

City of London Corporation

Equality Information Report 2025

Date Range: 1 April 2024 to 31 March 2025



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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. The City of London Corporation is a public authority, however as it is a multi-purpose body we carry out public, private and charitable functions. We have chosen to include equalities information for all the workforce, including the functions which are outside of the Public Sector Equality Duty reporting requirements. This is because it provides the fullest picture of the City of London Corporation, and holds the organisation to the same standard regardless of function. An exception is for City of London Police who report separately; their Public Sector Equality Report is available online at:

<https://www.cityoflondon.police.uk/police-forces/city-of-london-police/areas/city-of-london/about-us/about-us/equality-and-diversity2/equality-and-diversity-employment-statistics/>

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.

The reach and responsibilities of the City Corporation is unlike any other organisation. We deliver the functions of a local authority for our 8,600 residents (Census 2021) and hold multiple other responsibilities for our 676,000 City workers (Office for National Statistics) based in the Square Mile. City Corporation provide all the housing, education, social care and community services for the residential community within the Square Mile, as well as public health, leisure and adult education for residents and City workers.

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.

The residents, workers and businesses are represented by independent and non-partisan political voices of 125 elected Members, Aldermen and Alderwomen. Our elected Members are supported by 4,652 staff officers. 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

Our staff lead, manage and deliver our services, such as management of green spaces in and outside the capital as well as City streets, providing libraries and schools, and managing port health and animal reception centres. Cultural institutions, such as the Barbican Centre, Guildhall Gallery, London Archives, the Old Bailey and five famous London bridges are managed under the City of London Corporation's umbrella.

The breadth of the City Corporation's responsibilities and functions mean that we have an extremely broad range of roles and careers. The variety of roles available within City of London Corporation is an asset to staff diversity.

Scope and Methodology

This report consists of three sections, each providing equalities information on groups of people impacted by policies and practices and the City of London Corporation.

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 Objectives¹ and People Strategy² 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 compared the workforce of City of London Corporation with external benchmarks.

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 included³. 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. City of London Police publish their Public Sector Equality Reports here:

<https://www.cityoflondon.police.uk/police-forces/city-of-london-police/areas/city-of-london/about-us/about-us/equality-and-diversity2/equality-and-diversity-employment-statistics/>

Diagram of City of London Corporation’s Departments and Institutions

City of London Corporation			
Corporate Departments	Remembrancer’s	Service Departments	Institutions
<ul style="list-style-type: none"> - People and HR - Communication and Engagement - Corporate Strategy and Performance - Deputy Town Clerk - Chamberlain’s - City Surveyor’s - Comptroller’s 	<ul style="list-style-type: none"> - Remembrancer’s 	<ul style="list-style-type: none"> - Innovation and Growth - Environment - Department for Community and Children’s Services 	<ul style="list-style-type: none"> - Barbican Centre - City Bridge Foundation - City of London Police* - City of London School - City of London School for Girls - City of London Freeman’s School - City of London Junior School - Guildhall School of Music and Drama

*City of London Police is excluded in the data for this report as they report separately.

The data reflects the workforce recorded as of 31 March 2025 (abbreviated to FY 2025), unless otherwise stated. On this date, there were a total of 4,652 employees across the departments and functions listed above, covering a wide range of service areas. Where possible, workforce data is compared to a snapshot of the workforce recorded in previous financial years.

Information is drawn from basic payroll and the HR information system data. While 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

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

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

³ 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.

subsection. The percentage breakdown of characteristics is presented as a proportion of the number of employees sharing data, not the total number of employees.

City of London Corporation is part-way through a major, multi-year transformation programme to reprofile its organisational structures across roles and grades. This programme of work includes the creation of new role profiles and job families, the creation of a new job evaluation process, and the creation of a new pay and grading framework. The transfer to a new system also provides an opportunity to make data sharing easier, and to increase the proportion of staff sharing their diversity information.

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.

The workforce data covers nine protected characteristics, based on those identified in the Equality Act 2010. Within the City of London Corporation, we collect

Core Categories (i.e. expected to be included in all City of London Corporation Diversity Monitoring data capture)

- Age: This refers to a person belonging to a particular age or range of ages.
- Disability and Long-Term Conditions: 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.
- Ethnicity: 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 guidelines⁴, 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. We also use the collective term Global Majority to refer to Arab, Asian/Asian British (and all categories within), Black/Black British (and all categories within), Mixed or multiple ethnicities (and all categories within) and Latin American.

