

# City of London Corporation

## Equality Information Report 2024

Date Range: 1 April 2023 to 31 March 2024



### Contents

Introduction .....	2
Who we are. ....	2
Scope and Methodology .....	3
A. Comparative Equalities Data .....	7
1. Age.....	7
2. Disability.....	10
3. Ethnicity.....	12
4. Gender Reassignment and Gender Identity .....	14
5. Legal Partnership Status .....	16
6. Pregnancy and Maternity .....	18
7. Religion or Belief .....	20
8. Sex.....	22
9. Sexual Orientation.....	23
B. City of London Corporation Salary and Grade Profile .....	25
1. City of London Corporation Headcount by Grades.....	25
2. City of London Corporation Salary Scales.....	26
3. Age.....	28
4. Disability.....	30
5. Ethnicity.....	32
6. Religion or Belief .....	34
7. Sex.....	36
8. Sexual Orientation.....	37
C. Service User Data .....	39
1. Adult and Children’s Social Care Provision .....	39
2. Education Support for Children .....	43
3. Rough Sleepers .....	46
4. Housing and Homelessness.....	49
5. Adult Skills and Education Service .....	59

## Introduction

The Equality Act 2010 (Public Sector Equality Duty) requires the City of London Corporation to publish annually an equality information report relating to persons who share a relevant protected characteristic who are employees and other persons affected by our policies and practices.

### **Who we are.**

The City of London Corporation is the governing body of the City of London ('the City' or 'Square Mile'), and is dedicated to a vibrant and thriving City, supporting a diverse and sustainable London within a globally successful UK. We look after the City on behalf of all who live, study, work, and visit; providing modern, efficient, and high-quality local services and policing for all.

We have a long history, a unique constitution, our own Lord Mayor, and a dedicated police service keeping the City safe and leading the national police response on economic crime. Our independent and non-partisan political voice and convening power enables us to promote the interests of people and organisations across London and the UK and play a valued role on the world-stage.

We aim to support London's communities through responsible business, charitable giving, improving the capital's air quality, providing education and skills for young people, and delivering affordable housing across London.

We protect and conserve 19 major green spaces in London and Southeast England – including Hampstead Heath and Epping Forest – and approximately 180 smaller ones in the Square Mile. They include important wildlife habitats, sites of scientific interest and national nature reserves. They are protected from being built on by special legislation.

We are the port health authority for London, the largest port health authority in the UK. We protect public health by preventing infectious disease, ensuring water quality, making vessel inspections, and enforcing environmental controls.

We are the sole trustee of City Bridge Foundation, which is a world-class bridge owner and responsible for five Thames crossings at no cost to the taxpayer. City Bridge Foundation is also London's biggest independent charity funder, providing charitable funding and broader resources to help all individuals and communities to thrive, especially those experiencing disadvantage and marginalisation.

The City Corporation provides local government services for our 8,600 residents (Census 2021) and 678,000 City workers (Office for National Statistics) based in the Square Mile. To be truly representative of its population, businesses and other organisations registered in the Square Mile are entitled to nominate voters to City elections so that, alongside registered residents, they can have a say on the way the City Corporation is run.

## Scope and Methodology

This report consists of three sections, each providing equalities information on a different cohort of people impacted by policies and practices and the City of London Corporation, or through a different lens.

We are undertaking extensive work on our equalities data to allow us to better understand our stakeholders and those affected by our policies and practices, to improve our overall service offering and delivery. This work forms part of the delivery of our Equalities Objectives<sup>1</sup> and People Strategy<sup>2</sup> and includes a campaign to improve levels of disclosure and improvements to our recording processes to enhance data quality.

### A: Comparative Equalities Data

This section provides comparative information on three groups that the City Corporation's policies and practices have an impact on; our workforce, the residents of the Square Mile, and employees who work in businesses and workplaces based in the Square Mile.

Our workforce data covers both full-time and part-time employees, and directly employed temporary staff. Casual and agency workers, contractors and consultants are not included<sup>3</sup>. The data includes employees of the departments of the City Corporation and its Institutions: the Barbican Centre, the City Bridge Foundation, the Guildhall School of Music & Drama, and the independent schools that the City Corporation supports - City of London Freeman's School, City of London School, City of London School for Girls, and the City Junior School. However, City of London Police Officers have not been included as this data is reported separately to the City of London Police Authority Board.

The data reflects the workforce recorded as of 31 March 2024 (abbreviated to FY 2024), unless otherwise stated. On this date, there were a total of 4,298 employees across the departments and functions in scope, covering a wide range of service areas. Where possible, workforce data is compared to a snapshot of the workforce recorded as of 31 March 2023 (abbreviated to FY 2023).

Information is drawn from basic payroll and the HR information system data. Whilst some characteristics are collected on all employees (e.g. age), additional sensitive information can be shared on a voluntary basis by employees through the self-service facility on the HR information system. Employees may also actively indicate they prefer not to share information on certain characteristics. This means that not all the categories include 100% data capture, with the proportion sharing data indicated on each page. The percentage breakdown of characteristics is presented as a proportion of the number of employees sharing data, not the total number of employees.

In accordance with the General Data Protection Regulations and the Data Protection Act 2018, all employees have been sent a privacy notice describing how the City Corporation as a data controller collects and uses personal information during and after employment with the City Corporation.

---

<sup>1</sup> Full details on our Equality Objectives can be found on the City Corporation's website: [Equality and inclusion - City of London](#)

<sup>2</sup> Full details on our People Strategy can be found on the City Corporation's website: [Our People Strategy 2024-29 - City of London](#)

<sup>3</sup> Equalities data is not currently available for casual and agency workers, contractors and consultants, as their data is not recorded within the HR information system from which data on directly employed workforce is drawn.

The workforce data covers nine protected characteristics, based on those identified in the Equality Act 2010:

1. **Age:** This refers to a person belonging to a particular age or range of ages.
2. **Disability:** A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
3. **Gender Reassignment:** This is where a person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning their sex. The 2021 Census was the first iteration to collect data on gender reassignment, through a question on gender identity. The question was: 'is the gender you identify with the same as your sex registered at birth?'. The question was voluntary and was only asked of people aged 16 years and over. As per this standard, this report collects and presents data using the terms gender reassignment and gender identity.
4. **Marriage and Civil Partnership:** This encompasses both marriage (between a man and a woman or same-sex couples) and civil partnerships. Civil partners must not be treated less favourably than married couples. Data on this characteristic is now usually collected through questions about Marital or Legal Partnership Status and will be referred to in this report using the latter term.
5. **Pregnancy and Maternity:** Protection extends to pregnancy and the period after childbirth. Discrimination against breastfeeding women is also covered.
6. **Race:** A social category that encompasses shared cultural traits, national origins, and historical experiences among a group of people. It is characterised by common language, religion, customs, and traditions, and is used to classify individuals into specific groups. As per the UK government guidelines<sup>4</sup>, UK census standards, and the internal recording standards of the City Corporation, this report collects and presents data using the term ethnicity, as opposed to race, which is the characteristic as specifically defined in the Equality Act 2010.
7. **Religion or Belief:** Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief.
8. **Sex:** Refers to being a man or a woman.
9. **Sexual Orientation:** This pertains to an individual's sexual attraction toward their own sex, the opposite sex, or both sexes.

---

<sup>4</sup> [Writing about ethnicity - GOV.UK](#)

To supplement our workforce data, publicly available data is used to provide an understanding of the demographics and protected characteristics of the communities which constitute the different groups of persons affected by our services and policies. The primary group impacted in this way are the residents of the City of London.

Much of the data used to understand our context and impact is collected from the 2021 Census for the geographic areas of the City of London, London, and England and Wales. These have been chosen to reflect the broad remit of the City Corporation, as an organisation with local, national, and international reach. England and Wales have been chosen as a proxy for a national view as the most recent Scottish census was conducted separately and a year later than in England and Wales due to the COVID-19 pandemic.

The 2021 Census indicated that the City of London has a population of 8,600 residents (to the nearest 100), an increase of 16.6% from 7,400 in the 2011 Census, significantly higher as a percentage increase than the 7.7% increase across London and 6.3% increase across England and Wales. However, as the City of London has a small population, relatively small numerical changes may cause large percentage change. This makes any analysis less robust than looking at a larger population.

We are confident the 2021 data is adequate for comparison of the residential population, as shifts in population data occur at a relatively slow pace. The Annual Population Survey<sup>5</sup> does not present data on several of the characteristics this report presents data on, so census data remains the most consistent and comprehensive source of data on the residential population. This remains under review.

A further group affected by our services and policies are employees who work in businesses and workplaces based in the City of London. As of September 2023, there were 678,000 workers in the City of London, over half of which are based in financial and professional services sector. In accordance with the City Statistics Briefing<sup>6</sup>, data from the Annual Population Survey relating to workplaces has been used to present demographic information on City workers.

In order that the data is consistent across categories, all Annual Population Survey data refers to a snapshot of the 12 months to September 2023<sup>7</sup>. 2021 Census data, comparative data for 2011, and Annual Population Survey data was downloaded from the ONS Nomis service in November 2024<sup>8</sup>.

---

<sup>5</sup> The Annual Population Survey (APS) is a continuous household survey, covering the UK. The topics covered include employment and unemployment, as well as housing, ethnicity, religion, health and education. Its purpose is to provide information on important social and socio-economic variables at local levels. The published statistics enable monitoring of estimates between censuses for a range of policy purposes and provide local area information for labour market estimates.

<sup>6</sup> The City Statistics briefing is produced by the City Corporation to present information on the City of London's role as a global business hub for financial and related professional services. It provides facts and figures about employment and firms located within the City, as well as highlighting recent changes to the City as a workplace. The latest briefing, which also contains the data used in this report, can be found on the City Corporation's website: [City statistics briefing - City of London](#)

<sup>7</sup> At time of publication, the latest Annual Population Survey data available from the ONS was for the 12 months to June 2024. However, some data published in the City Statistics Briefing was commissioned from the ONS via a bespoke request and not the general release. This report therefore presents the most recent data in a period relevant to the other datasets used.

<sup>8</sup> Nomis is a service provided by Office for National Statistics, as a platform to publish statistics related to population, society and the labour market at national, regional and local levels. including data from current and previous censuses: [Nomis - Official Census and Labour Market Statistics](#)

## **B. City of London Corporation Salary and Grade Profile**

This section provides details of salary and gradings for City Corporation employees in relation to protected characteristics. The definitions of employees and protected characteristics are as in Section A.

Please note that the protected characteristics of Gender Reassignment and Gender Identity, Legal Partnership Status and Pregnancy and Maternity have been excluded from this section, as the data held when broken down by grade does not allow analysis and for GDPR compliant disclosure due to low numbers.

To maintain anonymity with regards to protected characteristics, grades have been grouped for further analysis. Further information on City Corporation grading and salary can be found in our Pay Policy Statement, published on the City Corporation website: [Pay Policy Statement - City of London](#)

As with Section A, data will only be presented on those employees who have shared information. The proportion sharing data is indicated on each page.

## **C. Service User Data**

This section captures equalities data on people who are affected by the City of London Corporation's statutory services and policies. Information is provided for six service areas:

- Adult and Children's Social Care Provision
- Education Support for Children
- Rough Sleepers
- Housing and Homelessness
- Adult Skills and Education Service

Protected characteristic and demographic data related to those affected by our statutory services and policies has been collected wherever possible, though noting that in some areas numbers are extremely low so have not been published to ensure data is not identifiable.

### **Categorisation and Anonymisation**

When displayed in isolation, all effort has been made to present data using the categories used within the source system itself. When presented alongside data from other sources (such as comparing employee data to census data in Section A), then categories may be aggregated to ensure valid comparison. In these instances, aggregation, unless otherwise specified, is based on UK Government and Census/Office for National Statistics guidelines.

Because of the relatively low numbers of individuals being reported on for data collected by the City of London Corporation (on its employees and users of statutory services) it has at times been necessary to aggregate categories to maintain the integrity of the data and ensure that no individual/s are easily identifiable. Where it is not possible to aggregate categories to maintain anonymisation, or aggregation would be detrimental to the wider analysis, exact data labels or entries have been redacted. The threshold for the use of this anonymisation varies between section based on the size of the population being interrogated; for example, it is set at <1% of all City Corporation employees in Section A, but rises to <5% in Section B, as the intersection of characteristics and grade groups has the potential to make individuals more identifiable. The threshold for anonymisation is indicated on each page where relevant.

# A. Comparative Equalities Data

## 1. Age

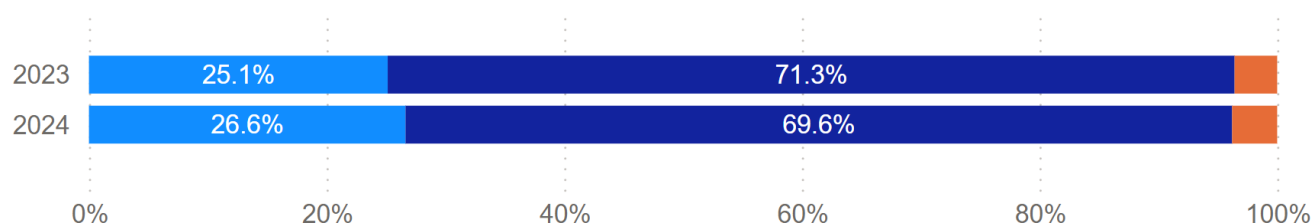
### City of London Corporation Data

The City Corporation holds data on age for 100% of employees.

Comparative data between FY 2023 and FY 2024 is only available at an aggregated level. The data shows that for FY 2024 the majority of employees were aged 35 to 64 years. The breakdown between categories was consistent with FY 2023.

### Age of City Corporation Employees

● Aged 16 to 34 years ● Aged 35 to 64 years ● Aged 65 years and over

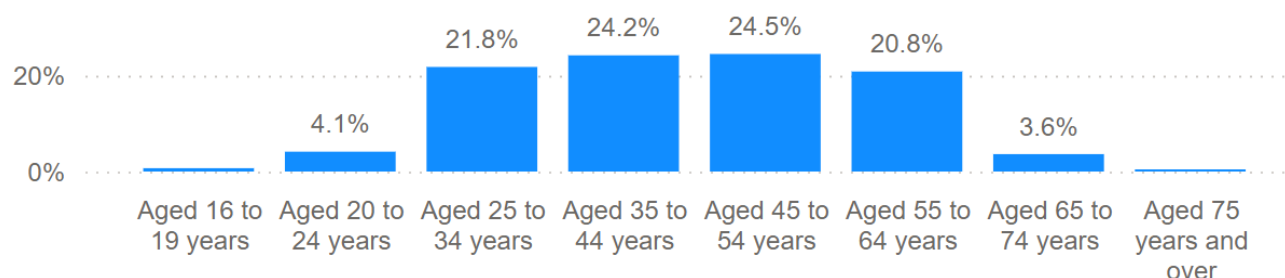


Date	Aged 16 to 34 years	Aged 35 to 64 years	Aged 65 years and over
FY 2023	25.1%	71.3%	3.6%
FY 2024	26.6%	69.6%	3.8%

A more granular breakdown is available for FY 2024. It shows that the vast majority of employees are aged between 25 and 64 years, with the proportions relatively evenly split between 10-year cohorts.

There is a significant drop off in the proportions outside these core age cohorts. Less than 1% of employees were either aged 16 to 19 years or aged 75 years and over.

### Age of City Corporation Employees (FY 2024)





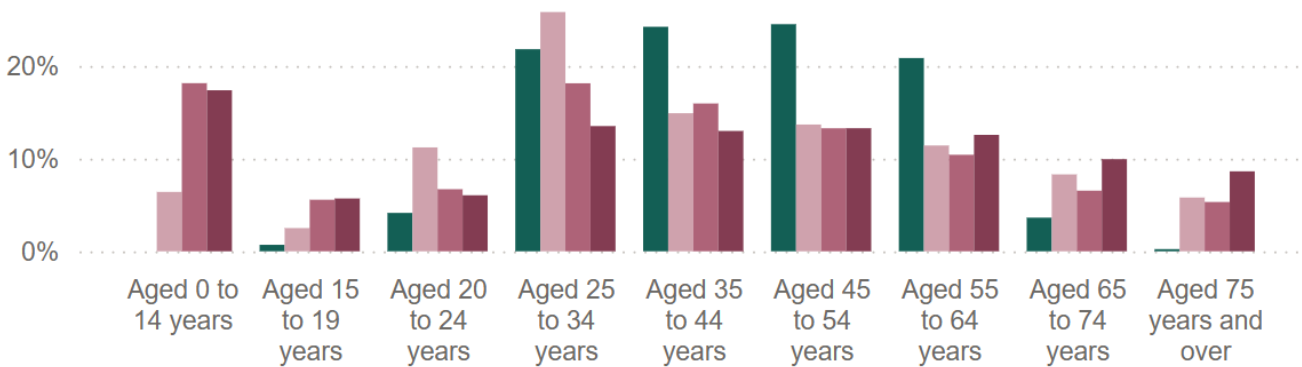
Age Band	City Corporation Employees (2024)
Aged 16 to 19 years	REDACTED <sup>9</sup>
Aged 20 to 24 years	4.1%
Aged 25 to 34 years	21.8%
Aged 35 to 44 years	24.2%
Aged 45 to 54 years	24.5%
Aged 55 to 64 years	20.8%
Aged 65 to 74 years	3.6%
Aged 75 years and over	REDACTED

### Comparative Data

Comparing the City Corporation's workforce to data from the Census 2021 is imperfect. However, it is notable that the City Corporation employs a large proportion of people aged 35 to 60, compared to its comparative areas, and a smaller proportion aged 20 to 24 years when compared to the City of London itself.

### Age of City Corporation Employees and Comparative Areas

● City Corporation Employees ● City of London Residents ● London ● England and Wales



<sup>9</sup> Percentages marked as REDACTED in this section consist of <1% of City Corporation employees sharing information and cannot be disclosed.



<b>Age Band</b>	<b>City Corporation Employees</b>	<b>City of London Residents</b>	<b>London</b>	<b>England &amp; Wales</b>
Aged 0 to 14 years	0%	6.4%	18.1%	17.4%
Aged 15 to 19 years	REDACTED	2.5%	5.6%	5.7%
Aged 20 to 24 years	4.1%	11.2%	6.7%	6.0%
Aged 25 to 34 years	21.8%	25.8%	18.1%	13.5%
Aged 35 to 44 years	24.2%	14.9%	15.9%	13.0%
Aged 45 to 54 years	24.5%	13.7%	13.3%	13.3%
Aged 55 to 64 years	20.8%	11.4%	10.4%	12.6%
Aged 65 to 74 years	3.6%	8.3%	6.5%	9.9%
Aged 75 years and over	REDACTED	5.8%	5.3%	8.6%

Data is published by the ONS on workers for businesses based in the City of London using differing age brackets to the Census data. This data shows that the majority of workers (54%) are aged 22 to 39 years.

<b>Population</b>	<b>Aged 16 to 21 years</b>	<b>Aged 22 to 39 years</b>	<b>Aged 40 to 64 years</b>
City of London Workers	3.3%	53.7%	43.0%

## 2. Disability

### City of London Corporation Data

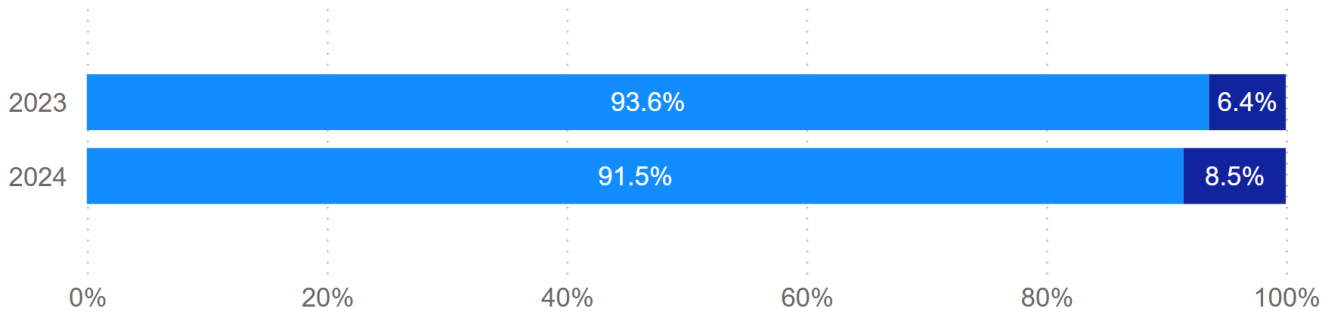
The City Corporation collects data on disability through the question "Are you disabled, have an impairment, long-term health condition or access need?".

