2018/19, and reducing to 13.6% in 2019/20.

City's proportion of UK-domiciled students has increased slightly across the four-year period, rising from 61% in 2016/17 to 61.8% in 2019/20, with a peak 63.8% in 2018/19.

Academic Year	Academic School	Ethnicity Breakdown								
		Arab	Asian	Black	Chinese	Mixed	Other	White	Not Known / Refused	Total
2016/17	TBS	174	1,160	166	1,192	153	56	2,096	708	5,705
	CLS	82	624	174	116	77	60	739	236	2,108
	LEaD	*	19	*	*	11	*	107	12	168
	SASS	104	1,035	252	145	203	111	1,785	340	3,975
	SHS	52	941	878	40	146	58	1,681	82	3,879
	SMCSE	197	1,234	371	200	124	75	1,110	265	3,576
	<b>City Overall</b>	610	5,013	1,849	1,701	714	362	7,518	1,643	19,411
2017/18	TBS	149	1,091	154	1,215	142	62	1,899	1,093	5,805
	CLS	77	648	186	125	97	80	785	338	2,336
	LEaD	*	29	13	14	12	*	120	19	214
	SASS	107	1,045	289	130	230	135	1,876	575	4,387
	SHS	60	1,034	979	34	166	81	1,635	107	4,096
	SMCSE	182	1,191	346	182	132	82	1,108	358	3,581
	<b>City Overall</b>	579	5,038	1,967	1,700	779	443	7,423	2,490	20,419
2018/19	TBS	176	1,328	166	1,420	183	83	2,081	839	6,276
	CLS	118	1,001	258	184	145	102	1,000	288	3,096
	LEaD	11	52	16	17	12	10	177	16	311
	SASS	128	1,212	319	119	252	157	1,954	515	4,656
	SHS	65	1,337	1,334	46	215	103	2,082	162	5,344
	SMCSE	176	1,211	386	179	163	99	1,200	326	3,740
	<b>City Overall</b>	674	6,141	2,479	1,965	970	554	8,494	2,146	23,423
2019/20	TBS	230	811	143	1,535	95	771	2,007	356	5,948
	CLS	180	723	196	146	70	385	882	123	2,705
	LEaD	*	20	10	*	*	20	83	464	614
	SASS	132	987	347	126	115	552	1,640	202	4,101
	SHS	85	777	892	31	71	511	1,243	89	3,699
	SMCSE	209	731	325	192	72	580	1,119	99	3,327
	<b>City Overall</b>	836	4,049	1,913	2,030	423	2,819	6,974	1,333	20,377

All ethnic groups have seen an increase in their numbers between 2015/16 and 2018/19, however the year 2019/20 represents a different situation due to a reduced headcount, but not proportion of students within the ethnic groups.

Academic Year	Academic School	Ethnicity Breakdown							
		Arab	Asian	Black	Chinese	Mixed	Other	White	Not Known / Refused
2016/17	TBS	3.0%	20.3%	2.9%	20.9%	2.7%	1.0%	36.7%	12.4%
	CLS	3.9%	29.6%	8.3%	5.5%	3.7%	2.8%	35.1%	11.2%
	LEaD	0.6%	11.3%	4.8%	4.8%	6.6%	1.2%	63.7%	7.1%
	SASS	2.6%	26.0%	6.3%	3.6%	5.1%	2.8%	44.9%	8.6%
	SHS	1.3%	24.3%	22.6%	1.0%	3.8%	1.5%	43.3%	2.1%
	SMCSE	5.5%	34.5%	10.4%	5.6%	3.5%	2.1%	31.0%	7.4%
	<b>City Overall</b>	3.1%	25.8%	9.5%	8.8%	3.7%	1.9%	38.7%	8.5%
2017/18	TBS	2.6%	18.8%	2.7%	20.9%	2.4%	1.1%	32.7%	18.8%
	CLS	3.3%	27.7%	8.0%	5.4%	4.2%	3.4%	33.6%	14.5%
	LEaD	1.9%	13.6%	6.1%	6.5%	5.6%	1.4%	56.1%	8.9%
	SASS	2.4%	23.8%	6.6%	3.0%	5.2%	3.1%	42.8%	13.1%
	SHS	1.5%	25.2%	23.9%	0.8%	4.1%	2.0%	39.9%	2.6%
	SMCSE	5.1%	33.3%	9.7%	5.1%	3.7%	2.3%	30.9%	10.0%
	<b>City Overall</b>	2.8%	24.7%	9.6%	8.3%	3.8%	2.2%	36.4%	12.2%
2018/19	TBS	2.8%	21.2%	2.6%	22.6%	2.9%	1.3%	33.2%	13.4%
	CLS	3.8%	32.3%	8.3%	5.9%	4.7%	3.3%	32.3%	9.3%
	LEaD	3.5%	16.7%	5.1%	5.5%	3.9%	3.2%	56.9%	5.1%
	SASS	2.7%	26.0%	6.9%	2.6%	5.4%	3.4%	42.0%	11.1%
	SHS	1.2%	25.0%	25.0%	0.9%	4.0%	1.9%	39.0%	3.0%
	SMCSE	4.7%	32.4%	10.3%	4.8%	4.4%	2.6%	32.1%	8.7%
	<b>City Overall</b>	2.9%	26.2%	10.6%	8.4%	4.1%	2.4%	36.3%	9.2%
2019/20	TBS	3.9%	13.6%	2.4%	25.8%	1.6%	13.0%	33.7%	6.0%
	CLS	6.7%	26.7%	7.2%	5.4%	2.6%	14.2%	32.6%	4.5%
	LEaD	1.1%	3.3%	1.6%	1.1%	0.5%	3.3%	13.5%	75.6%
	SASS	3.2%	24.1%	8.5%	3.1%	2.8%	13.5%	40.0%	4.9%
	SHS	2.3%	21.0%	24.1%	0.8%	1.9%	13.8%	33.6%	2.4%
	SMCSE	6.3%	22.0%	9.8%	5.8%	2.2%	17.4%	33.6%	3.0%
	<b>City Overall</b>	4.1%	19.9%	9.4%	10.0%	2.1%	13.8%	34.2%	6.5%