Common Categories (i.e. likely to be included in City of London Corporation Diversity Monitoring data capture)

- Trans Identity: Gender Reassignment is protected under the Equality Act 2010, and 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.
- Caring Responsibilities: A carer is a person who provides or intends to provide care for another person⁵. City of London Corporation asks staff for this data. It is not yet at a reportable threshold.
- 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.
- Sexual Orientation: This pertains to an individual's sexual attraction toward their own sex, the opposite sex, or both sexes

Committed Categories (i.e. the City Corporation has pledged to treat these categories on par with protected characteristics)

⁴ [Writing about ethnicity - GOV.UK](#)

⁵ [What is a carer? - Sense](#)

- Care Experienced / Care Leaver: A person is care experienced if they have been in local authority care as a child. City of London Corporation asks staff for this data. It is not yet at a reportable threshold.
- Socio-Economic Background: Socio-economic background refers to the particular set of social and economic circumstances that an individual has come from. An individual's socio-economic background is defined by their higher earning parent's occupation. City of London Corporation asks staff for this data. It is not yet at a reportable threshold.
- Veteran Status: A person is a veteran if they have served for at least one day in His Majesty's Armed Forces (Regular or Reserve) or as a Merchant Mariner who has seen duty on a legally defined military operation. City of London Corporation asks staff for this data. It is not yet at a reportable threshold.

Remaining Categories

- 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. While we collect data on marriage and civil partnership, data is not presented in this report as it is not required by the Public Sector Equality Duty.
- Pregnancy and Maternity: Protection extends to pregnancy and the period after childbirth. Discrimination against breastfeeding women is also covered.
- Sex: Refers to being a man or a woman. In April 2025, the Supreme Court stated that sex in the Equality Act 2010 refers to biological sex. Employee data on sex is provided by candidates via application form, and then verified against proof of identification during the onboarding process for payroll purposes.

To supplement our workforce data, publicly available data published by the Office for National Statistics (ONS) 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. These include residents of the City of London, employees who work in businesses and workplaces based in the City of London, and the broader population of London and the UK.

The primary source of data used to understand our context and impact on residents 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 obligations to residents, as well as 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. Based on the comparator data available, the 2021 Census remains the most accurate, consistent and comprehensive source of data on the residential population. This remains under review.

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. Census data was downloaded from the ONS Nomis service⁶.

⁶ 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](#)

The Annual Population Survey⁷ serves as our principal source of data on the worker population. The City of London has experienced significant growth in employment since the COVID-19 pandemic, so a more frequently updated data source is necessary.

However, there are several caveats that come with using estimates derived from the Annual Population Survey. Firstly, as the Annual Population Survey is an extrapolation of a sample of interviewees, there are several methodological caveats. Whilst ONS interviewers attempt to capture information as accurately as possible, some respondents give 'City of London' as a generic response when their workplace may not strictly be within that area. Secondly, variable response rates for certain questions and small sample sizes for certain characteristics result in less reliable estimates. Thirdly, there have been issues in recent years with the response rates for the ONS', leading the Office for Statistics Regulation (OSR) to temporarily suspend the official statistics accreditation for some of the statistical outputs from the Labour Force Survey and Annual Population Survey.⁸ Estimates around the characteristics of the worker population of the Square Mile, therefore, are treated with caution. As part of the City Corporation's Destination City Programme, further work with the ONS is planned for 2026, to ensure that the most accurate and up to date information on the worker population is available across the organisation.⁹

According to the ONS' Business Register and Employment Survey (BRES) 2024 Employment Estimates, there were 676,000 workers in the City of London. Over 80% of all employment in the City of London, 567,000 workers, was within the Financial and Professional Services, Business and Technology sectors (FPSBT). The results of the Annual Population Survey to workplace area are not routinely published, so data has been obtained via bespoke request directly to the ONS. Primarily, data comes from the Annual Population Survey, April 2024 – March 2025 (weighted 2022), to align with the date period of this report. However, Sexual Orientation data is only available by calendar year dataset, so the most up to date dataset available at the time this report was written was from the Annual Population Survey, January 2023 – December 2023 (weighted 2022). Estimates based on smaller sample sizes, which should be used with particular caution, will be identified within the relevant data table.

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, as recorded as of 31 March 2025 (FY 2025) The definitions of employees and list of protected characteristics are as in Section A.

Please note that this section presents data on age, disability, ethnicity, religion or belief, sex and sexual orientation. Gender reassignment and trans identity, legal partnership status and pregnancy and maternity are excluded as the data when analysed by salary groups may identify individuals.

To maintain anonymity with regards to protected characteristics, grades have been grouped for further analysis. Any category which has a group with fewer than 10 people, will be suppressed to protect individuals from being identified. 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.

⁷ 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.