73% of City Corporation employees shared information related to disability in FY 2024. This is a small decrease compared to FY 2023.

Employees sharing diversity information	FY 2023	FY 2024
Percentage sharing diversity information	76%	73%
Percentage preferring not to share diversity information	0%	0%
Percentage not sharing diversity information	24%	27%

### City Corporation Employees with a disability, impairment, long-term health condition or access need

● No ● Yes



City Corporation Employees identifying as disabled, or having an impairment, long-term health condition or access need	FY 2023	FY 2024
No	93.6%	91.5%
Yes	6.4%	8.5%

The proportion of City Corporation employees sharing that they have a disability, impairment, long-term health condition or access need increased by 2.1% in FY 2024 compared to FY 2023.

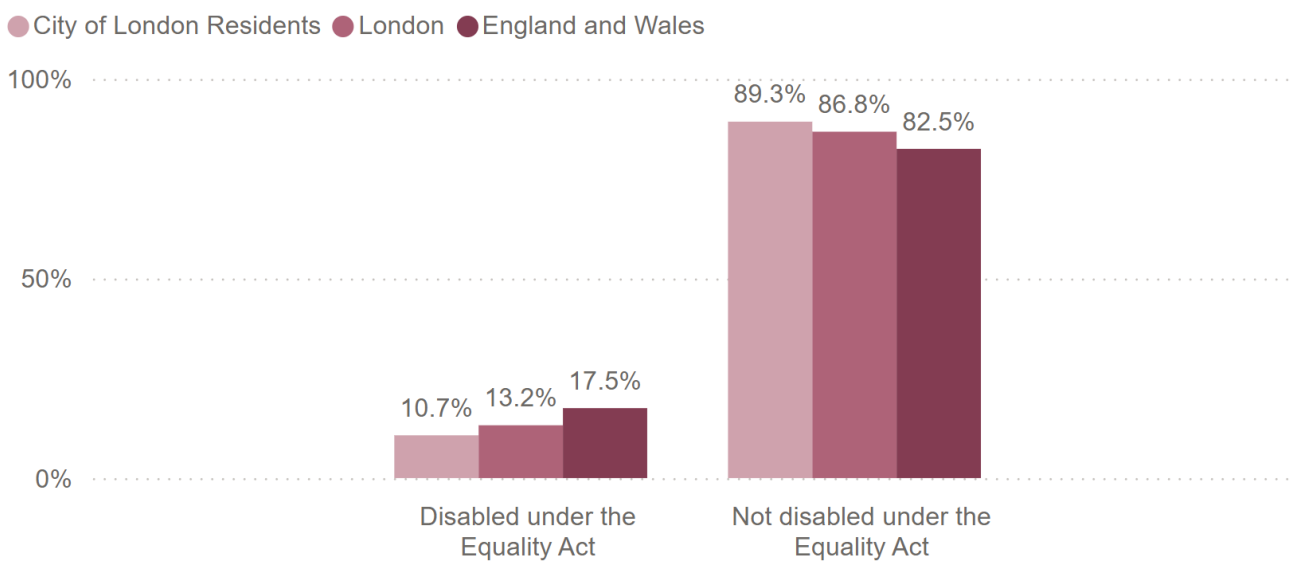
## Comparative Data

The question City Corporation employees are asked about disability is not a direct match for the question in the Census 2021 ("Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?"). This question is based on definition of disability in the Equality Act.

Therefore, we cannot directly compare City Corporation employees to the residents of the City of London, London, or England and Wales as is the case with other sections.

The proportion of disabled residents in the City of London is lower than both London and national levels.

## Residents of Comparative Areas Disabled under the Equality Act



Disability categories (Census 2021)	City of London Residents	London	England and Wales
Disabled under the Equality Act	10.7%	13.2%	17.5%
Not disabled under the Equality Act	89.3%	86.8%	82.5%

### 3. Ethnicity

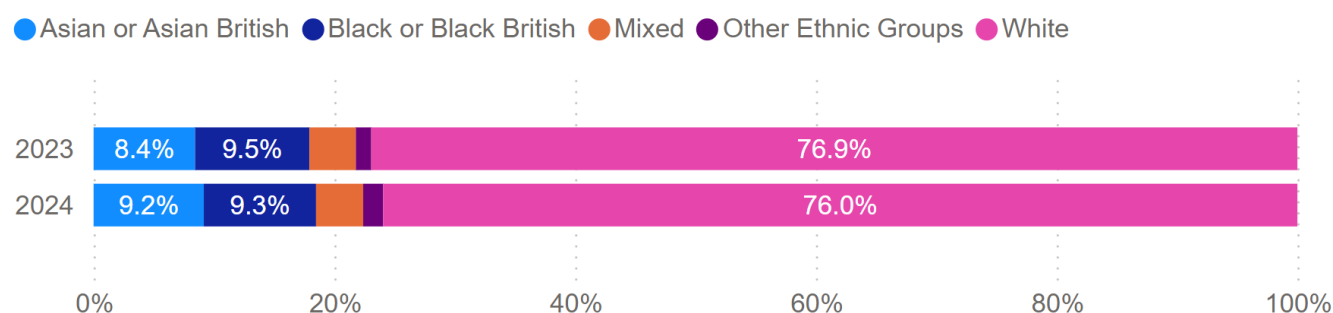
#### City of London Corporation Data

The City Corporation collects data on ethnicity through the question "What is your ethnicity?". Employees are given a choice of standard categories<sup>10</sup>, or are given the option to self-describe.

84% of City Corporation employees shared information related to ethnicity in FY 2024. This is an increase of 4% compared to FY 2023.

Employees sharing diversity information	FY 2023	FY 2024
Percentage sharing diversity information	80%	84%
Percentage preferring not to share diversity information	2%	0%
Percentage not sharing diversity information	18%	16%

#### Ethnicity of City Corporation Employees



Ethnicity of City Corporation Employees	FY 2023	FY 2024
Asian or Asian British	8.4%	9.2%
Black or Black British	9.5%	9.4%
Mixed	3.9%	3.9%
Other Ethnic Groups	1.3%	1.7%
White	76.9%	76.0%

Over three quarters of those employees sharing information identified as White. In FY 2024, just over 9% of employees identified as either Asian or Asian British, or as Black or Black British.

There has been minimal change in the breakdown between ethnicities when comparing FY 2023 and FY 2024.

<sup>10</sup> Standard categories are based on Office for National Statistics guidelines. Further information can be found here: [List of ethnic groups - GOV.UK](https://www.gov.uk/government/collections/list-of-ethnic-groups)

## Comparative Data

The proportion of City Corporation employees identifying as White is greater than all comparison areas other than England and Wales. The difference is greatest between the whole of London (+22.2%) and workers at businesses based in the City of London (+16.5%).

It therefore follows that the proportion of City Corporation employees in all other ethnicity categories are smaller than London-related comparison areas, particularly for Asian or Asian British workers (-11.6%) and residents (-7.6%) based in the City of London.

20.8% of City of London workers identified as Asian or Asian British, the same proportion as resident across London. Comparatively, only 5.5% of workers identified as Black or Black British, less than resident across London (-8.0%) and City Corporation employees (-3.8%).

## Ethnicity of City Corporation Employees and Comparative Areas



Ethnicity categories (Census 2021)	City Corporation Employees	City of London Workers	City of London Residents	London	England and Wales
Asian, Asian British or Asian Welsh	9.2%	20.8%	16.8%	20.7%	9.3%
Black, Black British, Black Welsh, Caribbean or African	9.3%	5.5%	2.7%	13.5%	4.0%
Mixed or Multiple ethnic groups	3.9%	1.5%	5.4%	5.7%	2.9%
Other ethnic group	1.7%	9.7%	5.6%	6.3%	2.1%
White	76.0%	62.5%	69.5%	53.8%	81.7%

## 4. Gender Reassignment and Gender Identity

### City of London Corporation Data

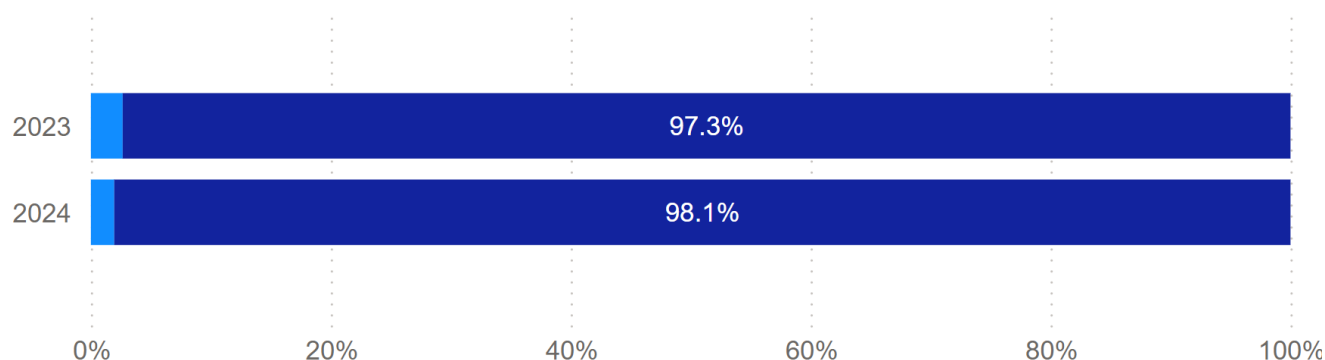
The City Corporation collects data on gender reassignment and gender identity through the question "Are you trans?".

20% of City Corporation employees shared information related to gender reassignment and gender identity in FY 2024, with <1% indicating they would prefer not to share information. The proportion sharing information increased by 11% compared to FY 2023.

Employees sharing diversity information	FY 2023	FY 2024
Percentage sharing diversity information	9%	20%
Percentage preferring not to share diversity information	REDACTED <sup>11</sup>	REDACTED
Percentage not sharing diversity information	91%	79%

### Gender Identity of City Corporation Employees

● Gender is different to at birth ● Gender is same as at birth



Gender Identity of City Corporation Employees	FY 2023	FY 2024
Gender is different to at birth	2.7%	1.9%
Gender is same as at birth	97.3%	98.1%

Of those sharing information, the proportion of employees identifying as trans in FY 2024 was 2.7%. This is a small decrease on FY 2023, though this may be influenced by the increase in the proportion of employees sharing information.

<sup>11</sup> Percentages marked as REDACTED in this section consist of <1% of City Corporation employees sharing information and cannot be disclosed.

## Comparative Data

As with City Corporation data, the percentage breakdown of data on gender reassignment and gender identity for comparative areas excludes those that did not share information.

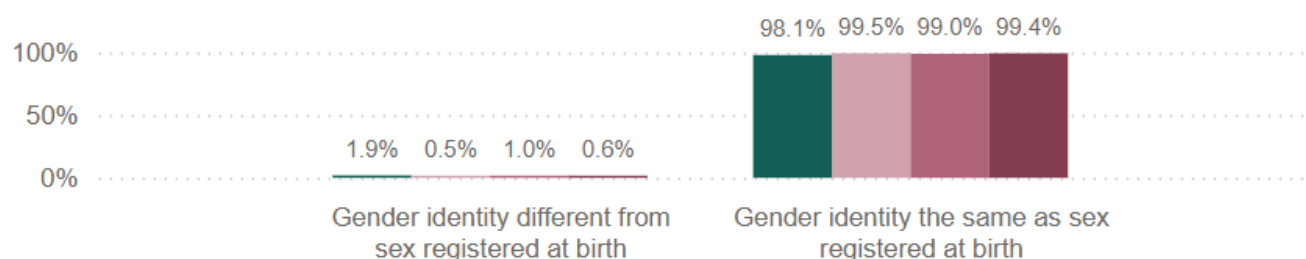
Census respondents sharing diversity information	City of London Residents	London	England and Wales
Percentage sharing diversity information	92.6%	92.1%	94.0%
Percentage preferring not to share diversity information	7.4%	7.9%	6.0%

The City Corporation has a higher proportion of employees identifying as trans than the comparative areas. However, this may be influenced by the comparatively low proportion sharing information compared to the Census 2021.

Information on specific gender identity sub-categories is presented for Census 2021 data only, as this information is not currently recorded for City Corporation employees in a directly comparable manner.

## Gender Identity of City Corporation Employees and Comparative Areas

● City Corporation Employees ● City of London Residents ● London ● England and Wales



Gender identity categories and sub-categories (Census 2011 only)	City Corporation Employees	City of London Residents	London	England & Wales
Gender identity different from sex registered at birth	1.9%	0.5%	1.0%	0.6%
<i>All other gender identities</i>	<i>Data not collected</i>	0.0%	0.1%	0.0%
<i>Gender identity different from sex registered at birth but no specific identity given</i>	<i>Data not collected</i>	0.1%	0.5%	0.3%
<i>Non-binary</i>	<i>Data not collected</i>	0.2%	0.1%	0.1%
<i>Trans man</i>	<i>Data not collected</i>	0.1%	0.2%	0.1%
<i>Trans woman</i>	<i>Data not collected</i>	0.2%	0.2%	0.1%
Gender identity the same as sex registered at birth	98.1%	99.5%	99.0%	99.4%



## 5. Legal Partnership Status

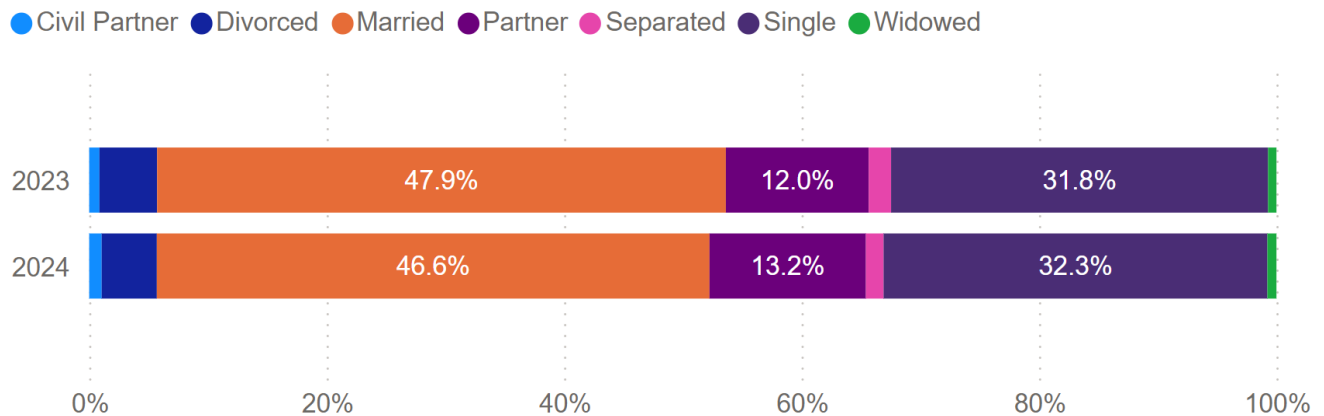
### City of London Corporation Data

The City Corporation collects data on legal partnership status through the question "What is your marital status?".

64% of City Corporation employees shared information related to legal partnership status in FY 2024. This is the same proportion as FY 2023.

Employees sharing diversity information	FY 2023	FY 2024
Percentage sharing diversity information	64%	64%
Percentage preferring not to share diversity information	2%	REDACTED <sup>12</sup>
Percentage not sharing diversity information	34%	36%

### Legal Partnership Status of City Corporation Employees



Legal Partnership Status of City Corporation Employees	FY 2023	FY 2024
Civil Partner	REDACTED	REDACTED
Divorced	4.9%	4.6%
Married	47.9%	46.6%
Partner	12.0%	13.2%
Separated	1.9%	1.5%
Single	31.8%	32.3%
Widowed	REDACTED	REDACTED

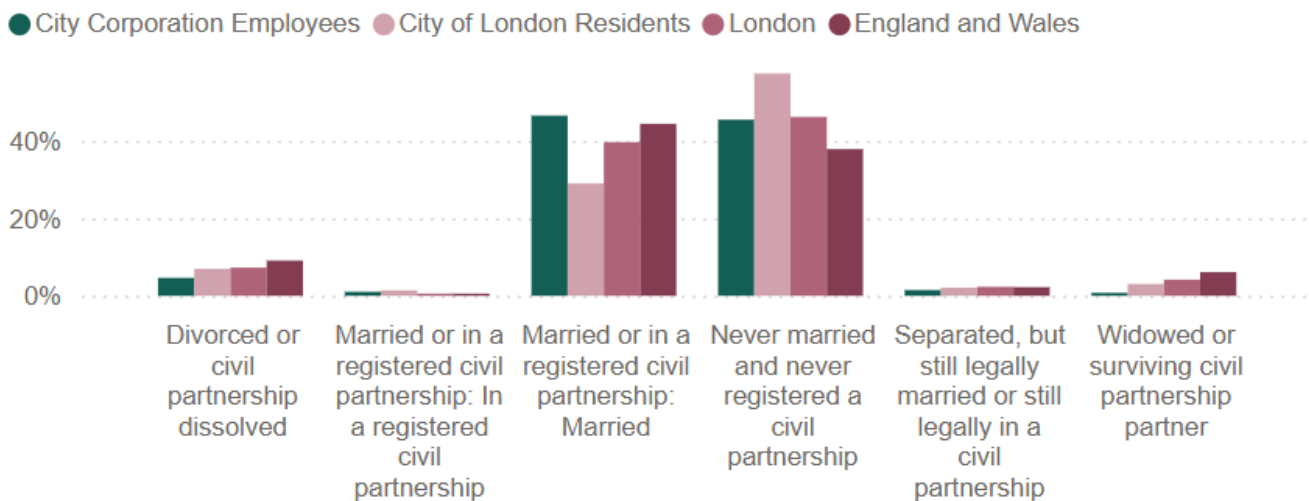
<sup>12</sup> Percentages marked as REDACTED in this section consist of <1% of City Corporation employees sharing information and cannot be disclosed.

Married is the category to which the greatest proportion of City Corporation employees belong, followed by Single. The distribution of employees between categories remained consistent in 2024 compared to the previous year.

### Comparative Data

The City Corporation has a higher percentage of employees married or in a civil partnership than the comparison areas, particularly compared to the City of London (+17%). There is a similar proportion of employees who have never been married or in a civil partnership (an aggregate of those identifying as Single or having a Partner) to London, but lower than the City of London (-13%).

## Legal Partnership Status of City Corporation Employees and Comparative Areas



Legal partnership status categories	City Corporation Employees	City of London Residents	London	England & Wales
Divorced or civil partnership dissolved	4.6%	7.0%	7.3%	9.1%
Married or in a registered civil partnership: In a registered civil partnership	REDACTED	1.4%	0.3%	0.2%
Married or in a registered civil partnership: Married	46.6%	29.0%	39.7%	44.4%
Never married and never registered a civil partnership	45.5%	57.4%	46.2%	37.9%
Separated, but still legally married or still legally in a civil partnership	1.5%	2.1%	2.3%	2.2%
Widowed or surviving civil partnership	REDACTED	3.1%	4.2%	6.1%

## 6. Pregnancy and Maternity

### City of London Corporation Data

The City Corporation reports information on pregnancy and maternity based on leave booked within the financial year. The table below presents the number of employees taking Maternity or Paternity Leave in FY 2023 and FY 2024.