SMCSE has consistently had the highest proportion of Arab students at City, this has increased from 5.5% (2016/17) to 6.3% (2019/20). CLS has the highest proportion of Asian students, which was 26.7% in 2019/20, and followed very closely by SMCSE at 22%.

SHS has consistently had the highest proportion of Black students at City, which has increased from 22.6% in 2016/17 to 24.1% in 2019/20. SHS also had 21.0% Asian students in the same year. TBS consistently has the highest proportion of Chinese students, accounting for 20.9% in 2016/17 and rising to 25.8% in 2019/20, while SHS has the smallest proportion of Chinese students, which has fallen from 1.0% in 2016/17 to 0.8% in 2019/20.

Mixed students continue to be fairly consistently represented across all Schools, despite an overall reduction of 2% in 2019/20, SASS continued to have the highest proportion of Mixed students, at 2.8%.

LEaD has consistently had the greatest proportion of White students across the period. Of the larger Schools, SASS continue to have the highest proportion of White students, although this has fallen from 49.7% in 2015/16 to 40% in 2019/20.

LeAD saw a significant increase in the proportion of students in the Not Known / Refused group, accounting for 75% of students in 2019/20.

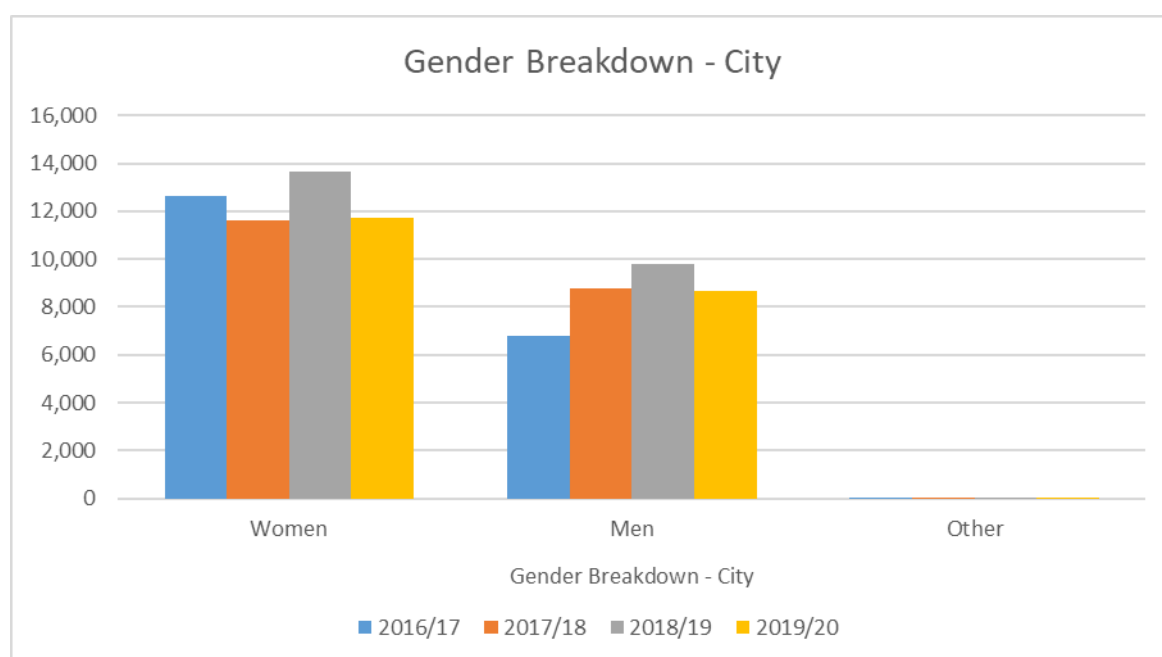
#### 4. Gender (Sex)