⁸ For further information, please see the following: [OSR's statement on the Labour Force Survey-derived estimates and Annual Population Survey-derived estimates – Office for Statistics Regulation](#)

⁹ For further information, please see the following: [Destination City Programme - Delivery Update Report - Meeting of Policy and Resources Committee. Thursday, 16th October, 2025](#)

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 five service areas:

- Adult and Children's Social Care Provision
- Education Support for Children
- Rough Sleepers
- Temporary Accommodation Applications
- 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. **Any category which has a group with fewer than 10 people will be suppressed to protect individuals from being identified.**

A. Comparative Equalities Data

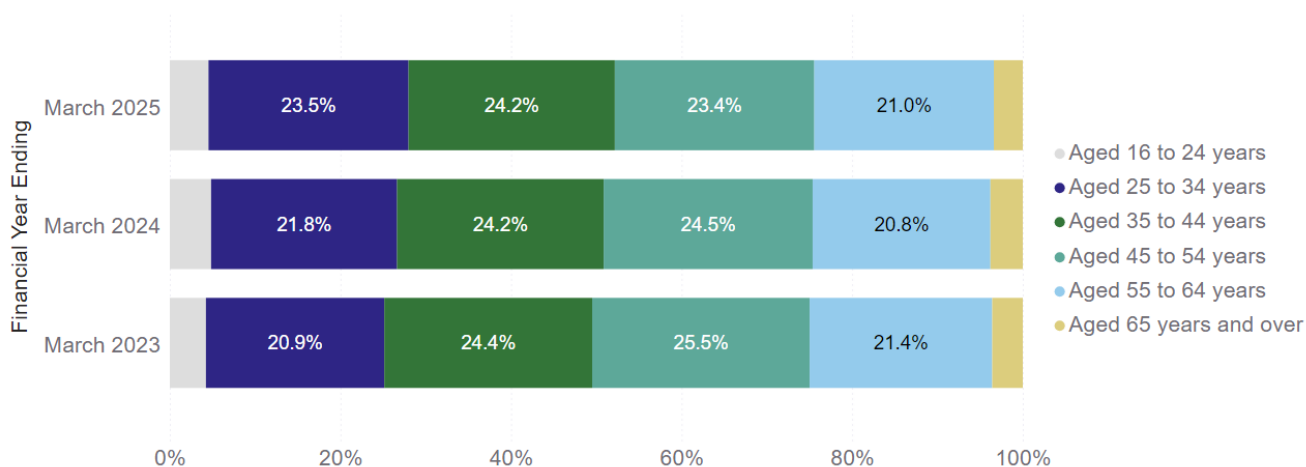
1. Age

City of London Corporation Data

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

In FY 2025, 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.

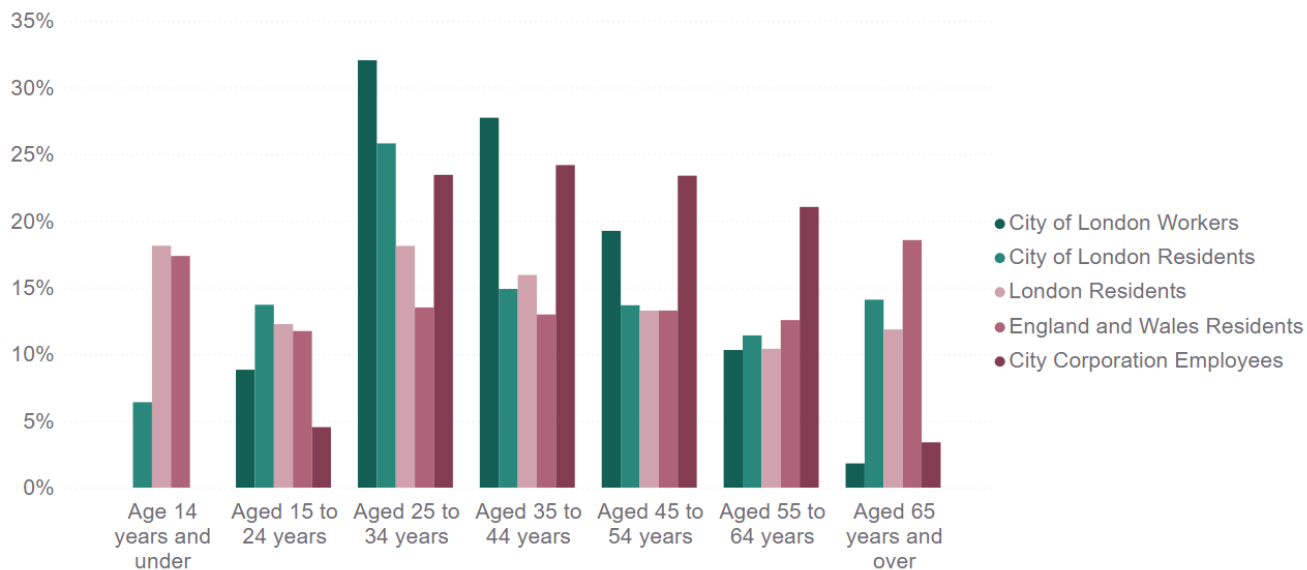


Age of City Corporation Employees	FY 2023	FY 2024	FY 2025
Aged 16 to 24 years	4.2%	4.8%	4.5%
Aged 25 to 34 years	20.9%	21.8%	23.5%
Aged 35 to 44 years	24.4%	24.2%	24.2%
Aged 45 to 54 years	25.5%	24.5%	23.4%
Aged 55 to 64 years	21.4%	20.8%	21.0%
Aged 65 years and over	3.6%	3.8%	3.4%

Comparative Data

Comparing the City Corporation's workforce to data from the Census 2021 is imperfect due to the age bands used by the ONS for young people not lining up with the working age population. However, it is notable that the City Corporation employs a large proportion of people aged 35 to 64, compared to its comparative areas, and a smaller proportion of people aged 24 years and under when compared to the City of London itself.