Shared Parental Leave is reported under Paternity Leave. Often employees taking Maternity Leave will also take Share Parental Leave.

Date	Employees taking maternity leave	Employees taking paternity leave
FY 2023	101	71
FY 2024	47	47

### Comparative Data

The 2021 Census did not collect any data with respect to pregnancy and/or maternity leave, nor do the ONS produce regular data on these subjects. Therefore, this report uses NHS England data on maternity, published as part of the Maternity Services Data Set (MSDS), to provide relevant comparative information.

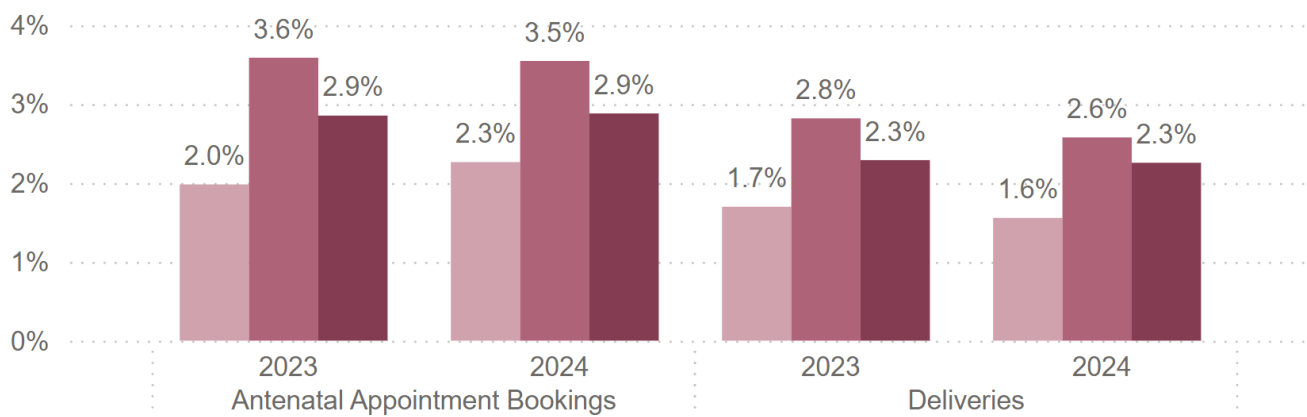
The table below displays aggregated monthly data for FY 2023 and FY 2024, on the number of antenatal appointments booked and the number of deliveries, across three geographic dimensions: those with the City of London as their local authority of residence, bookings/deliveries within the London Commissioning Region, and bookings/deliveries across all the areas reporting to NHS England.

Antenatal appointments and deliveries	City of London	London	England
<b>Antenatal Appointment Bookings</b>			
FY 2023	70	129,235	658,915
FY 2024	80	127,755	665,195
<b>Deliveries</b>			
FY 2023	60	101,550	528,570
FY 2024	55	92,835	520,860

The chart and table below display the data on antenatal appointment bookings and deliveries as a percentage of the adult female population of that area. Please note that this is to give an indication of trends rather than a definitive measure, as the methodology is imperfect (i.e. there may be double counting for those with multiple pregnancies within a 12-month period, it excludes any under-18s who may be pregnant).

## Antenatal Appointments and Deliveries (NHS England MSDS) as a % of Adult Female Population

Area ● City of London ● London ● England



Antenatal appointments and deliveries as a percentage of adult female population	City of London	London	England
<b>Antenatal Appointment Bookings</b>			
FY 2023	2.0%	3.6%	2.9%
FY 2024	2.3%	3.5%	2.9%
<b>Deliveries</b>			
FY 2023	1.7%	2.8%	2.3%
FY 2024	1.6%	2.6%	2.3%

## 7. Religion or Belief

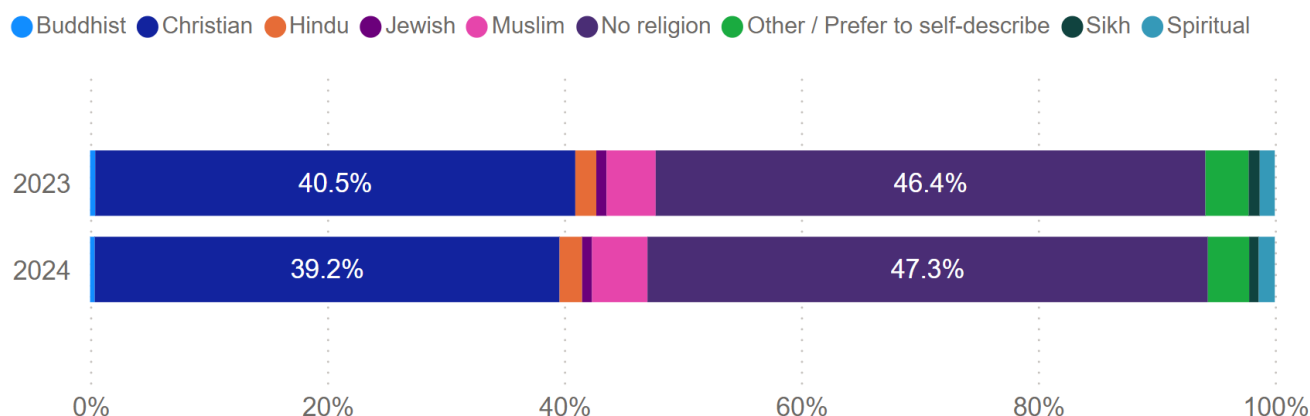
### City of London Corporation Data

The City Corporation collects data on religion or belief through the question "What is your religion?".

52% of City Corporation employees shared information related to religion or belief in FY 2024. This is a small decrease compared to FY 2023.

Employees sharing diversity information	FY 2023	FY 2024
Percentage sharing diversity information	74%	72%
Percentage preferring not to share diversity information	0%	REDACTED <sup>13</sup>
Percentage not sharing diversity information	26%	27%

### Religion or Belief of City Corporation Employees



Religion or Belief of City Corporation Employees	FY 2023	FY 2024
Buddhist	REDACTED	REDACTED
Christian	40.5%	39.2%
Hindu	1.8%	1.9%
Jewish	REDACTED	REDACTED
Muslim	4.1%	4.7%
No religion	46.4%	47.3%
Other / prefer to self-describe	3.6%	3.5%
Sikh	REDACTED	REDACTED
Spiritual	1.3%	1.4%

<sup>13</sup> Percentages marked as REDACTED in this section consist of <1% of City Corporation employees sharing information and cannot be disclosed.

No religion is the category to which the greatest proportion of City Corporation employees belong, followed by Christian. All categories saw a variance of smaller than +/- 1% in FY 2024 compared to the previous year.

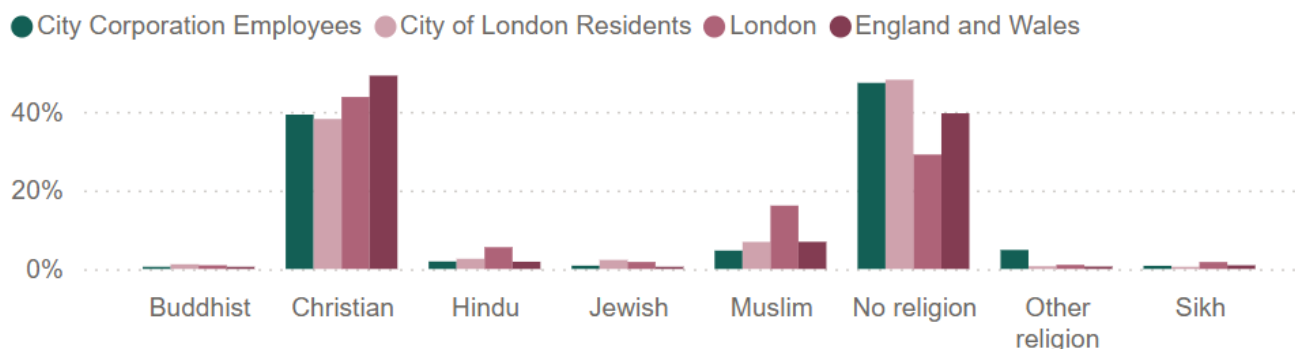
### Comparative Data

As with City Corporation data, the percentage breakdown of data on religion or belief for comparative areas excludes those that did not share information.

Census respondents sharing diversity information	City of London Residents	London	England and Wales
Percentage sharing diversity information	91.1%	93.0%	94.0%
Percentage preferring not to share diversity information	8.9%	7.0%	6.0%

The City Corporation has a similar proportion of Christian employees as the City of London, but lower than London (-4.5%) and England and Wales (-9.9%). Conversely, there is a greater proportion of employees with no religious belief, particularly when compared to London (-18.2%). The City Corporation also has a notably greater proportion of employees identifying as another religion (4.8%, compared to 1% or lower for the comparator areas).

### Religion or Belief of City Corporation Employees and Comparative Areas



Religion or Belief categories	City Corporation Employees	City of London Residents	London	England & Wales
Buddhist	REDACTED	1.2%	0.9%	0.5%
Christian	39.2%	38.1%	43.7%	49.1%
Hindu	1.9%	2.6%	5.5%	1.8%
Jewish	REDACTED	2.3%	1.8%	0.5%
Muslim	4.7%	6.9%	16.1%	6.9%
No religion	47.3%	48.1%	29.1%	39.6%
Other religion	4.8%	0.7%	1.1%	0.6%
Sikh	REDACTED	0.1%	1.8%	0.9%

## 8. Sex

### City of London Corporation Data

The City Corporation holds data on sex for 100% of employees.

Whilst the proportion of female employees has increased by 1.1% between FY 2022 and FY 2024, the overall split remains around 50/50.

Sex of City Corporation Employees	FY 2022	FY 2023	FY 2024
Female	50.0%	50.3%	51.1%
Male	50.0%	49.7%	48.9%

### Comparative Data

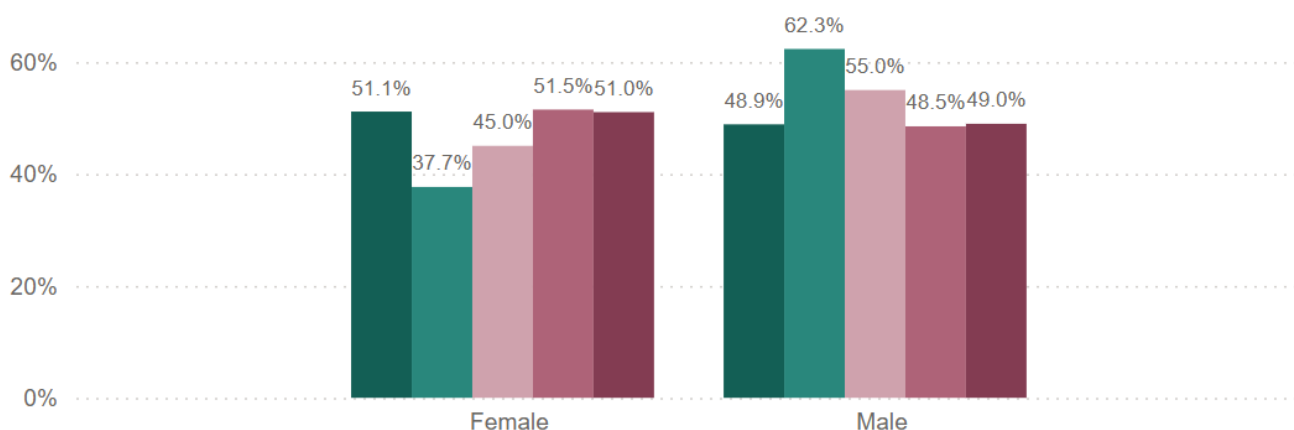
The City Corporation has a similar ratio between females and males as London and England and Wales, with a near 50/50 split.

By comparison the City of London has notably fewer female residents than male, by a factor of ten percentage points.

The difference is even greater when looking at workers at businesses based in the City of London, where only 37.7% are female.

### Sex of City Corporation Employees and Comparative Areas

● City Corporation Employees ● City of London Workers ● City of London Residents ● London ● England and Wales



Sex	City Corporation Employees	City of London Workers	City of London Residents	London	England & Wales
Female	51.1%	37.7%	45.0%	51.5%	51.0%
Male	48.9%	62.3%	55.0%	48.5%	49.0%



## 9. Sexual Orientation

### City of London Corporation Data

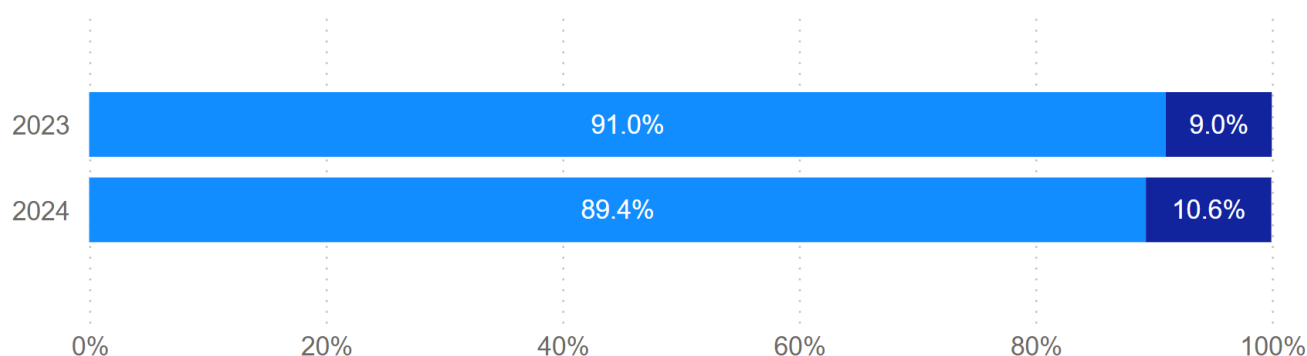
The City Corporation collects data on sexual orientation through the question "What is your sexual orientation?".

64% of City Corporation employees shared information related to sexual orientation in FY 2024, with 5% indicating they would prefer not to share information. These proportions are similar to FY 2023.

Employees sharing diversity information	FY 2023	FY 2024
Percentage sharing diversity information	65%	64%
Percentage preferring not to share diversity information	5%	5%
Percentage not sharing diversity information	30%	31%

### Sexual Orientation of City Corporation Employees

● Heterosexual ● LGB+ ● Prefer to self-describe



Sexual Orientation of City Corporation Employees	FY 2023	FY 2024
Heterosexual	91.0%	89.4%
LGB+	9.0%	10.6%
Prefer to self-describe	0.0%	REDACTED <sup>14</sup>

<sup>14</sup> Percentages marked as REDACTED in this section consist of <1% of City Corporation employees sharing information and cannot be disclosed.

## Comparative Data

As with City Corporation data, the percentage breakdown of data on sexual orientation for comparative areas excludes those that did not share information.

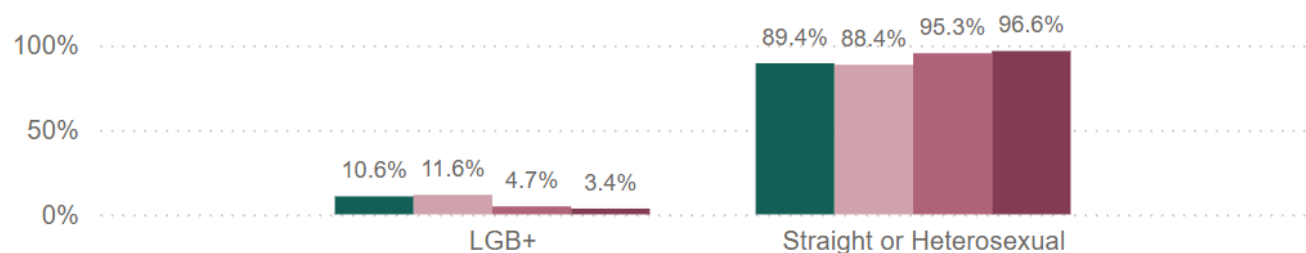
Census respondents sharing diversity information	City of London Residents	London	England and Wales
Percentage sharing diversity information	89.6%	90.5%	92.5%
Percentage preferring not to share diversity information	10.4%	9.5%	7.5%

The City Corporation has a similar percentage of employees who identify as LGB+ compared to the City of London. The proportion of City Corporation employees and City of London residents identifying as LGB+ is 6-8% higher than London and England and Wales.

Information on specific sexual orientation sub-categories is presented for Census 2021 data only, as this information is not currently recorded for City Corporation employees in a directly comparable manner.

## Sexual Orientation of City Corporation Employees and Comparative Areas

● City Corporation Employees ● City of London Residents ● London ● England and Wales



Sexual orientation categories and sub-categories (Census 2011 only)	City Corporation Employees	City of London Residents	London	England & Wales
LGB+	10.6%	11.6%	4.7%	3.4%
<i>All other sexual orientations</i>	<i>Data not collected</i>	0.1%	0.3%	0.2%
<i>Asexual</i>	<i>Data not collected</i>	0.1%	0.1%	0.1%
<i>Bisexual</i>	<i>Data not collected</i>	2.6%	1.7%	1.4%
<i>Gay or Lesbian</i>	<i>Data not collected</i>	8.5%	2.5%	1.7%
<i>Pansexual</i>	<i>Data not collected</i>	0.2%	0.1%	0.1%
<i>Queer</i>	<i>Data not collected</i>	0.1%	0.1%	0.0%
Straight or Heterosexual	89.4%	88.4%	95.3%	96.6%

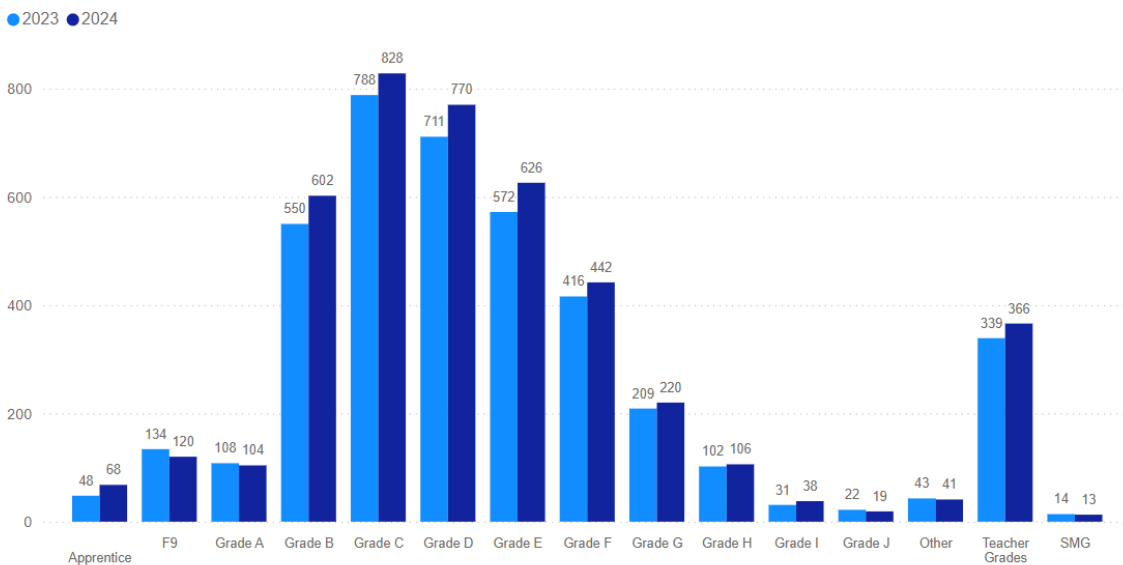
## B. City of London Corporation Salary and Grade Profile

### 1. City of London Corporation Headcount by Grades

The table and chart on this page show the breakdown of the City Corporation workforce by grade at the snapshot date for FY 2023 and FY 2024.