City remains a majority women university, with 57.4% of students identifying as women in 2019/20. This represents a slight increase across the four-year period, as this has risen from 55.7% in 2016/17.

Academic Year	Gender Breakdown - City						
	Female		Male		Other		Total
	Number	%	Number	%	Number	%	
<b>2016/17</b>	10,819	55.7%	8,590	44.3%	*	0.01%	19,411
<b>2017/18</b>	11,623	56.9%	8,791	43.1%	*	0.02%	20,419
<b>2018/19</b>	13,640	58.2%	9,771	41.7%	*	0.05%	23,423
<b>2019/20</b>	11,701	57.4%	8,685	42.6%	*	0.05%	20,394

The proportion of men has fallen slightly across the four-year period, from 44.3% in 2016/17 to 42.6% in 2019/20. The proportion of students who have selected Other has increased from 0.01% in 2016/17 to 0.05% in 2019/20.

City is only very marginally out of line with national statistics, as Advance HE report that UK universities had 57.2% women students and 42.8% men in 2018/19.<sup>7</sup>



<sup>7</sup> Advance HE Statistical Report Students 2020, p. 167

Academic Year	Academic School	Gender Breakdown						Total
		Female		Male		Other		
		Number	%	Number	%	Number	%	
2016/17	TBS	2,560	44.9%	3,145	55.1%	*	0.00%	5,705
	CLS	1,310	62.1%	797	37.8%	*	0.05%	2,108
	LEaD	96	57.1%	72	42.9%	*	0.00%	168
	SASS	2,676	67.3%	1,298	32.7%	*	0.03%	3,975
	SHS	3,285	84.7%	594	15.3%	*	0.00%	3,879
	SMCSE	892	24.9%	2,684	75.1%	*	0.00%	3,576
	<b>City Overall</b>	10,819	55.7%	8,590	44.3%	*	0.01%	19,411
2017/18	TBS	2,661	45.8%	3,143	54.1%	*	0.02%	5,805
	CLS	1,448	62.0%	887	38.0%	*	0.04%	2,336
	LEaD	123	57.5%	90	42.1%	*	0.47%	214
	SASS	2,950	67.2%	1,436	32.7%	*	0.02%	4,387
	SHS	3,510	85.7%	585	14.3%	*	0.02%	4,096
	SMCSE	931	26.0%	2,650	74.0%	*	0.00%	3,581
	<b>City Overall</b>	11,623	56.9%	8,791	43.1%	*	0.02%	20,419
2018/19	TBS	2,929	46.7%	3,346	53.3%	*	0.02%	6,276
	CLS	1,892	61.1%	1,202	38.8%	*	0.06%	3,096
	LEaD	174	55.9%	135	43.4%	*	0.64%	311
	SASS	3,075	66.0%	1,578	33.9%	*	0.06%	4,656
	SHS	4,586	85.8%	754	14.1%	*	0.07%	5,344
	SMCSE	984	26.3%	2,756	73.7%	*	0.00%	3,740
	<b>City Overall</b>	13,640	58.2%	9,771	41.7%	*	0.05%	23,423
2019/20	TBS	2,773	46.6%	3,174	53.4%	*	0.0%	5,948
	CLS	1,741	64.4%	964	35.6%	*	0.0%	2,705
	LEaD	375	61.1%	237	38.6%	*	0.3%	614
	SASS	2,688	65.5%	1,411	34.4%	*	0.0%	4,101
	SHS	3,196	86.4%	501	13.5%	*	0.1%	3,699
	SMCSE	928	27.9%	2,398	72.1%	*	0.0%	3,327
	<b>City Overall</b>	11,701	57.4%	8,685	42.6%	*		20,394

SHS has consistently had the highest proportion of women of any School at City across the four-year period, which has stayed fairly level, starting at 84.7% in 2016/17 and rising to 86.4% in 2019/20. CLS and SASS also each has consistently had more than 60% women students across the period.

SMCSE has the highest proportion of men at City, which has fallen slightly from 75.1% in 2016/17 to 72.1% in 2019/20. TBS has consistently had the second-highest proportion of men, ranging from 55.1% in 2016/17 to 53.4% in 2019/20.