Data from the Annual Population Survey 2024/25 suggests that a higher proportion of workers for businesses based in the City of London are concentrated within younger age brackets than comparative areas. Nearly 60% of all City workers fall within the two ages brackets between 25 and 44 years old. The City of London Corporation employs double the proportion of workers aged 55 -64 (21.0%) compared to the City of London Worker population (10.3%).



Age Band	City of London Workers	City of London Residents	London	England & Wales	City Corporation Employees
Aged 0 to 14 years		6.4%	18.1%	17.4%	
Aged 15 to 24 years ¹⁰	8.8%	13.7%	12.3%	11.7%	4.5%
Aged 25 to 34 years	32.0%	25.8%	18.1%	13.5%	23.5%
Aged 35 to 44 years	27.7%	14.9%	15.9%	13.0%	24.2%
Aged 45 to 54 years	19.3%	13.7%	13.3%	13.3%	23.4%
Aged 55 to 64 years	10.3%	11.4%	10.4%	12.6%	21.0%
Aged 65 years and over	1.8%	14.1%	11.9%	18.6%	3.4%

¹⁰ These age bands are used to align with the data published in the Census 2021. Datasets for City Workers and City Corporation employees only include working age population.

2. Disability

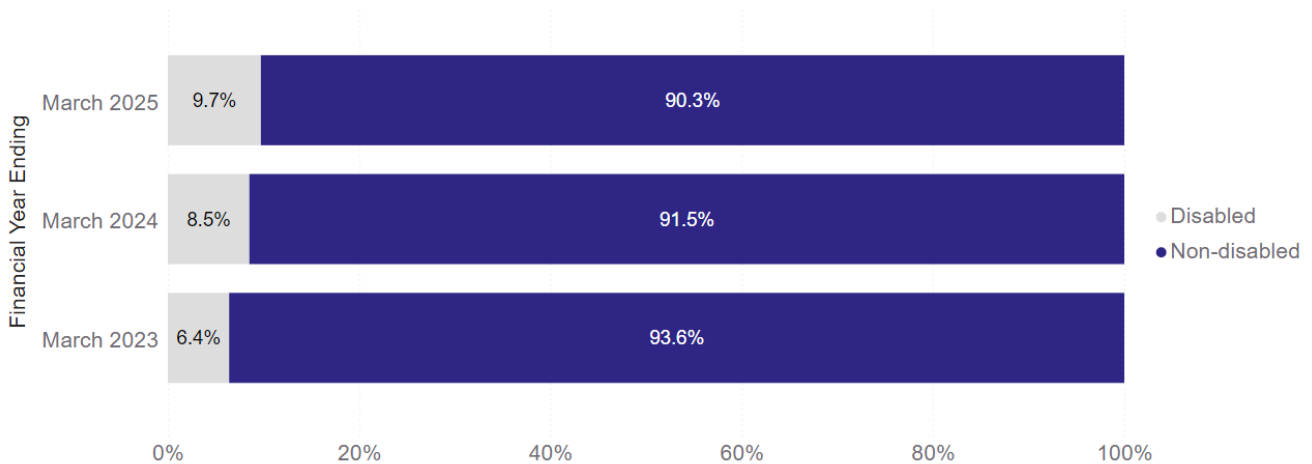
City of London Corporation Data

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

71% of City Corporation employees shared information related to disability in FY 2025. This is a small decrease compared to FY 2024, and a further decrease from FY 2023.

Employees sharing diversity information	FY 2023	FY 2024	FY 2025
Percentage sharing diversity information	76%	73%	71%
Percentage preferring not to share diversity information	0%	0%	10%
Percentage not sharing diversity information	24%	27%	19%

Of the staff who do share their information, 9.7% disclose a disability, impairment, long-term health condition or access need. This increased by 1.2% in FY 2025 compared to FY 2024 and 3.3% from FY 2023.