Please note that the total headcount per grade exceeds the headcount for the organisation at the snapshot date. This is due to some employees occupying more than one position, and therefore they will be counted multiple times.

City Corporation Employees by Grade



Grade	FY 2023	FY 2024
Apprentice	48	68
F9	134	120
Grade A	108	104
Grade B	550	602
Grade C	788	828
Grade D	711	770
Grade E	572	626
Grade F	416	442
Grade G	209	220
Grade H	102	106
Grade I	31	38
Grade J	22	19
Other	43	41
Teacher Grades	339	366
Senior Management Grades (SMG)	14	13

## 2. City of London Corporation Salary Scales

The table and chart on this page show minimum and maximum salaries of the City Corporation employees by grade for FY 2024.

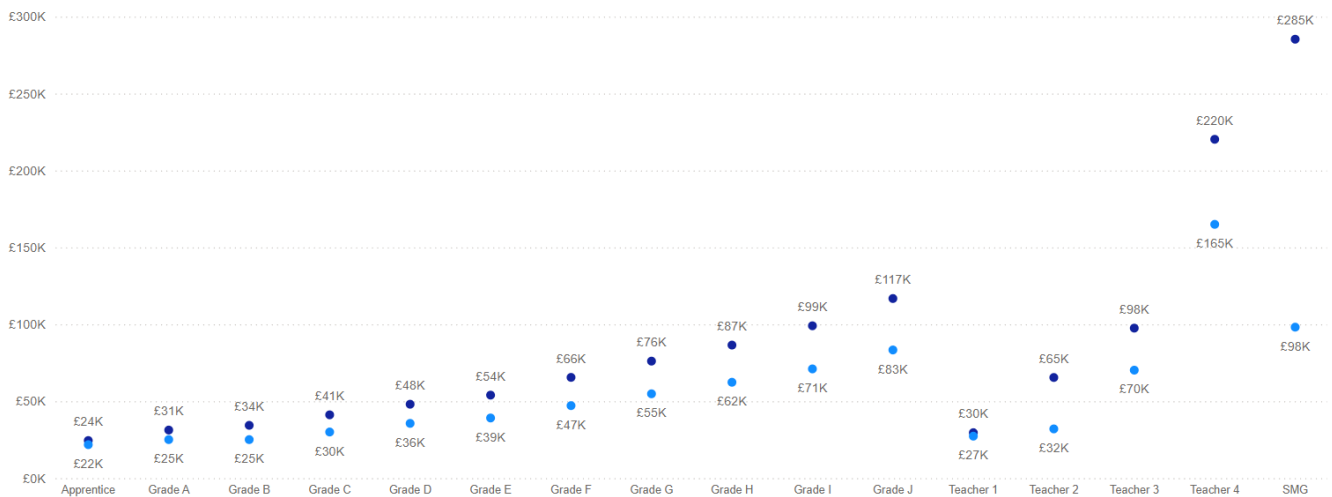
The pay of City Corporation employees is determined locally. This differs from most other Local Authorities whose pay is governed by the National Joint Council for Local Government (NJC).

Due to the range of roles and salaries within Teacher Grades, they have been broken down into sub-categories for the purpose of displaying salary scales. F9 Grades and Other Grades have no fixed values, so no minimum or maximum salary can be provided.

Further information on City Corporation grading and salary can be found in our Pay Policy Statement: [Pay Policy Statement - City of London](#)

### Minimum and Maximum Salaries for FY 2024

● Maximum Salary (£) ● Minimum Salary (£)



<b>Grade</b>	<b>Minimum Salary (£)</b>	<b>Maximum Salary (£)</b>
Apprentice	£21,810	£24,470
F9	No fixed value	No fixed value
Grade A	£25,090	£31,290
Grade B	£25,090	£34,360
Grade C	£30,030	£41,180
Grade D	£35,630	£48,080
Grade E	£39,130	£53,990
Grade F	£47,180	£65,540
Grade G	£54,860	£76,100
Grade H	£62,360	£86,530
Grade I	£71,040	£99,070
Grade J	£83,350	£116,790
Teacher 1: Unqualified / New Teacher	£27,340.00	£29,590.00
Teacher 2: Main Scale	£32,040.00	£65,470.00
Teacher 3: Assistant / Deputy Head Teacher	£70,240.00	£97,550.00
Teacher 4: Head Teacher	£165,010.00	£220,290.00
Senior Management Grades (SMG) <sup>15</sup>	£93,190	£285,350

---

<sup>15</sup> The pay scales for individual roles within the Senior Management Grades are published alongside the Pay Policy Statement: [SMG Grade Range - City of London](#)

### 3. Age

#### Information Shared by Grade Groups

The City Corporation holds data on age for 100% of employees.

#### Breakdown by Grade Groups

The largest proportional share of a single grade group can be amongst Apprentices, where over half are aged 20 to 24 years. This is unsurprising, given the specific requirements of the apprenticeship programme. Apprentices are the only grade groups with a significant proportion of employees aged 24 and under. F9 and Grades A-D are the only other grade groups to contain any younger employees. This is likely reflective of education and training requirements in job specifications (e.g. a degree and a PCGE or equivalent for a teacher).

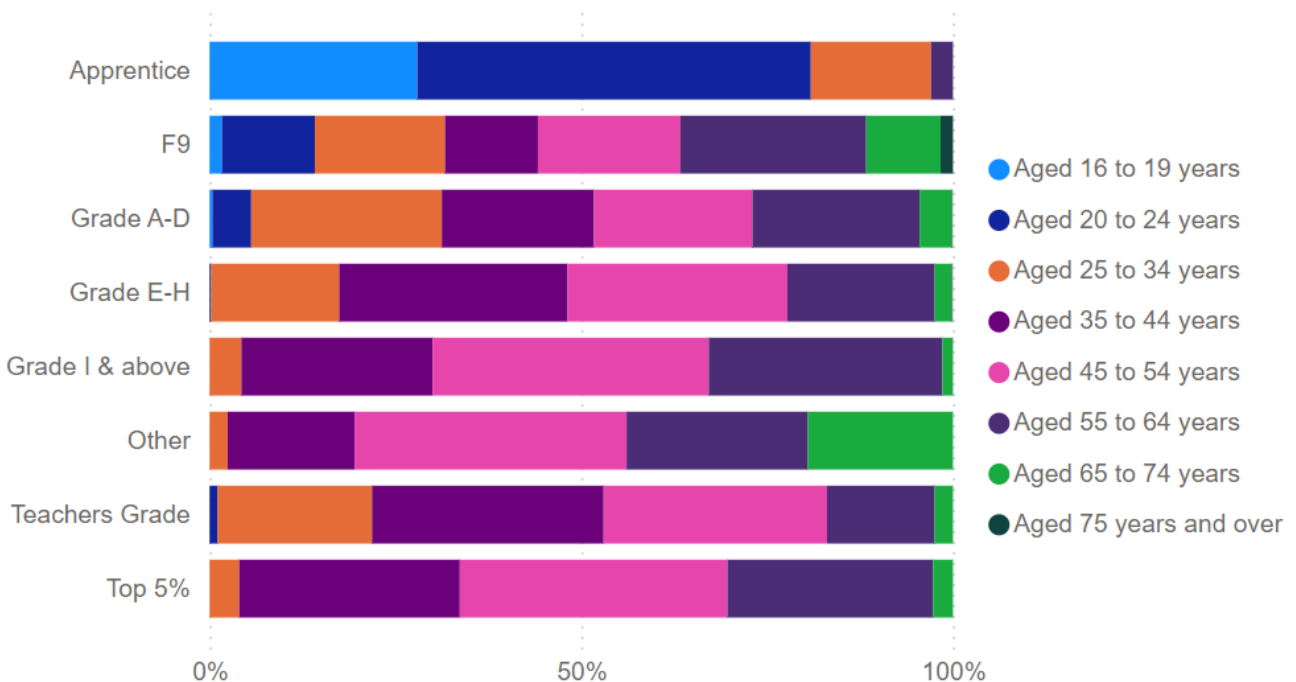
As grades ascend the salary scale, we see an increasing proportion falling into older ages brackets. Whilst Grades A-D are fairly evenly split between the four age brackets between 25 and 64 years, Grades E-H and Grades I & above show a higher proportion of older employees.

Teacher Grades, like Grades A-D, are also fairly equitably split across the major working age brackets. F9 and Other Grades are the only grade groups with a disclosable proportion of employees aged 65 years and over.

#### Top 5% of Employees by Earnings

93% of the Top 5% of employees are aged between from 35 and 64 years old, split fairly evenly between three 10-year age brackets. None of the Top 5% are aged between 16 and 24 years, or over the age of 75 years.

#### Age of City Corporation Employees by Grade Group



<b>Age</b>	<b>Apprentice</b>	<b>F9</b>	<b>Grade A-D</b>	<b>Grade E-H</b>
Aged 16 to 19 years	27.9%	REDACTED <sup>16</sup>	REDACTED	0.0%
Aged 20 to 24 years	52.9%	12.5%	5.2%	REDACTED
Aged 25 to 34 years	16.2%	17.5%	25.6%	17.2%
Aged 35 to 44 years	0.0%	12.5%	20.5%	30.7%
Aged 45 to 54 years	0.0%	19.2%	21.3%	29.6%
Aged 55 to 64 years	REDACTED	25.0%	22.5%	19.8%
Aged 65 to 74 years	0.0%	10.0%	REDACTED	REDACTED
Aged 75 years and over	0.0%	REDACTED	REDACTED	REDACTED

<b>Age</b>	<b>Grade I &amp; above</b>	<b>Other</b>	<b>Teacher</b>	<b>Top 5%</b>
Aged 16 to 19 years	0.0%	0.0%	0.0%	0.0%
Aged 20 to 24 years	0.0%	0.0%	REDACTED	0.0%
Aged 25 to 34 years	REDACTED	REDACTED	20.8%	REDACTED
Aged 35 to 44 years	25.7%	17.1%	31.1%	29.7%
Aged 45 to 54 years	37.1%	36.6%	30.1%	36.0%
Aged 55 to 64 years	31.4%	24.4%	14.5%	27.7%
Aged 65 to 74 years	REDACTED	19.5%	REDACTED	REDACTED
Aged 75 years and over	0.0%	0.0%	0.0%	0.0%

<sup>16</sup> Percentages marked as REDACTED in this section consist of <5% of City Corporation employees in the specified grade group sharing information and cannot be disclosed



## 4. Disability

### Information Shared by Grade Groups

73% of City Corporation employees shared information relating to disability.

The proportion of employees sharing information varies between grade groups. Both F9 and Teacher Grades showed low levels of information sharing (58% and 43% respectively) compared to the other grade groups.

The groups with the highest proportion of employees sharing information were Apprentices and Grades I & above, both with 90%.

Grade Group	Percentage sharing diversity information	Percentage preferring not to share diversity information	Percentage not sharing diversity information
Apprentice	90%	0%	10%
F9	58%	0%	43%
Grade A – D	75%	0%	25%
Grade E – H	80%	0%	20%
Grade I and above	90%	0%	10%
Other	88%	0%	12%
Teacher	43%	0%	57%
Top 5%	87%	0%	13%

### Breakdown by Grade Groups

The majority of employees across grade groups identified themselves as not having a disability, impairment, or long-term health condition.

The only grade group with proportion of employees with a disability, impairment, or long-term health condition greater than 10% was Apprentices, with 13.1%.

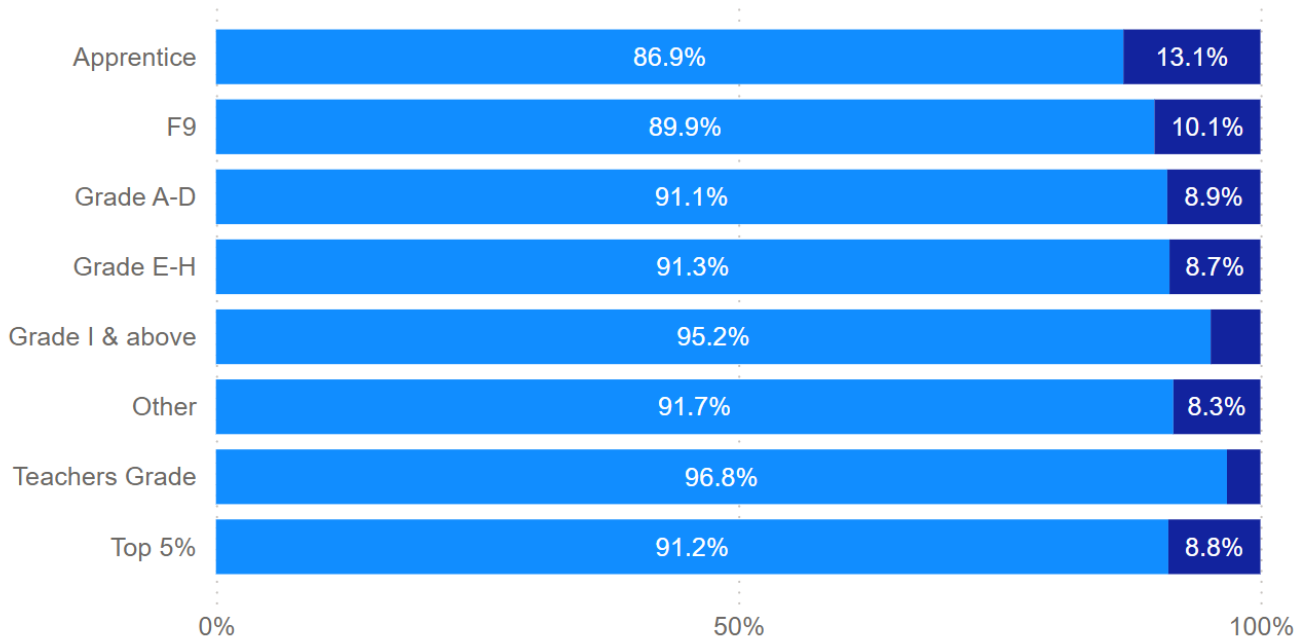
The grade groups with the lowest proportion of employees with a disability, impairment, or long-term health condition were Grade I & above and Teacher Grades, with 4.8% and 3.2% respectively.

### Top 5% of Employees by Earnings

8.8% of the Top 5% of employees disclosing data identified themselves as having a disability, impairment or long-term health condition.

## City Corporation Employees disclosing a disability, impairment, long-term health condition or access need by Grade Group

● No ● Yes



Grade Group	City Corporation employees not disabled, impaired, or with a long-term health condition or access need	City Corporation employees identifying as disabled, or having an impairment, long-term health condition or access need
Apprentice	86.9%	13.1%
F9	89.9%	10.1%
Grade A – D	91.1%	8.9%
Grade E – H	91.3%	8.7%
Grade I and above	95.2%	4.8%
Other	91.7%	8.3%
Teacher	96.8%	3.2%
Top 5%	91.2%	8.8%

## 5. Ethnicity

### Information Shared by Grade Groups

84% of City Corporation employees shared information relating to ethnicity.

The proportion of employees sharing information varies between grade groups. Both F9 and Teacher Grades showed low levels of information sharing (63% and 46% respectively) compared to the other grade groups.

More than 80% of employees in all other grade groups shared information. The group with the highest proportion sharing information were Grades E - H, at 91%.

Grade Group	Percentage sharing diversity information	Percentage preferring not to share diversity information	Percentage not sharing diversity information
Apprentice	90%	0%	10%
F9	63%	0%	37%
Grade A – D	88%	0%	12%
Grade E – H	91%	0%	9%
Grade I and above	87%	0%	13%
Other	83%	0%	17%
Teacher	46%	0%	54%
Top 5%	91%	0%	9%

### Breakdown by Grade Groups

The majority of employees across all grade groups disclosing data identified themselves White. The proportion of White employees in all grade groups except Apprentices and Grades A-D was greater than 80%. The grade groups with the largest proportion of White employees were Other Grades (97%), following by Teacher Grades (92%).

The largest groups from ethnicities other than White were Asian or Asian British Apprentices (20% of Apprentices disclosing data) and Asian or Asian British or Black or Black British employees Grades A-D (10% and 12% respectively).

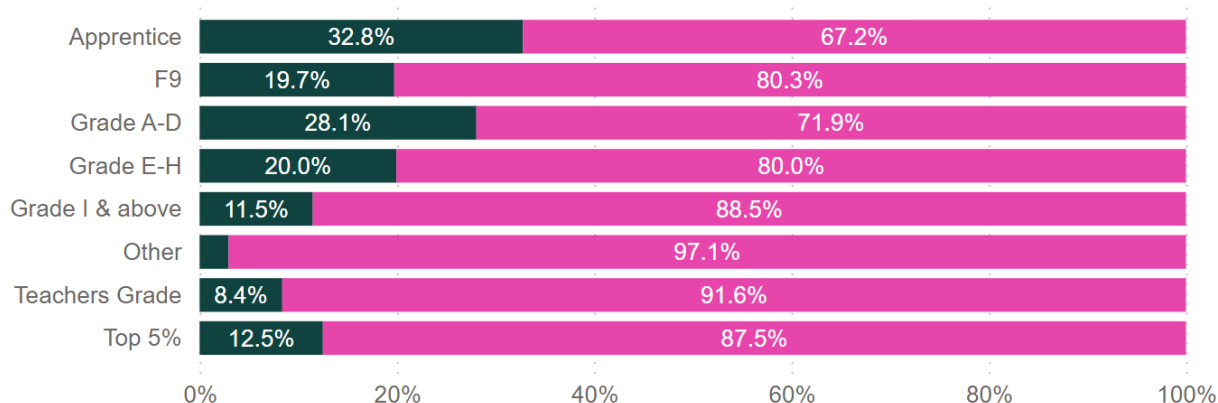
### Top 5% of Employees by Earnings

88% of the Top 5% of employees disclosing data identified themselves as White.

Detailed breakdown by ethnicity group is presented in the below charts and tables only on certain Grade groups to maintain anonymity.

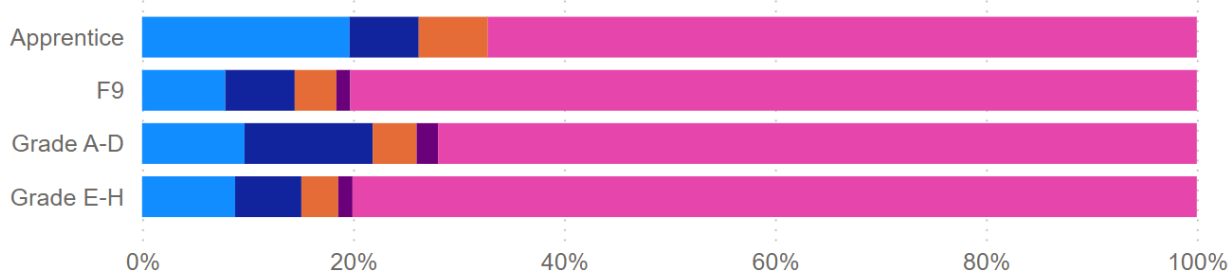
## Ethnicity of City Corporation Employees by Grade Group

● All other ethnicities ● White



Grade Group	All other ethnicities	White
Apprentice	32.8%	67.2%
F9	19.7%	80.3%
Grade A – D	28.1%	71.9%
Grade E – H	20.0%	80.0%
Grade I and above	11.5%	88.5%
Other	2.9%	97.1%
Teacher	8.4%	91.6%
Top 5%	12.5%	87.5%

● Asian or Asian British ● Black or Black British ● Mixed ● Other Ethnic Groups ● White



Grade Group	Asian or Asian British	Black or Black British	Mixed	Other Ethnic Groups	White
Apprentice	19.7%	6.6%	6.6%	0.0%	67.2%
F9	7.9%	6.6%	REDACTED <sup>17</sup>	REDACTED	80.3%
Grade A – D	9.7%	12.1%	REDACTED	REDACTED	71.9%
Grade E – H	8.8%	6.3%	REDACTED	REDACTED	80.0%

<sup>17</sup> Percentages marked as REDACTED in this section consist of <5% of City Corporation employees in the specified grade group sharing information and cannot be disclosed

## 6. Religion or Belief

### Information Shared by Grade Groups

72% of City Corporation employees shared information relating to religion or belief.

The proportion of employees sharing information varies between grade groups. Both F9 and Teacher Grades showed low levels of information sharing (58% and 41% respectively) compared to the other grade groups.

Employees Grades A-D and Grades E-H were the only grade groups where individuals actively preferred not to share a religion or belief.

Grade Group	Percentage sharing diversity information	Percentage preferring not to share diversity information	Percentage not sharing diversity information
Apprentice	84%	0%	16%
F9	58%	0%	43%
Grade A – D	73%	REDACTED <sup>18</sup>	26%
Grade E – H	79%	REDACTED	20%
Grade I and above	81%	0%	19%
Other	83%	0%	17%
Teacher	41%	0%	59%
Top 5%	84%	REDACTED	15%

### Breakdown by Grade Groups

No religion was the largest category as a proportion of those disclosing data across all grade groups, except Other and Teacher Grades. These No Religion proportions ranged from 38.2% at the lowest end (Other Grades) to 56.1% (Grade I & above). No Religion was followed by Christian as the second largest category in all these cases.

The largest proportional category for Teacher Grades was Christian, on 47.7%. Other Grades was the only group where the category with the largest proportion was neither No Religion nor Christian; instead it was Prefer to self-describe, with 50% of employees disclosing data.

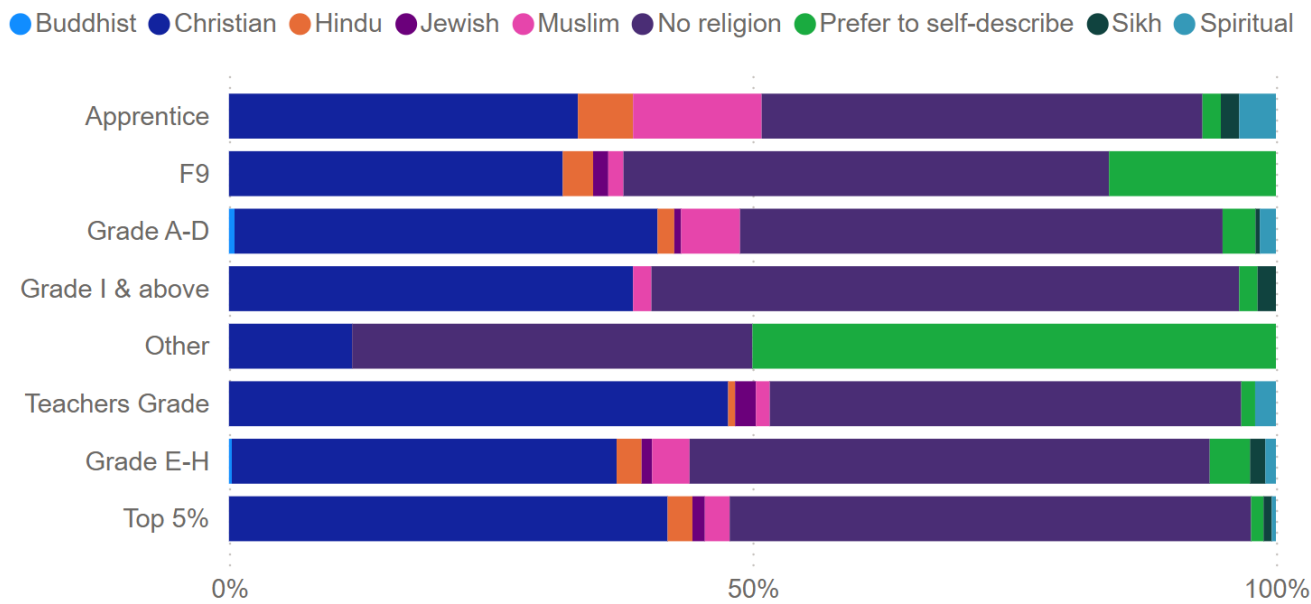
Apprentices were the only grade group with four religions with a proportional share of greater than 5%.

### Top 5% of Employees by Earnings

49.8% of the Top 5% of employees disclosing data identified themselves as having No Religion, followed by 41.9% identifying as Christian. The remaining share was split between multiple categories, all of less than 5%.

<sup>18</sup> Percentages marked as REDACTED in this section consist of <5% of City Corporation employees in the specified grade group sharing information and cannot be disclosed.

## Religion of City Corporation Employees by Grade Group



Age	Apprentice	F9	Grade A-D	Grade E-H
Buddhist	0.0%	0.0%	REDACTED	REDACTED
Christian	33.3%	31.9%	40.4%	36.8%
Hindu	5.3%	REDACTED	REDACTED	REDACTED
Jewish	0.0%	REDACTED	REDACTED	REDACTED
Muslim	12.3%	REDACTED	5.6%	REDACTED
No religion	42.1%	46.4%	46.1%	49.7%
Prefer to self-describe	REDACTED	15.9%	REDACTED	REDACTED
Sikh	REDACTED	0.0%	REDACTED	REDACTED
Spiritual	REDACTED	0.0%	REDACTED	REDACTED

Age	Grade I & above	Other	Teacher	Top 5%
Buddhist	0.0%	0.0%	0.0%	0.0%
Christian	38.6%	11.8%	47.7%	41.95%
Hindu	0.0%	0.0%	REDACTED	REDACTED
Jewish	0.0%	0.0%	REDACTED	REDACTED
Muslim	REDACTED	0.0%	REDACTED	REDACTED
No religion	56.1%	38.2%	45.0%	49.8%
Prefer to self-describe	REDACTED	50.0%	REDACTED	REDACTED
Sikh	REDACTED	0.0%	0.0%	REDACTED
Spiritual	0.0%	0.0%	REDACTED	REDACTED

## 7. Sex

### Information Shared by Grade Groups

The City Corporation holds data on sex for 100% of employees.

### Breakdown by Grade Groups

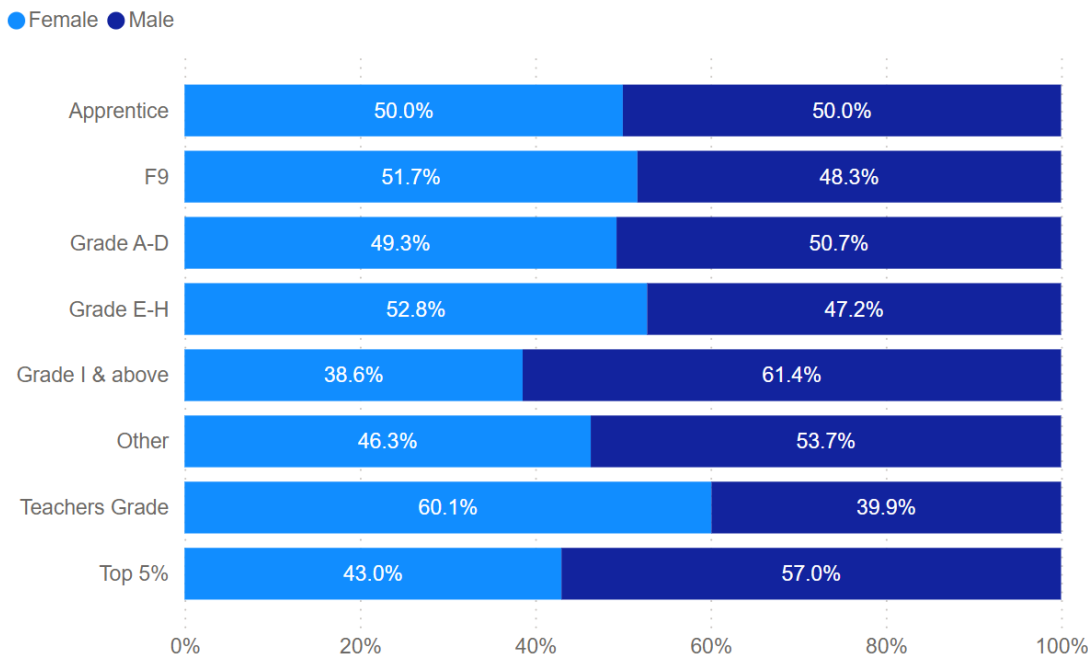
There is a 51% / 49% split in favour of females when looking at all City Corporation employees. Most grade groups follow this pattern also, with an even split between females and males.

The exceptions to this are Grade I & Above, where only 38.6% of employees are female, and Teachers Grade, where the female proportion is larger, at 60.1%.

### Top 5% of Employees by Earnings

43% of the Top 5% of employees by earnings are female. This balance in favour of males is counter to split seen in the wider City Corporation.

### Sex of City Corporation Employees by Grade Group



Grade Group	Female	Male
Apprentice	50.0%	50.0%
F9	51.7%	48.3%
Grade A – D	49.3%	50.7%
Grade E – H	52.8%	47.2%
Grade I and above	38.6%	61.4%
Other	46.3%	53.7%
Teacher	60.1%	39.9%
Top 5%	43.0%	57.0%

## 8. Sexual Orientation

### Information Shared by Grade Groups

64% of City Corporation employees shared information related to sexual orientation.

Levels of information shared vary greatly between grade groups. Teacher Grades showed low levels of information sharing, at 33%, followed by F9 at 48%.

The grade groups with the highest levels of information sharing were Grade I & above (80%) and Apprentices (82%).

All grade groups contained employees who actively preferred not to share information on sexual orientation. The groups with the highest proportions were Apprentices (9%) and Other Grades (10%).

Grade Group	Percentage sharing diversity information	Percentage preferring not to share diversity information	Percentage not sharing diversity information
Apprentice	82%	9%	9%
F9	48%	8%	44%
Grade A – D	65%	5%	30%
Grade E – H	71%	5%	23%
Grade I and above	80%	6%	14%
Other	76%	10%	15%
Teacher	33%	2%	65%
Top 5%	79%	6%	15%

### Breakdown by Grade Groups

F9 and Grade E-H were the only grade groups where proportional share of employees who shared information identifying as LGB+ was less than 10%.

Apprentices had the largest proportional share of employees who shared information identifying as LGB+ when compared to other grade groups, at 14.3%. This was followed by Grade I & above and Other Grades, on 12.5%.

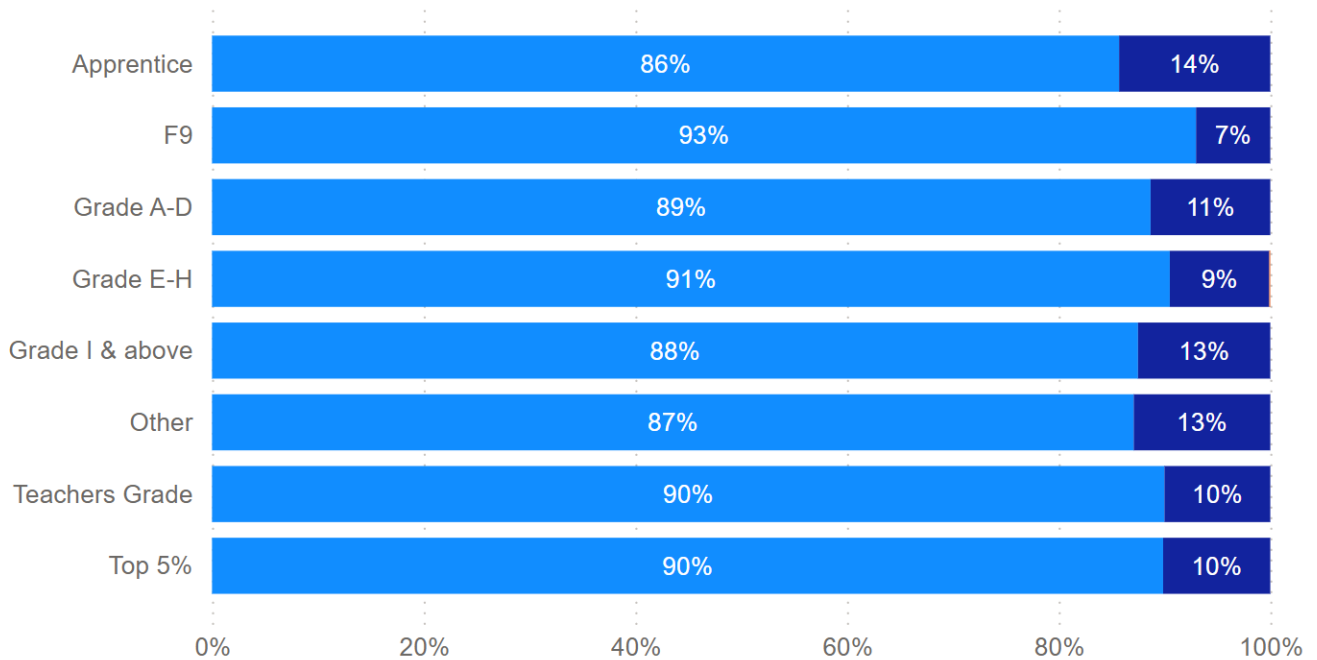
### Top 5% of Employees by Earnings

89.9% of the Top 5% of employees sharing information identified themselves as Heterosexual.



## Sexual Orientation of City Corporation Employees by Grade Group

● Heterosexual ● LGB+ ● Prefer to self-describe



Grade Group	Heterosexual	LGB+	Prefer to self-describe
Apprentice	86%	14%	0%
F9	93%	7%	0%
Grade A – D	89%	11%	0%
Grade E – H	91%	9%	REDACTED <sup>19</sup>
Grade I and above	88%	13%	0%
Other	87%	13%	0%
Teacher	90%	10%	0%
Top 5%	90%	10%	0%

<sup>19</sup> Percentages marked as REDACTED in this section consist of <1% of City Corporation employees in the specified grade group sharing information and cannot be disclosed. Data is displayed in this table rounded to the nearest whole number to maintain anonymity.

## C. Service User Data

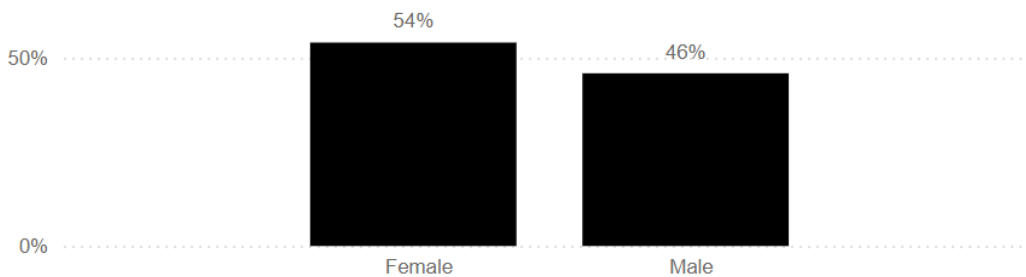
### 1. Adult and Children's Social Care Provision

#### Adult Social Care

Throughout FY 2024, 295 individuals received some form of adult social care service from the City Corporation. Previously, NHS Arden & Greater East Midlands (GEM) Commissioning Support Unit and the department of Health & Social Care required summarised data to be submitted. This has now changed to a client level report which had allowed for more granular analysis but does mean there is no directly comparable data for FY 2023. Any service user records where data was not recorded for a specific demographic have been excluded from the percentage breakdowns.

When broken down by sex, there were a slightly higher proportion of female adult social care service users (54%) compared to male service users (48%).

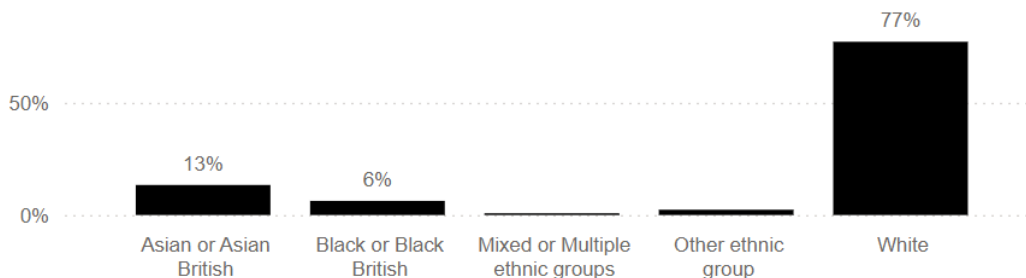
#### Sex of Adult Social Care Service Users



Sex	Percentage
Female	54%
Male	46%

254 service users shared information about their ethnicity, the majority of whom were white (77%). A smaller proportion identified as Asian or Asian British (13%) and Black or Black British (6%). The proportion of service users who identified as being from Mixed or multiple ethnic groups, or Other ethnic groups, fell below the threshold for disclosure.

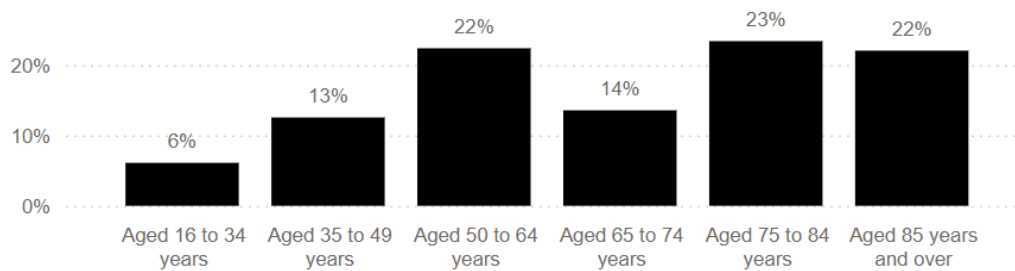
#### Ethnicity of Adult Social Care Service Users



<b>Ethnicity</b>	<b>Percentage</b>
Asian or Asian British	13%
Black or Black British	6%
Mixed or multiple ethnic groups	REDACTED <sup>20</sup>
Other ethnic group	REDACTED
White	77%

Over 80% of adult social care service users were aged 50 years and over. The largest sub-group were aged 75 to 84 years, on 23%, closely followed by those aged 50 to 64 years or those aged 85 years or more, both on 22%. Whilst most service users were aged 50 years and over, it is notable that a similar proportion of were aged 35 to 49 years (13%) as aged 65 to 74 years (14%). There were very few younger service users, with only 6% of clients being aged 16 to 34 years.

#### Age of Adult Social Care Service Users



<b>Age</b>	<b>Percentage</b>
Aged 16 to 34 years	6%
Aged 35 to 49 years	13%
Aged 50 to 64 years	22%
Aged 65 to 74 years	14%
Aged 75 to 84 years	23%
Aged 85 years and over	22%

<sup>20</sup> Percentages <5% for Adult Social Care users cannot be disclosed and have been anonymised.

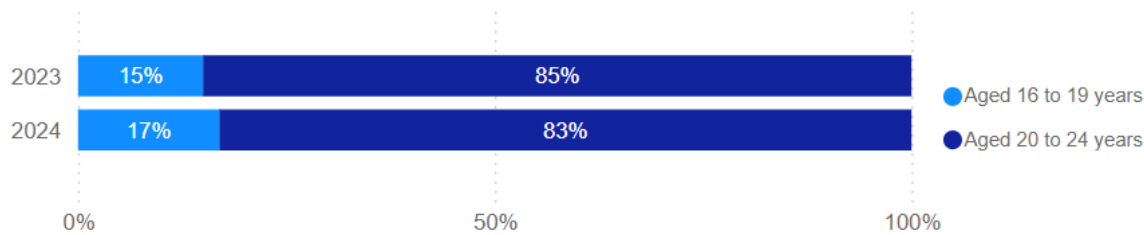
## Care Leavers

A care leaver is defined as any adult who has experienced time in care. The legal definition, outlined in the Children (Leaving Care) Act 2000, specifically identifies a care leaver as someone who has been in the care of the Local Authority for a duration of 13 weeks or more, spanning their 16th birthday. There were 59 care leavers recorded for FY 2024, compared to 60 for FY 2023.