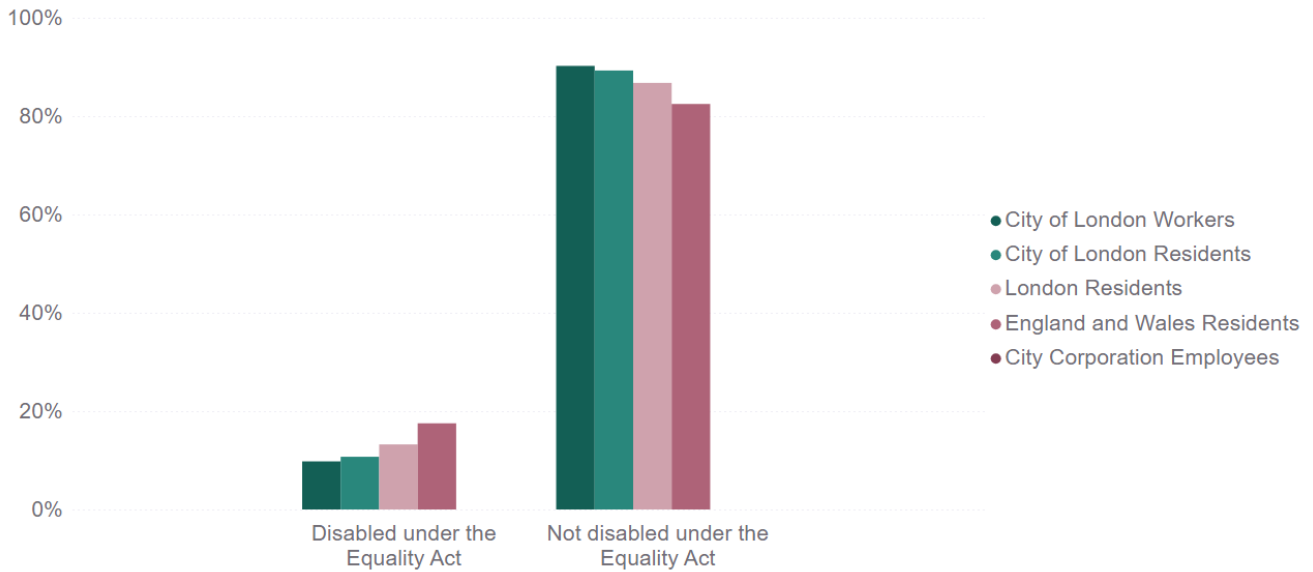


City Corporation Employees identifying as disabled, or having an impairment, long-term health condition or access need	FY 2023	FY 2024	FY 2025
No	93.6%	91.5%	90.3%
Yes	6.4%	8.5%	9.7%

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 workers and residents in the City of London is at a comparable level, and both slightly below the proportion recorded for London as a whole. However, it is a notable degree lower than the level of disability recorded as a national level.



Disability categories (Census 2021)	City of London Workers	City of London Residents	London	England and Wales
Disabled under the Equality Act	9.8%	10.7%	13.2%	17.5%
Not disabled under the Equality Act	90.2%	89.3%	86.8%	82.5%

3. Ethnicity

City of London Corporation Data

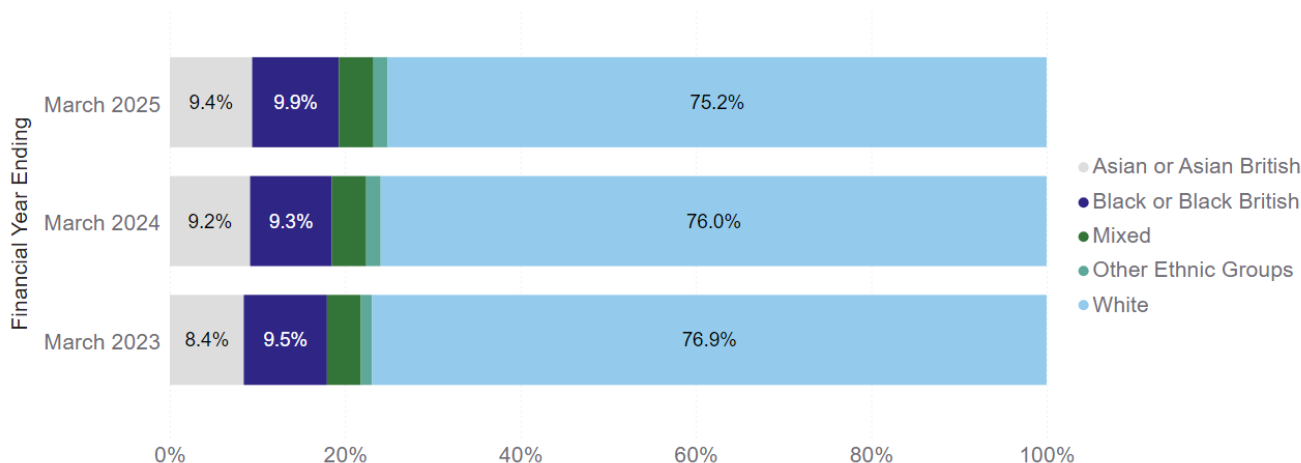
The City Corporation collects data on ethnicity through the question "What is your ethnicity?". Employees are given a choice of standard categories¹¹, or are given the option to self-describe.