The majority of care leavers for both financial years were male. The cohort of female care leavers falls below the threshold for anonymisation, so the breakdown by sex has been excluded.

83% of in the care leavers for FY 2024 were aged between 20 and 24 years, a similar proportion to FY 2023.

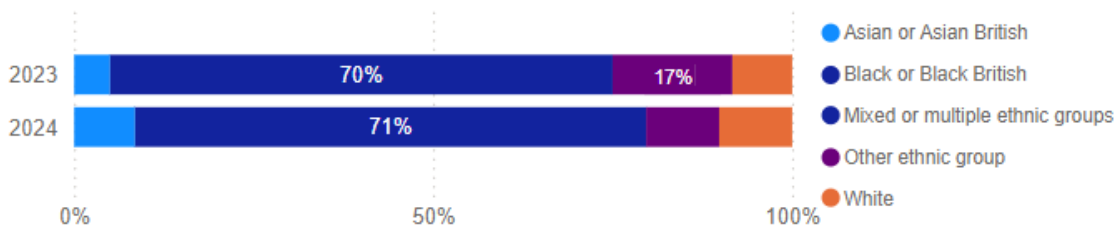
### Age of Care Leavers



Age	FY 2023	FY 2024
Aged 16 to 19 years	15%	17%
Aged 20 to 24 years	85%	83%

71% of care leavers for FY 2024 were Black or Black British. All other care leavers belong to other ethnic groups that fell below the threshold for anonymisation. Proportions were broadly similar to FY 2023

### Ethnicity of Care Leavers



Ethnicity	FY 2023	FY 2024
Asian or Asian British	REDACTED <sup>21</sup>	REDACTED
Black or Black British	70%	71%
Mixed or multiple ethnic groups	0%	0%
Other ethnic group	17%	REDACTED
White	REDACTED	REDACTED

<sup>21</sup> Percentages <=10% for Adult Social Care users cannot be disclosed and have been anonymised.

## Children in Care

A child who has been in the care of their local authority for more than 24 hours is referred to as a child in care, a term which many children and young people prefer.

Data in this section relates to the total number of children who may have been in care at any point in either FY 2023 or FY 2024. 21 children were in care at some point during FY 2024, compared to 24 for FY 2023.

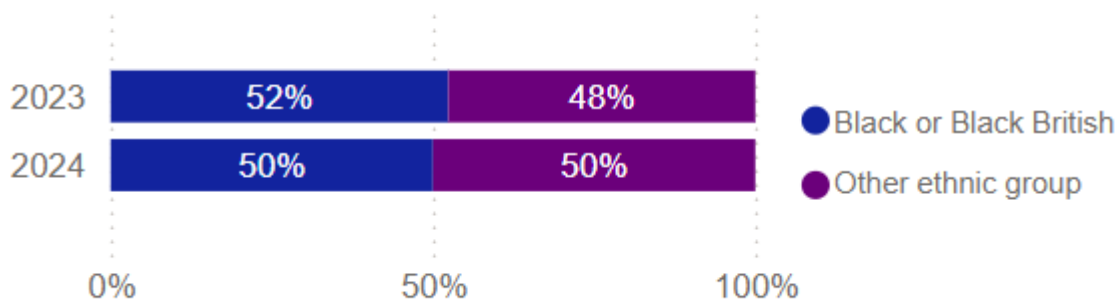
Due to the low numbers of looked after children we are unable to provide specific data on age and sex.

The majority of children in both FY 2023 and FY 2024 were male, with the ratio between female and male remaining consistent between years.

A larger proportion of children were aged 17 to 18 years, as opposed to 16 years or under. This was the case for both FY 2023 and FY 2024, with the proportions remaining consistent between the years.

Half of all children recorded in FY 2024 were Black or Black British with the other half belonging to other ethnic groups. This is consistent with FY 2023.

## Ethnicity of Children in Care



Ethnicity	FY 2023	FY 2024
Black or Black British	52%	50%
Other ethnic group	48%	50%

## 2. Education Support for Children

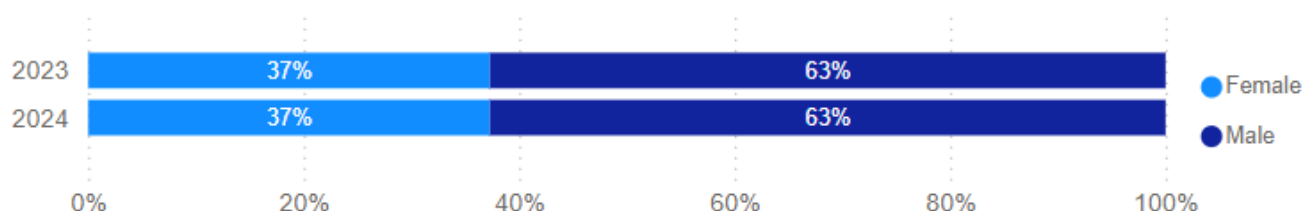
### Special Educational Needs (SEN) Support

Special educational needs (SEN) can affect a child or young person’s ability to learn, including their behaviour or ability to socialise, their reading and writing, their ability to understand things, their concentration levels, and their physical ability.

The data in this section relates to The Aldgate School, the only state maintained primary school within the City of London and concerns the total number of children receiving SEN support at any point during FY 2023 or FY 2024. 59 children received SEN support in both FY 2023 and FY 2024.

Just under two thirds of children with SEN support were male in both years.

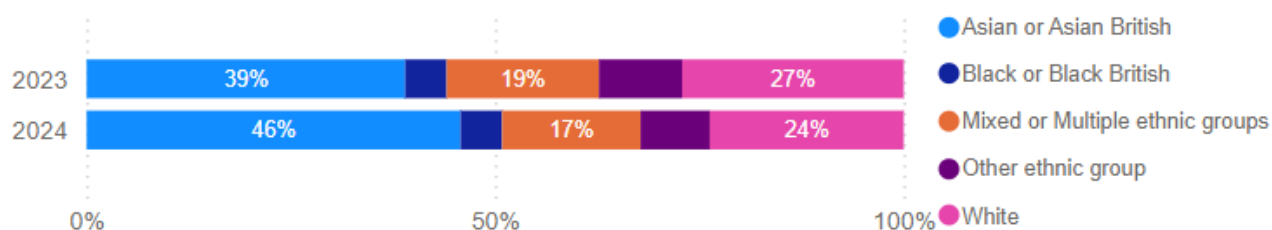
### Sex of Children Receiving SEN Support



Sex	FY 2023	FY 2024
Female	37%	63%
Male	37%	63%

The largest ethnicity cohort for SEN support was Asian or Asian British, followed by White. The Asian or Asian British proportion increased by seven percentage points to 46% in FY 2024. Cohorts comprising <10% of the total have been anonymised

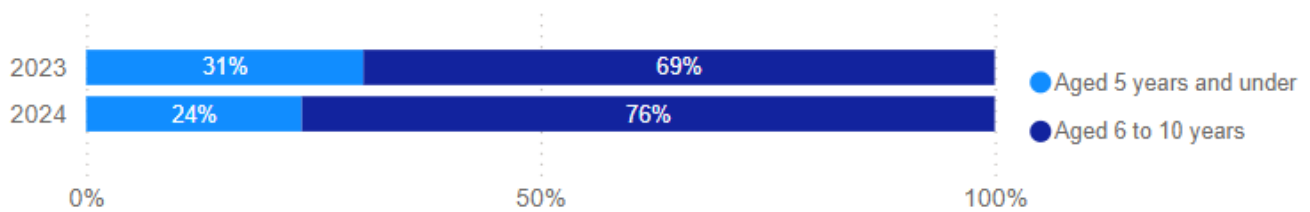
### Ethnicity of Children Receiving SEN Support



Ethnicity	FY 2023	FY 2024
Asian or Asian British	39%	46%
Black or Black British	REDACTED <sup>22</sup>	REDACTED
Mixed or multiple ethnic groups	19%	17%
Other ethnic group	REDACTED	REDACTED
White	27%	24%

Ages of children receiving SEN support have been aggregated to enable disclosure. Three quarters of children receiving SEN support in FY 2024 were aged between 6 and 10 years, an increase of seven percentage points on FY 2023.

### Age of Children Receiving SEN Support



Age	FY 2023	FY 2024
Aged 5 years and under	31%	69%
Aged 6 to 10 years	24%	76%

<sup>22</sup> Percentages <10% of children receiving SEN support cannot be disclosed and have been anonymised.

## Education, Health, and Care (EHC) Plan

An education, health and care (EHC) plan is for children and young people aged up to 25 who need more support than is available through special educational needs support. EHC plans identify educational, health and social needs and set out the additional support to meet those needs.

This data in this section concerns the 30 individuals with an EHC plan for whom the City of London Corporation held responsibility at any point in FY 2024.

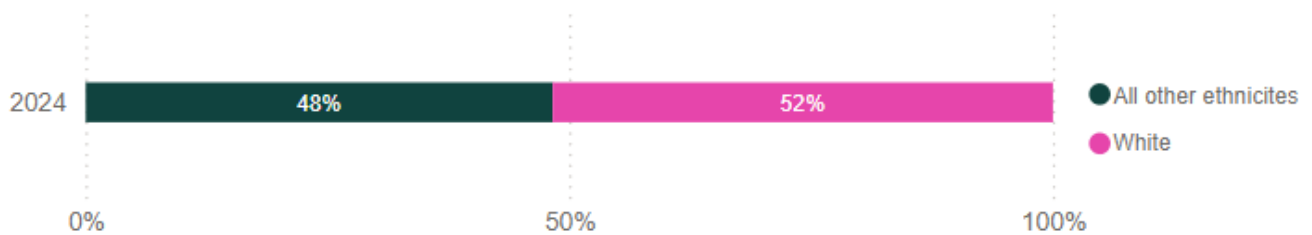
Due to the low numbers of children with an EHC Plan we are unable to disclose specific data on age and sex. In addition, records where data has not been disclosed have been excluded.

The majority of individuals with an EHC Plan in FY 2024 were male.

47% of individuals with an EHC Plan in FY 2024 were aged between 11 and 15 years old, with all others being aged younger or older (to the age of 21).

52% of individuals with an EHC Plan in FY 2024 were White. The numbers for all other ethnicity categories fall below the threshold for anonymisation, so have been aggregated below; combined they make up just under half of individuals with an EHC Plan in FY 2024.

### Ethnicity of Individuals with an EHC Plan



Ethnicity	FY 2024
All other ethnicities	48%
White	52%



### 3. Rough Sleepers

The Combined Homelessness and Information Network (CHAIN) reports information about people seen rough sleeping by outreach teams in London. Information in the report is derived from a multi-agency database recording information about rough sleepers and the wider street population in London and is the UK’s most detailed and comprehensive source of information about rough sleeping.

As with previous sections, records where diversity information has not been shared have been excluded. The total number of individuals recorded and the number not sharing information for certain characteristics is shown in the tables below. Any cohort comprising <5% of the total has been anonymised.

#### Total Cases

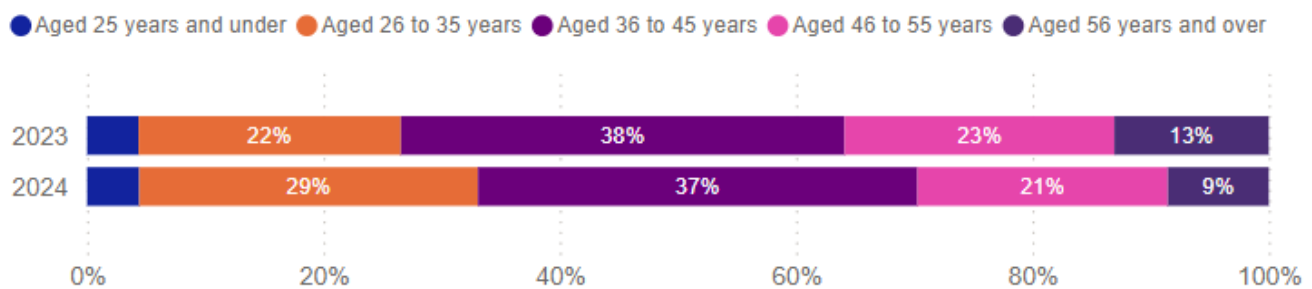
Year	Rough Sleepers Identified
FY 2023	482
FY 2024	656

#### Rough Sleepers preferring not to share diversity information on Gender Identity and Nationality

Year	Gender Identity	Nationality
FY 2023	13	66
FY 2024	52	127

The largest age group for rough sleepers in FY 2024 was 36 to 45 years old, at 37%. This is consistent with FY 2023. The group aged 26 to 25 years increased by nine percentage points to 29%, the second largest group in FY 2024.

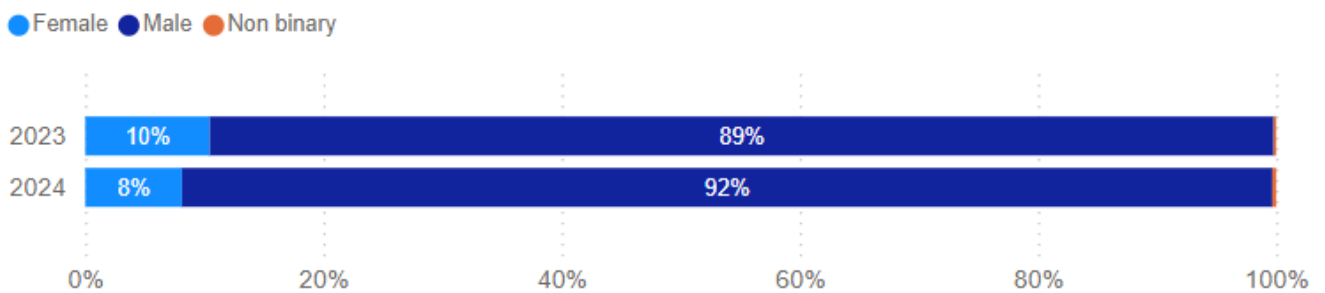
#### Age of Rough Sleepers



Age	FY 2023	FY 2024
Aged 25 years and under	REDACTED <sup>23</sup>	REDACTED
Aged 26 to 35 years	22%	29%
Aged 36 to 45 years	38%	37%
Aged 46 to 55 years	23%	21%
Aged 56 years and over	13%	9%

A majority of rough sleepers identified as male in both FY 2023 and FY 2024.

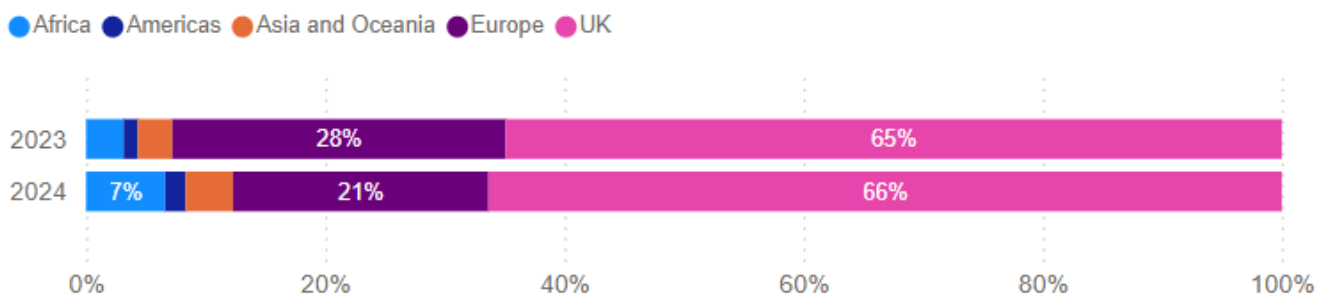
### Gender Identity of Rough Sleepers



Gender Identity	FY 2023	FY 2024
Female	10%	8%
Male	89%	92%
Non-binary	REDACTED	REDACTED

Two thirds of all rough sleepers in both FY 2023 and FY 2024 were from the UK. The second largest group were from European nations, at 21%, though this proportion fell by seven percentage points compared to FY 2023.

### Nationality of Rough Sleepers

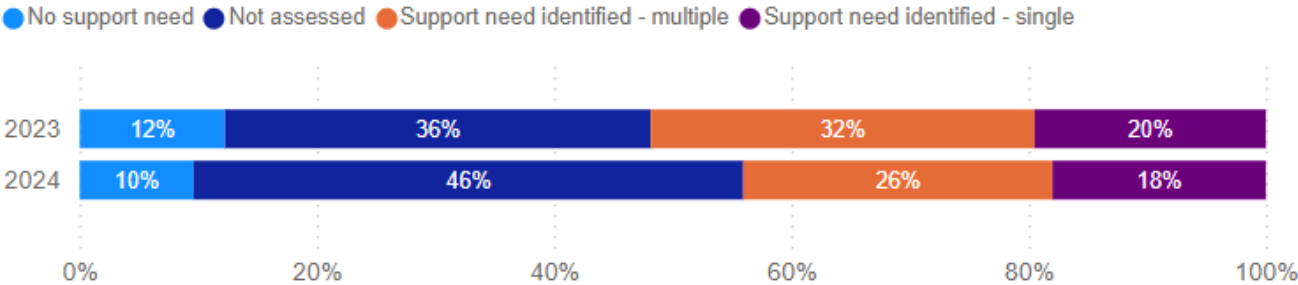


<sup>23</sup> Percentages <5% of rough sleepers cannot be disclosed and have been anonymised.

Nationality	FY 2023	FY 2024
Africa	REDACTED	7%
Americas	REDACTED	REDACTED
Asia and Oceania	REDACTED	REDACTED
Europe	28%	21%
UK	65%	66%

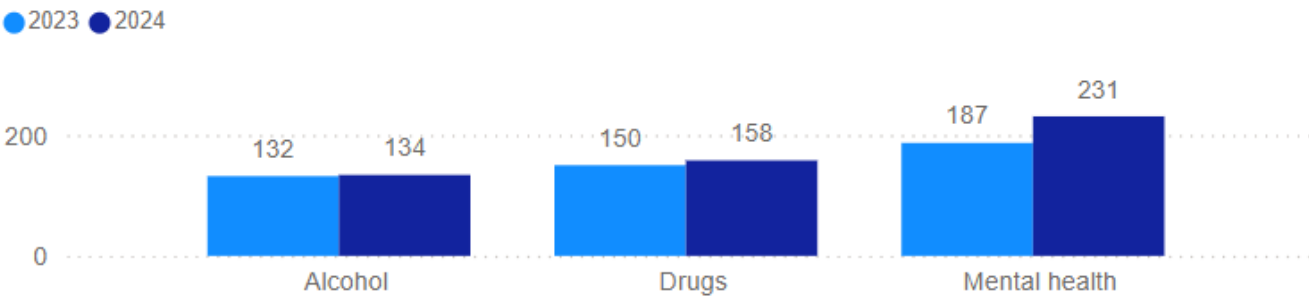
The most prevalent support need identified for rough sleepers in both years was around mental health. A greater proportion of individuals assessed had multiple support needs, rather than a single support need.

### Outcome of Assessment on Support Needs for Rough Sleepers



Outcome of Assessment on Support Needs	FY 2023	FY 2024
No support needed	12%	10%
Not assessed	36%	46%
Support need identified - multiple	32%	26%
Support need identified - single	20%	18%

### Type of Support Needs



Types of Support Needs	FY 2023	FY 2024
Alcohol	132	134
Drugs	150	158
Mental Health	187	231

## 4. Housing and Homelessness

The following section covers all homeless applications, including requests for assistance pursuant to Part 7 of the Housing Act 1996 from individuals presently homeless or facing homelessness within the next 56 days. These applications extend beyond seeking housing specifically within the City of London and cover any housing solution in various locations. There were 784 applicants in FY 2024, compared to 772 in FY 2023.

Data within this section encompasses all individuals on the application, including children and other relatives, offering a comprehensive overview of the households, as opposed to analysing the primary applicant. However, there are some instances where data has not been shared for all applicants; in these cases, as with elsewhere in this report, they have been excluded. Data has also been anonymised where required to ensure disclosure is in line with GDPR.

### Age

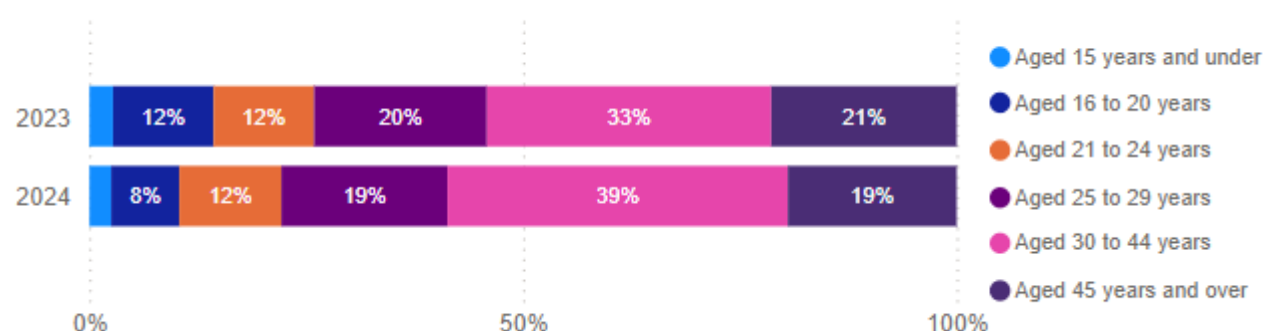
Data on age was shared by 81% of applicants in FY 2024, up from 72% the previous year.

Applicants sharing diversity information	FY 2023	FY 2024
Percentage sharing diversity information	72%	81%
Percentage preferring not to share diversity information	0%	0%
Percentage not sharing diversity information	28%	19%

The age range with the largest proportion of applicants in FY 2024 was 30 to 44 years, at 39%. This was also the case in FY 2023, though the proportion has increased by six percentage points.

19% of applicants were aged 45 years and over. This category aggregates a number of age ranges, indicating that there are comparatively few older applicants. 3% of applicants in both FY 2023 and FY 2024 were aged 15 years or under.

### Age of Homeless Applicants



Age	FY 2023	FY 2024
Aged 15 years and under	3%	3%
Aged 16 to 20 years	12%	8%
Aged 21 to 24 years	12%	12%
Aged 25 to 29 years	20%	19%
Aged 30 to 44 years	33%	39%
Aged 45 years and over	21%	19%

### Disability

Data on age was shared by 76% of applicants in FY 2024. Please note that directly comparable data for FY 2023 is not available.

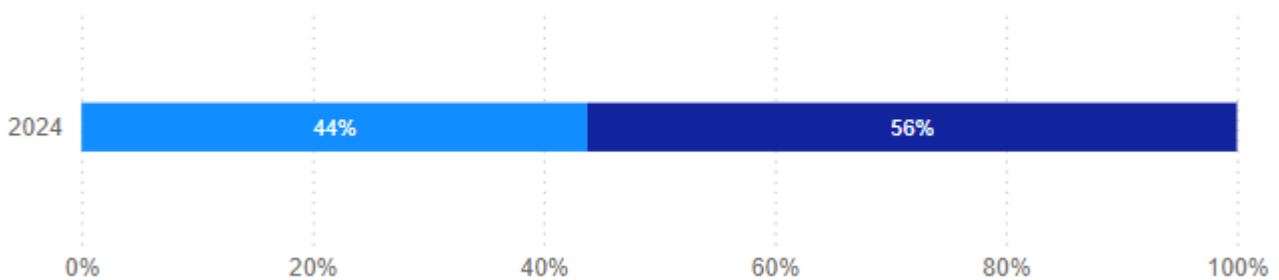
Applicants sharing diversity information	FY 2024
Percentage sharing diversity information	76%
Percentage preferring not to share diversity information	0%
Percentage not sharing diversity information	24%

Of those providing information, 44% of applicants shared information that they had a disability or multiple disabilities.

Data on specific disabilities shows that the most common types in FY 2024 mental were ill health and long-term illness/conditions. Both categories showed increases in the information shared compared to FY 2023.

### Homeless Applicants Sharing a Disability

● Disclosed Disability/Disabilities ● No Disabilities



Applicants sharing a disability	FY 2024
Disclosed disability / disabilities	44%
No disabilities	56%

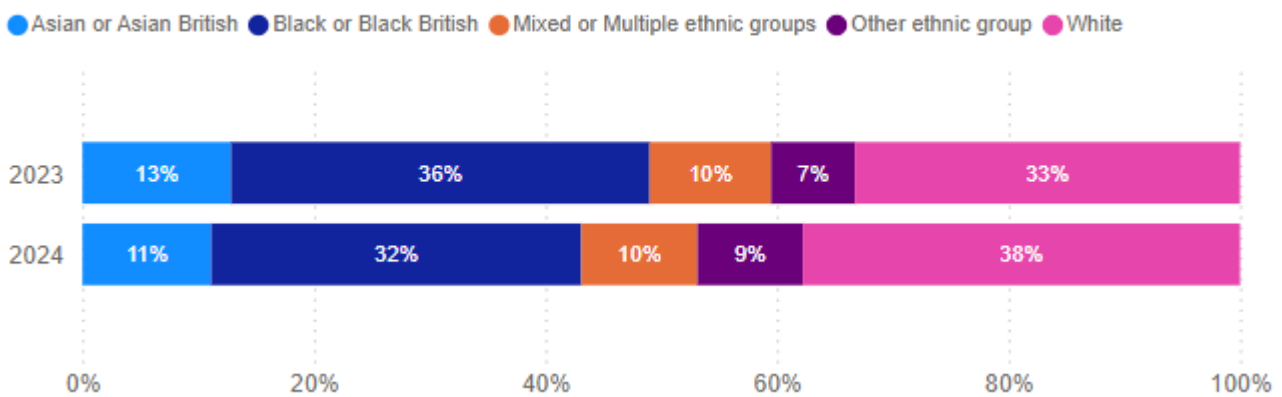
## Ethnicity

Data on ethnicity was shared by 81% of applicants in FY 2024, up from 72% the previous year. 2% of applicants preferred not to share information.

Applicants sharing diversity information	FY 2023	FY 2024
Percentage sharing diversity information	72%	81%
Percentage preferring not to share diversity information	1%	2%
Percentage not sharing diversity information	27%	17%

38% of applicants in FY 2024 who shared information identified their ethnicity as White. This was the largest proportional share of applicants, followed by Black or Black British, with 32%. This is a reversal of the position seen in FY 2023, where Black or Black British was the group with the largest proportional share (36%), followed by White (33%).

## Ethnicity of Homeless Applicants



Ethnicity	FY 2023	FY 2024
Asian or Asian British	13%	11%
Black or Black British	36%	32%
Mixed or multiple ethnic groups	10%	10%
Other ethnic group	7%	9%
White	33%	38%

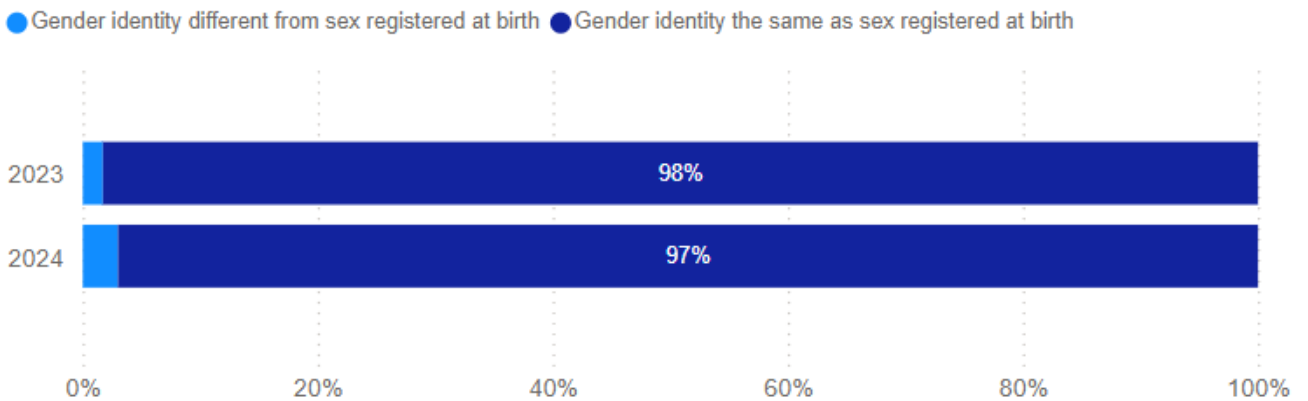
## Gender Reassignment and Gender Identity

Data on gender reassignment and gender identity was shared by 94% of applicants in FY 2024, up from 61% the previous year. 2% of applicants preferred not to share information.

Applicants sharing diversity information	FY 2023	FY 2024
Percentage sharing diversity information	61%	94%
Percentage preferring not to share diversity information	1%	2%
Percentage not sharing diversity information	38%	5%

97% of applicants in FY 2024 who shared information identified their gender identity being the same as their sex registered at birth. This is consistent with the proportion recorded in FY 2023.

### Gender Identity of Homeless Applicants



Gender Identity	FY 2023	FY 2024
Gender identity is different from sex registered at birth	2%	3%
Gender identity is the same as sex registered at birth	98%	97%

## Legal Partnership Status

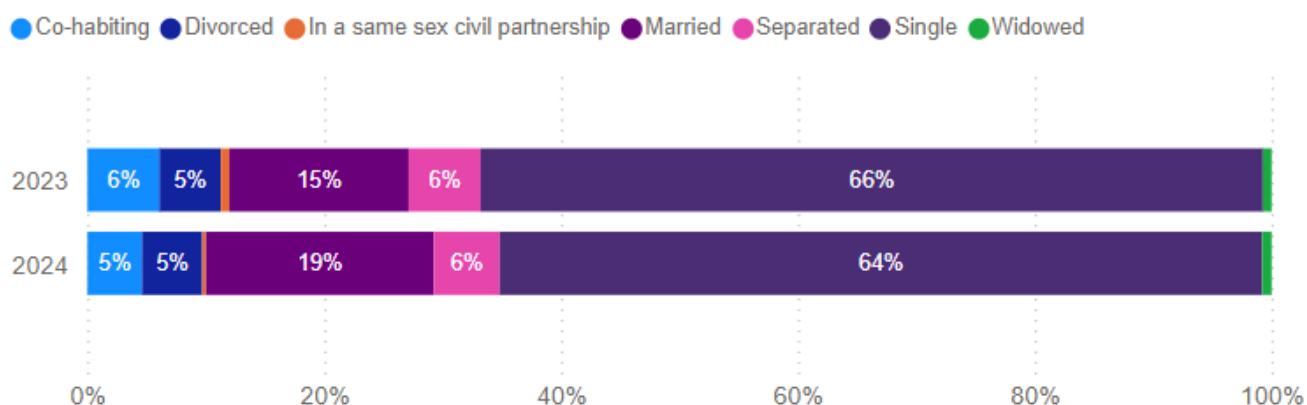
Information on legal partnership status was shared by 80% of applicants in FY 2024, up from 70% the previous year.

Applicants sharing diversity information	FY 2023	FY 2024
Percentage sharing diversity information	70%	80%
Percentage preferring not to share diversity information	0%	0%
Percentage not sharing diversity information	30%	20%

The majority of applicants sharing information in FY 2024 identified that they were single. The proportion of single applicants, at 64%, was consistent with that recorded in FY 2023.

Married applicants made up the second largest group as a proportion of applicants sharing information. The proportional share of married applicants increased by four percentage points between FY 2023 and FY 2024, to 19%.

## Legal Partnership Status of Homeless Applicants



Ethnicity	FY 2023	FY 2024
Co-habiting	6%	5%
Divorced	5%	5%
In a same sex civil partnership	REDACTED <sup>24</sup>	REDACTED
Married	15%	19%
Separated	6%	6%
Single	66%	64%
Widowed	REDACTED	REDACTED

<sup>24</sup> Percentages <1% of homeless applicants cannot be disclosed and have been anonymised.



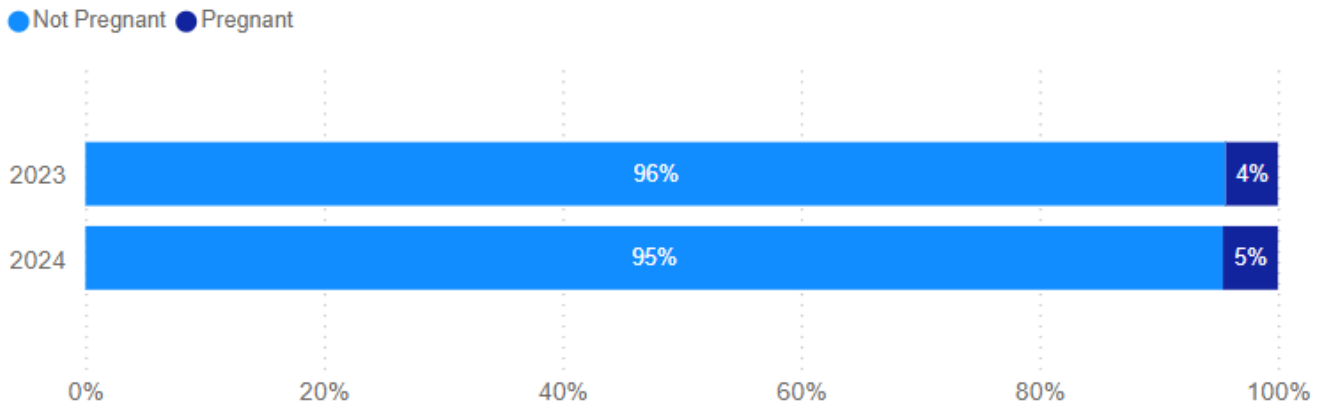
## Pregnancy and Maternity – Pregnancy at time of application

Information on whether individuals were pregnant at the time of their application was shared by 80% of applicants in FY 2024, up from 71% the previous year.

Applicants sharing diversity information	FY 2023	FY 2024
Percentage sharing diversity information	70%	80%
Percentage preferring not to share diversity information	0%	0%
Percentage not sharing diversity information	30%	20%

5% of applicants in FY 2024 who shared information were pregnant at the time of their application. This is consistent with the proportion recorded in FY 2023.

## Homeless Applicants Pregnant at Time of Application



Pregnancy Status	FY 2023	FY 2024
Not pregnant	96%	95%
Pregnant	4%	5%

## Pregnancy and Maternity – Gave birth in the 12 months prior to application

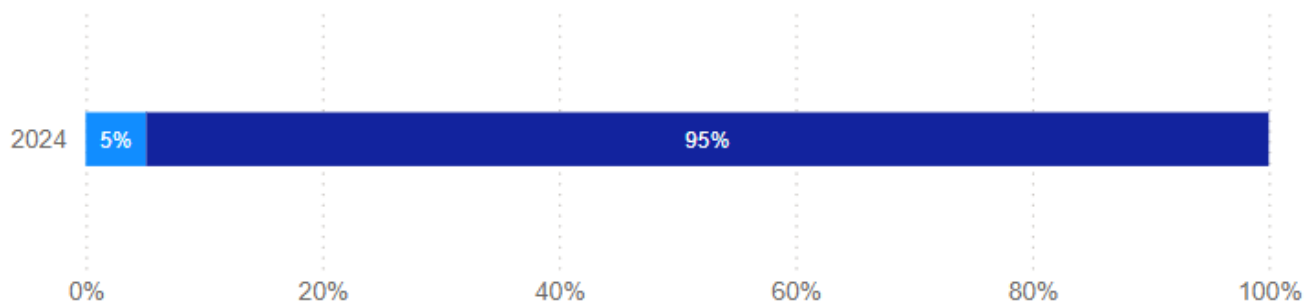
Information on whether individuals had given birth in the 12 months prior to their application was shared by 80% of applicants in FY 2024. Please note that directly comparable data for FY 2023 is not available.

Applicants sharing diversity information	FY 2024
Percentage sharing diversity information	80%
Percentage preferring not to share diversity information	0%
Percentage not sharing diversity information	20%

5% of applicants in FY 2024 who shared information had given birth in the 12 months prior to their homelessness application.

## Homeless Applicants Who Gave Birth in the 12 Months Prior to Application

● Has given birth in the last 12 months ● Has not given birth in the last 12 months



Pregnancy Status	FY 2024
Has given birth in the last 12 months	5%
Has not given birth in the last 12 months	95%

## Religion or Belief

Data on religion or belief was shared by 71% of applicants in FY 2024, up from 64% the previous year. 8% of applicants preferred not to share information.

Applicants sharing diversity information	FY 2023	FY 2024
Percentage sharing diversity information	70%	80%
Percentage preferring not to share diversity information	0%	0%
Percentage not sharing diversity information	30%	20%

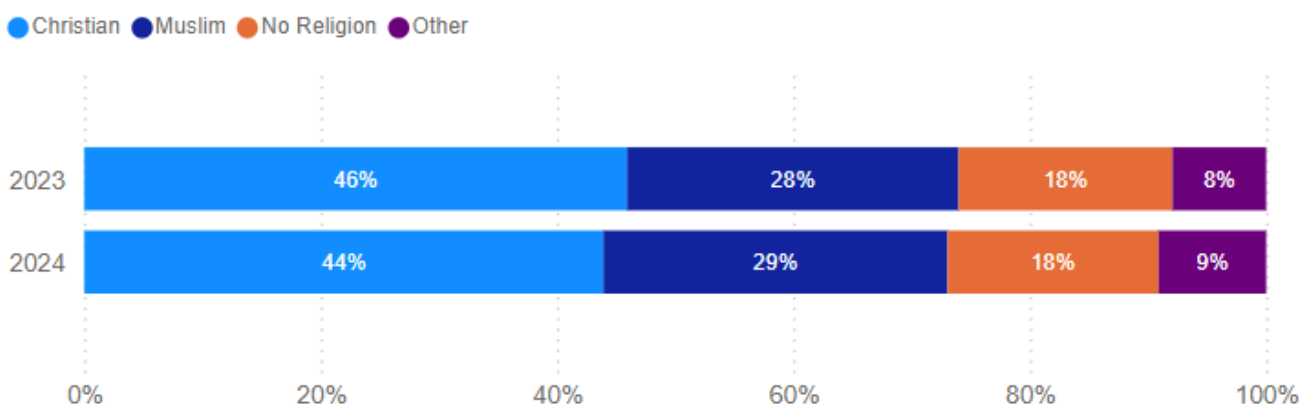
44% of applicants in FY 2024 who shared information identified their religion as Christian. This was the largest proportional share of applicants, followed by Muslim, with 29%, and No religion with 18%.

For the purpose of anonymisation, the following categories have been aggregated into Other:

- Buddhist
- Hindu
- Jewish
- Other
- Sikh

These categories, when combined, accounted for 9% of all applicants sharing information in FY 2024. The proportionate share between categories in FY 2024 was largely consistent with that recorded in FY 2023.