81% of City Corporation employees shared information related to ethnicity in FY 2025. This is a small decrease of 3% compared to FY 2024.

Employees sharing diversity information	FY 2023	FY 2024	FY 2025
Percentage sharing diversity information	80%	84%	81%
Percentage preferring not to share diversity information	2%	0%	8%
Percentage not sharing diversity information	18%	16%	12%

In FY 2025, 9.4% of employees identified as either Asian or Asian British, and 9.9% as Black or Black British. 25% of employees identified as from the Global Majority. Three quarters of those employees sharing data identified as White.

There has been minimal change in the breakdown between ethnicities when comparing FY 2023, FY 2024 and FY 2025.



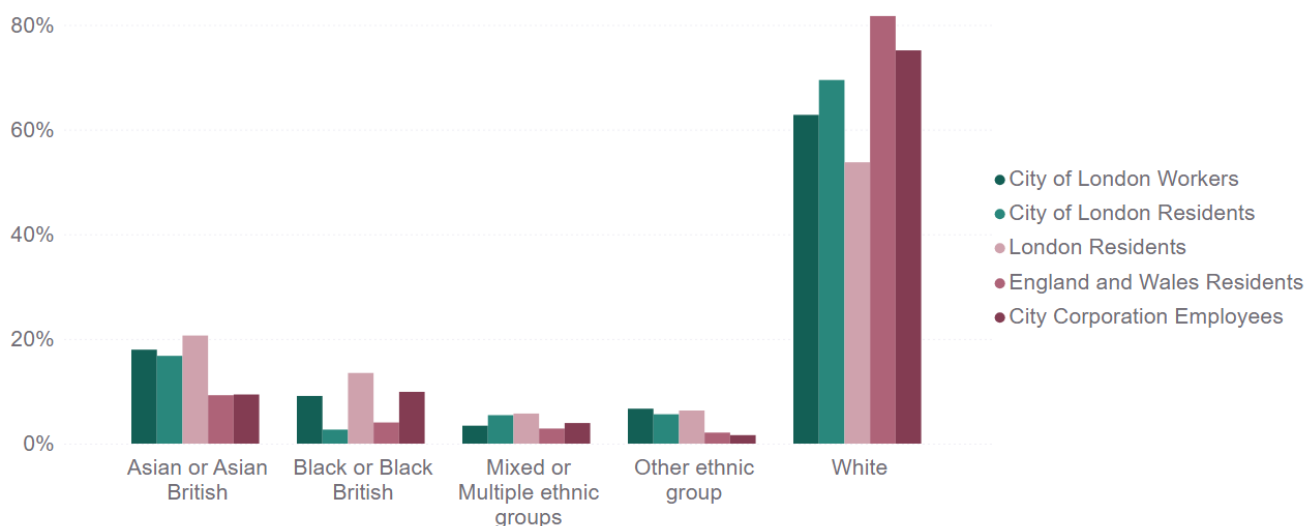
Ethnicity of City Corporation Employees	FY 2023	FY 2024	FY 2025
Asian or Asian British	8.4%	9.2%	9.4%
Black or Black British	9.5%	9.4%	9.9%
Mixed	3.9%	3.9%	3.9%
Other Ethnic Groups	1.3%	1.7%	1.6%
White	76.9%	76.0%	75.2%

¹¹ Standard categories are based on Office for National Statistics guidelines. Further information can be found here: [List of ethnic groups - GOV.UK](#)

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 (+21.4%) and workers at businesses based in the City of London (+12.4%).

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 (-8.6%) and residents (7.4%) based in the City of London.



Ethnicity categories (Census 2021)	City of London Workers	City of London Residents	London	England and Wales	City Corporation Employees
Asian or Asian British	18.0% ¹²	16.8%	20.7%	9.3%	9.4%
Black or Black British	9.1%	2.7%	13.5%	4.0%	9.9%
Mixed or Multiple ethnic groups	3.4% ¹³	5.4%	5.7%	2.9%	3.9%
Other ethnic group	6.7%	5.6%	6.3%	2.1%	1.6%
White	62.8%	69.5%	53.8%	81.7%	75.2%

¹² Estimates of City of London Workers from Chinese and Any other Asian backgrounds, two constituent groups of Asian or Asian British, are based on a small sample size. This may result in less precise estimates, which should be used with caution.

¹³ Estimates of City of London Workers from mixed or Multiple ethnic groups are based on a small sample size. This may result in less precise estimates, which should be used with caution.

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?".

28% of City Corporation employees shared information related to gender reassignment and gender identity in FY 2025, with <1% indicating they would prefer not to share information. The proportion sharing information increased by 8% compared to FY 2024 and 19% since FY 2023.