## Religion or Belief of Homeless Applicants



Religion or Belief	FY 2023	FY 2024
Christian	46%	44%
Muslim	28%	29%
No religion	18%	18%
Other	8%	9%

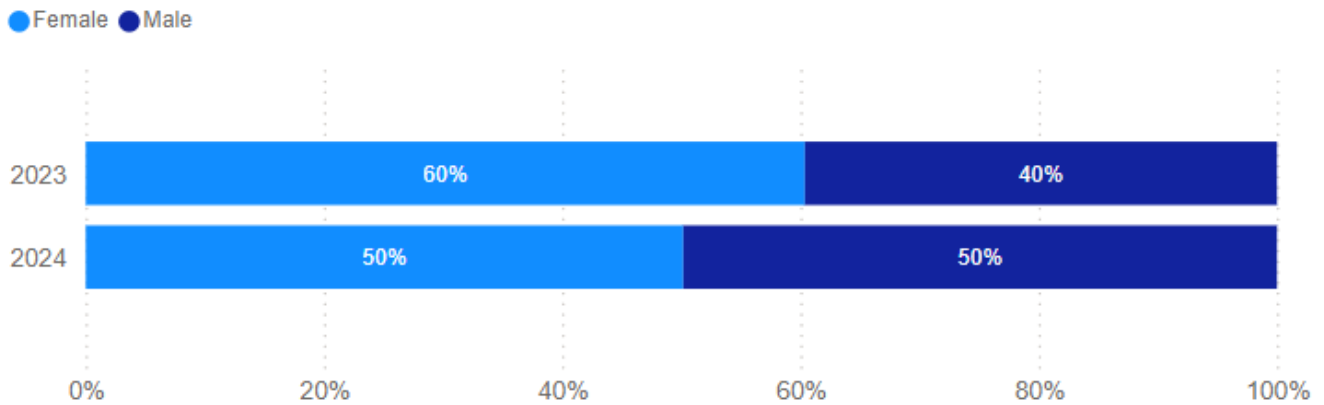
## Sex

Information on sex was shared by 80% of applicants in FY 2024, down from 99% the previous year. 1% of applicants preferred not to share information.

Applicants sharing diversity information	FY 2023	FY 2024
Percentage sharing diversity information	99%	80%
Percentage preferring not to share diversity information	1%	1%
Percentage not sharing diversity information	0%	20%

There was a 50/50 ratio between Female and Male recorded for applicants sharing information in FY 2024. This is a shift from FY 2023, where 60% of applicants were Female.

## Sex of Homeless Applicants



Sex	FY 2023	FY 2024
Female	60%	40%
Male	50%	50%

## Sexual Orientation

Information on sexual orientation was shared by 72% of applicants in FY 2024, up from 66% the previous year. 11% of applicants preferred not to share information, a slightly higher proportion than FY 2023.

Applicants sharing diversity information	FY 2023	FY 2024
Percentage sharing diversity information	66%	72%
Percentage preferring not to share diversity information	7%	11%
Percentage not sharing diversity information	27%	17%

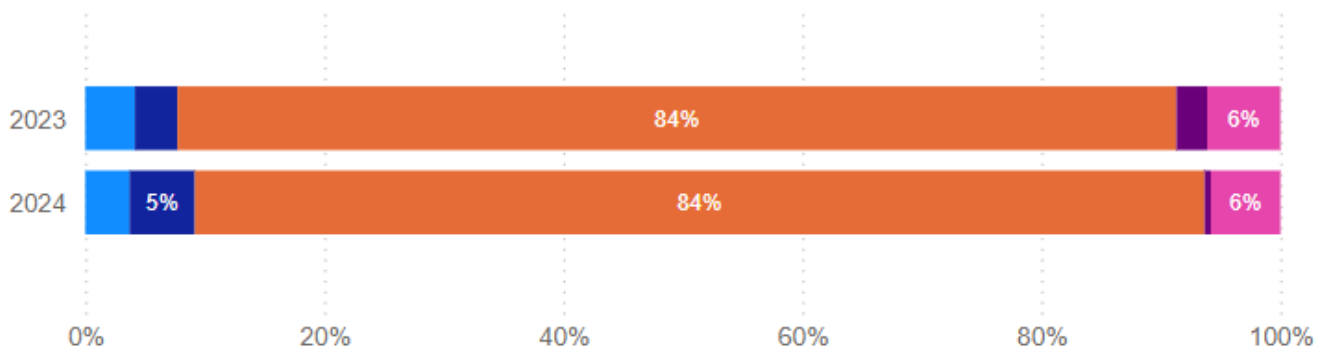
84% of applicants in FY 2024 who shared information identified as Heterosexual. This was the largest proportional share of applicants, followed by Other on 6%, and Gay on 5%.

Categories comprising <5% of the total have been anonymised.

The proportionate share between categories in FY 2024 was largely consistent with that recorded in FY 2023.

## Sexual Orientation of Homeless Applicants

● Bisexual ● Gay ● Heterosexual ● Lesbian ● Other



Sexual Orientation	FY 2023	FY 2024
Bisexual	REDACTED <sup>25</sup>	REDACTED
Gay	REDACTED	5%
Heterosexual	84%	84%
Lesbian	REDACTED	REDACTED
Other	6%	6%

<sup>25</sup> Percentages <5% of homeless applicants cannot be disclosed and have been anonymised.

## 5. Adult Skills and Education Service

The following section contains data from the City of London Corporation's Adult Skills and Education Service, which works in partnership with community and voluntary organisations, schools, children's centres and libraries to offer training and education.

The data presented relates to adult learners in the academic years 2023 (beginning in September 2022) and 2024 (beginning in September 2023).

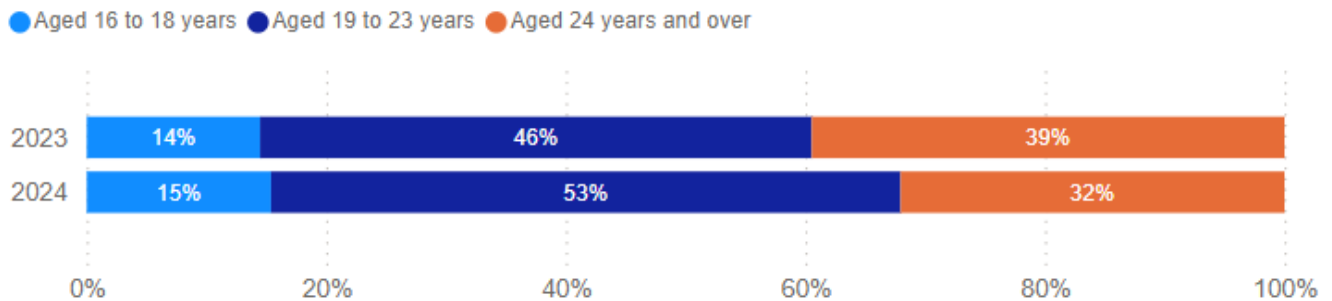
### Apprenticeship Programme

The City Corporation's Apprenticeship Programme provided training to 76 apprentices in academic year 2023 and 78 apprentices in academic year 2024. Diversity information was shared by all apprentices on the characteristics presented in the charts displayed.

53% of apprentices in academic year 2024 were aged between 19 and 23 years old. This was the largest proportional share of apprentices, and there was an increase of seven percentage points on the comparative share in the previous academic year.

32% of apprentices were aged 24 years and over, a decrease of seven percentage points on their proportional share in the previous academic year. This category also includes some apprentices aged 50 years and over; they have been aggregated into this category as recording them separately falls below the threshold for anonymisation.

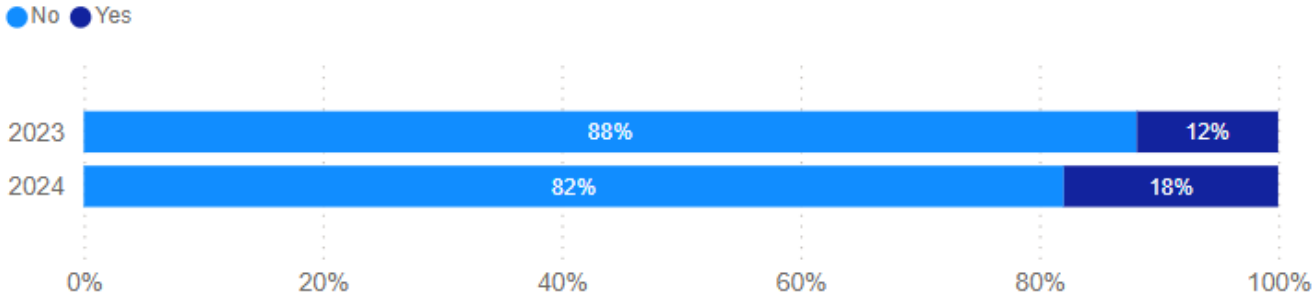
### Age of Apprentices



Age	Academic Year 2023	Academic Year 2024
Aged 16 to 18 years	14%	15%
Aged 19 to 23 years	46%	53%
Aged 24 years and over	39%	32%

18% of apprentices disclosed a learning difficulty, disability, or health problem in academic year 2024. This was an increase of six percentage points on the proportion the previous academic year.

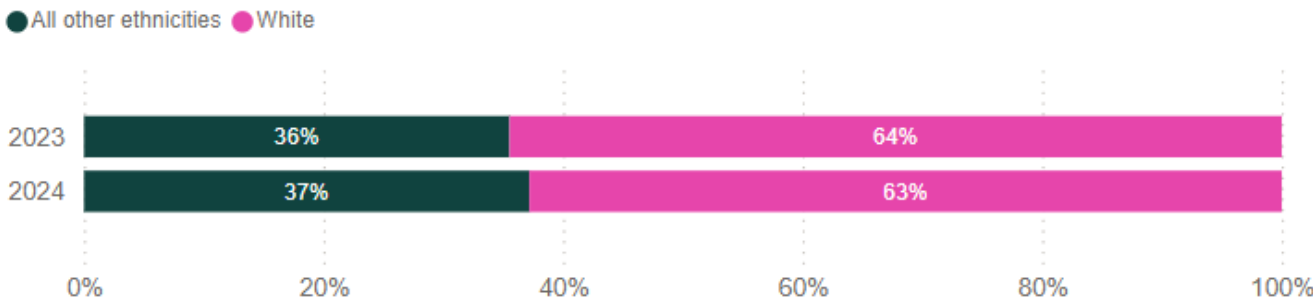
### Apprentices Declaring a Learning Difficulty/Disability/Health Problem



Disclosing a learning difficulty, disability, or health problem	Academic Year 2023	Academic Year 2024
No	88%	82%
Yes	12%	18%

63% of apprentices in academic year 2024 identified their ethnicity as White. This was the largest proportional share of apprentices and was consistent with the data recorded for the previous academic year. The proportional share between the other categories (Asian or Asian British, Black or Black British, Mixed or Multiple ethnic groups, and Other ethnic groups) have been aggregated into a single category for this analysis, as separating them out would have seen them fall below the threshold for anonymisation.

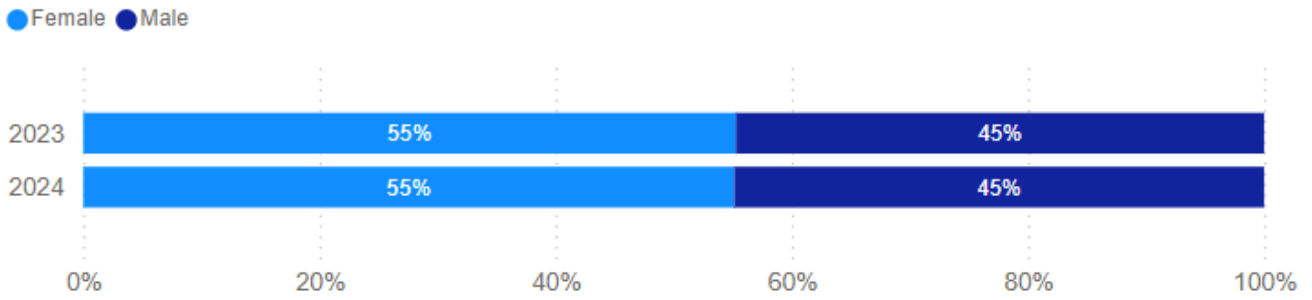
### Ethnicity of Apprentices



Ethnicity	Academic Year 2023	Academic Year 2024
All other ethnicities	36%	37%
White	64%	63%

55% of apprentices were female in both academic year 2023 and academic year 2024.

### Sex of Apprentices



Sex	Academic Year 2023	Academic Year 2024
Female	55%	55%
Male	45%	45%

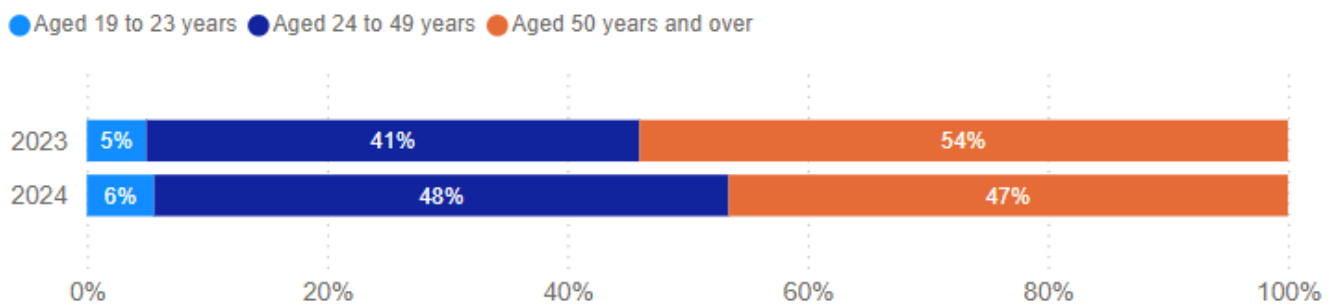
### Community Learning and Adult Skills Programmes

The City Corporation's Adult Skills and Education Service provided training to 626 adult learners in academic year 2023 and 1,106 adult learners in academic year 2024. As with previous sections, learners not sharing information have been excluded from totals for the percentage breakdowns in the charts displayed.

Data on age was shared by 100% of adult learners across both academic years 2023 and 2024.

The majority of adult learners in academic year 2024 were older than 24 years. These learners were split fairly evenly between those aged 24 and 49 years old and those aged 50 years and above. This is somewhat different from the position seen in academic year 2023, where the largest proportional share of learners were aged 50 years and over, at 54%.

### Age of Learners





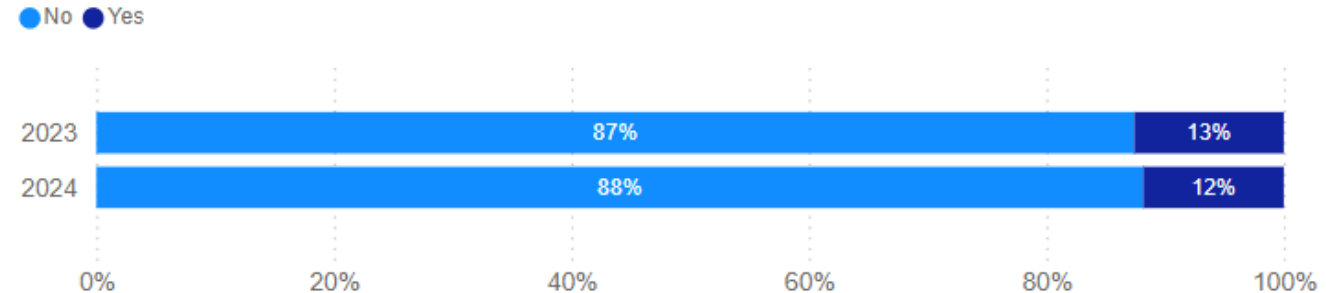
Age	Academic Year 2023	Academic Year 2024
Aged 19 to 23 years	5%	6%
Aged 24 to 49 years	41%	48%
Aged 50 years and over	54%	47%

Data on disability was shared by 98% of adult learners in academic year 2024, up from 96%. All other learners preferred not to share information.

Adult Learners Sharing Disability Information	Academic Year 2023	Academic Year 2024
Percentage sharing diversity information	96%	98%
Percentage preferring not to share diversity information	4%	2%
Percentage not sharing diversity information	0%	0%

12% of learners declared a learning difficulty, disability, or health problem in academic year 2024. This was consistent with the previous academic year.

### Learners Declaring a Learning Difficulty/Disability/Health Problem



Disclosing a learning difficulty, disability, or health problem	Academic Year 2023	Academic Year 2024
No	87%	88%
Yes	13%	12%

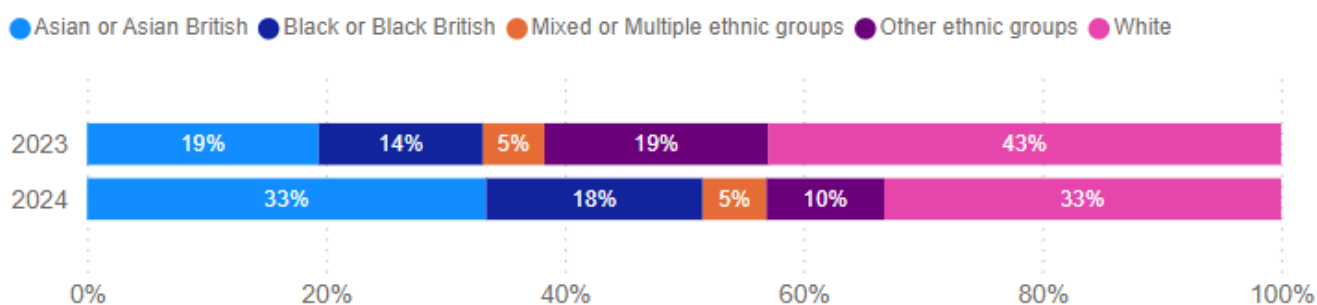
Data on ethnicity was shared by 99% of adult learners in both academic years 2023 and 2024. All other learners preferred not to share information.

Adult Learners Sharing Ethnicity Information	Academic Year 2023	Academic Year 2024
Percentage sharing diversity information	99%	99%
Percentage preferring not to share diversity information	1%	1%
Percentage not sharing diversity information	0%	0%

The ethnicity categories to which the largest proportion of learners belonged to in academic year 2024 were Asian or Asian British and White, both on 33%. This is a notable shift from the previous academic year, with the proportion of Asian and Asian British learners rising by fourteen percentage points, and the proportion of White learners falling by ten percentage points.

Shifts were also seen in other categories, with the proportion of Black and Black British learners rising by four percentage points, and the proportion belonging to Other ethnic groups falling by nine percentage points.

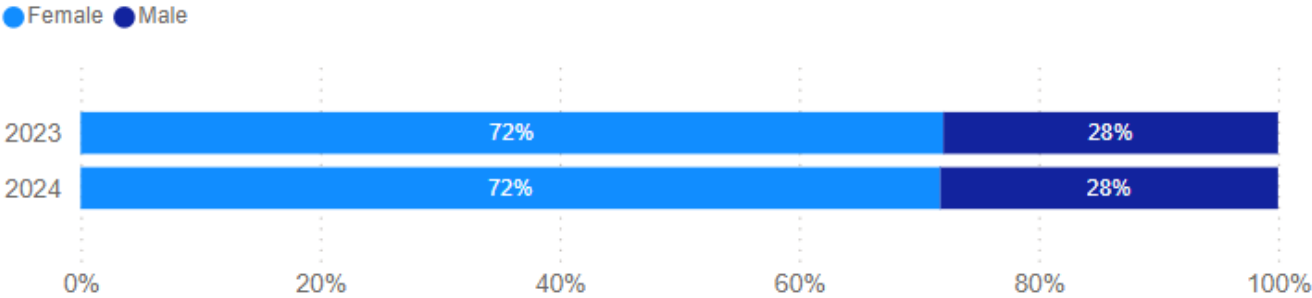
## Ethnicity of Learners



Ethnicity	Academic Year 2023	Academic Year 2024
Asian or Asian British	19%	33%
Black or Black British	14%	18%
Mixed or Multiple ethnic groups	5%	5%
Other ethnic groups	19%	10%
White	43%	33%

Data on sex was shared by 100% of adult learners across both academic years 2023 and 2024. 72% of learners were female in both academic year 2023 and academic year 2024.

### Sex of Learners



Sex	Academic Year 2023	Academic Year 2024
Female	72%	72%
Male	28%	28%