Due to the low sharing rate, no analyses can be reliably drawn.

5. Religion or Belief

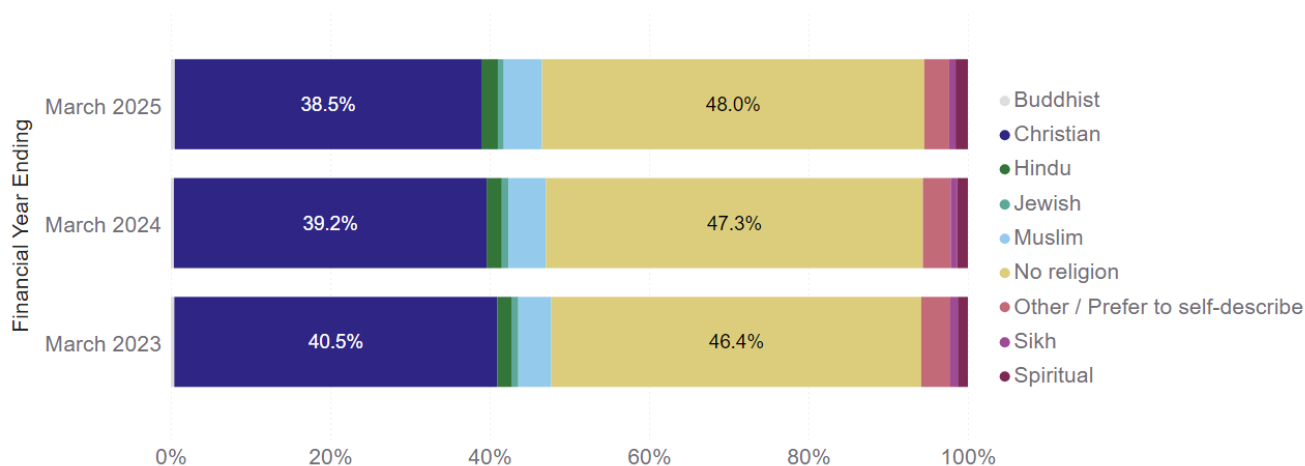
City of London Corporation Data

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

70% of City Corporation employees shared information related to religion or belief in FY 2025. This is a small decrease compared to FY 2024.

Employees sharing diversity information	FY 2023	FY 2024	FY 2025
Percentage sharing diversity information	74%	72%	70%
Percentage preferring not to share diversity information	0%	REDACTED ¹⁴	10%
Percentage not sharing diversity information	26%	27%	20%

No religion is the category to which the greatest proportion of City Corporation employees belong, followed by Christian. All categories saw an annual variance of less than +/- 1% in FY 2025.



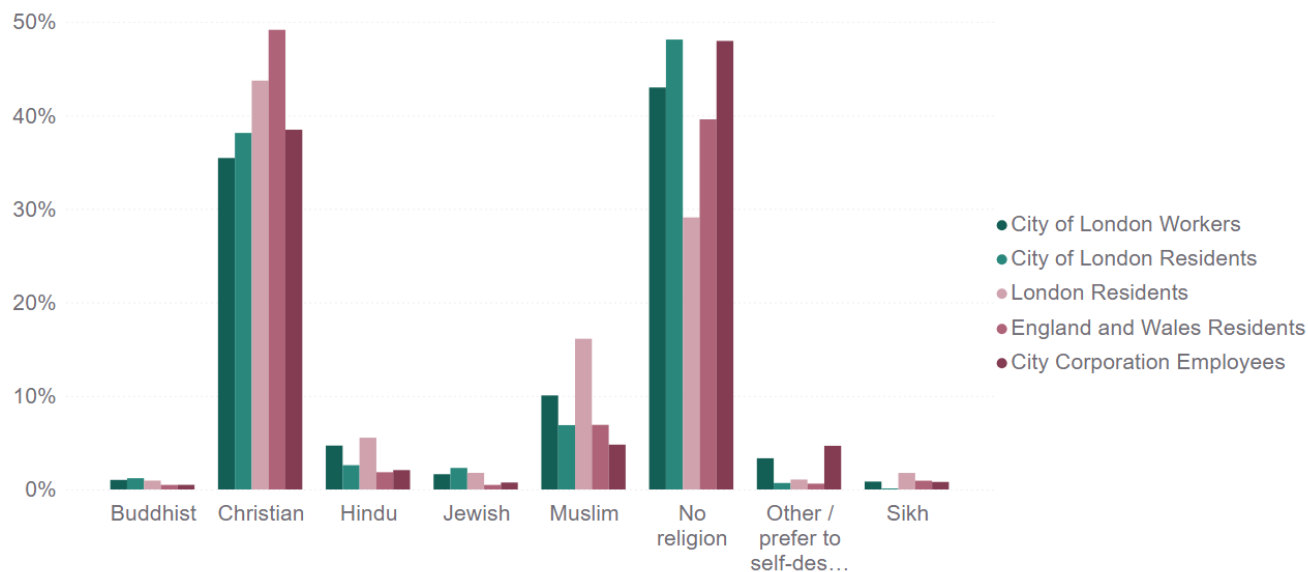
Religion or Belief of City Corporation Employees	FY 2023	FY 2024	FY 2025
Buddhist	REDACTED	REDACTED	REDACTED
Christian	40.5%	39.2%	38.5%
Hindu	1.8%	1.9%	2.1%
Jewish	REDACTED	REDACTED	REDACTED
Muslim	4.2%	4.7%	4.8%
No religion	46.4%	47.3%	48.0%
Other / prefer to self-describe	3.6%	3.5%	3.1%
Sikh	REDACTED	REDACTED	REDACTED
Spiritual	1.3%	1.4%	1.5%

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

Comparative Data

Census respondents were given the option not to respond regarding their religion; information sharing rates are as follows. As the information on City Workers in the Annual Population Survey is based on a sample, a similar information sharing rate is unavailable; however, the ONS do advise that disclosure around religion may be lower than other characteristics.

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 Residents, 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 Residents (-18.9%). The City Corporation and City of London Workers have a notably greater proportion of employees identifying as another religion (4.7% and 3.3 respectively), compared to 1% or lower for the comparator areas).

Religion or Belief categories	City of London Workers	City of London Residents	London	England & Wales	City Corporation Employees
Buddhist	1.0% ¹⁵	1.2%	0.9%	0.5%	REDACTED
Christian	35.4%	38.1%	43.7%	49.1%	38.5%
Hindu	4.7%	2.6%	5.5%	1.8%	2.1%
Jewish	1.6% ¹⁶	2.3%	1.8%	0.5%	REDACTED
Muslim	10.1%	6.9%	16.1%	6.9%	4.8%
No religion	43.0%	48.1%	29.1%	39.6%	48.0%

¹⁵ Estimates of City of London Workers who are Buddhist are based on a small sample size. This may result in less precise estimates, which should be used with caution.

¹⁶ Estimates of City of London Workers who are Jewish are based on a small sample size. This may result in less precise estimates, which should be used with caution.

Other religion	3.3% ¹⁷	0.7%	1.1%	0.6%	4.7%
Sikh	0.8% ¹⁸	0.1%	1.8%	0.9%	REDACTED

¹⁷ Estimates of City of London Workers who identify as believing in an Other Religion are based on a small sample size. This may result in less precise estimates, which should be used with caution.

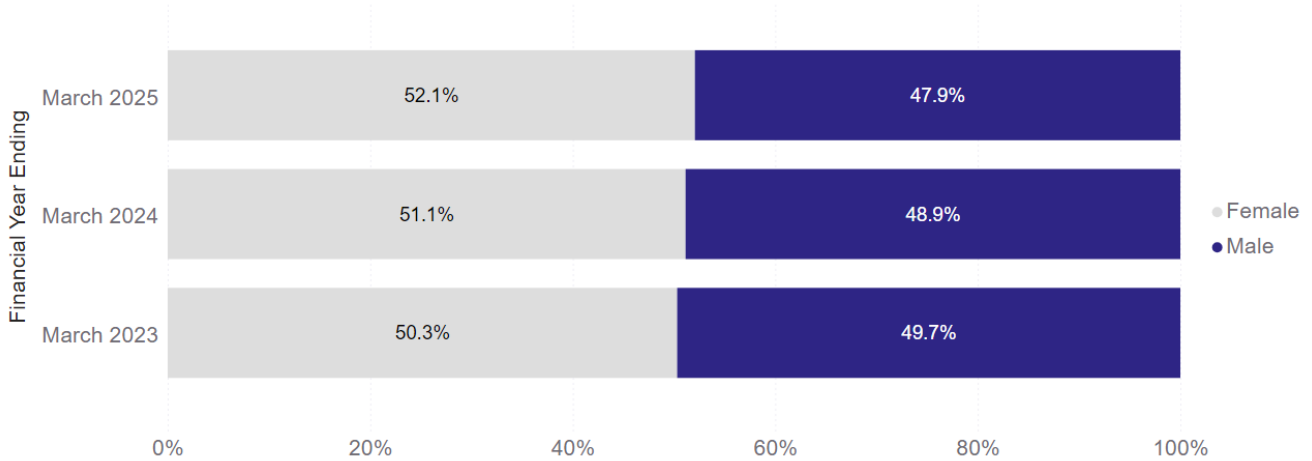
¹⁸ Estimates of City of London Workers who are Sikh are based on a small sample size. This may result in less precise estimates, which should be used with caution.

6. 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 2.1% between FY 2022 and FY 2025, the overall split remains around 50/50.



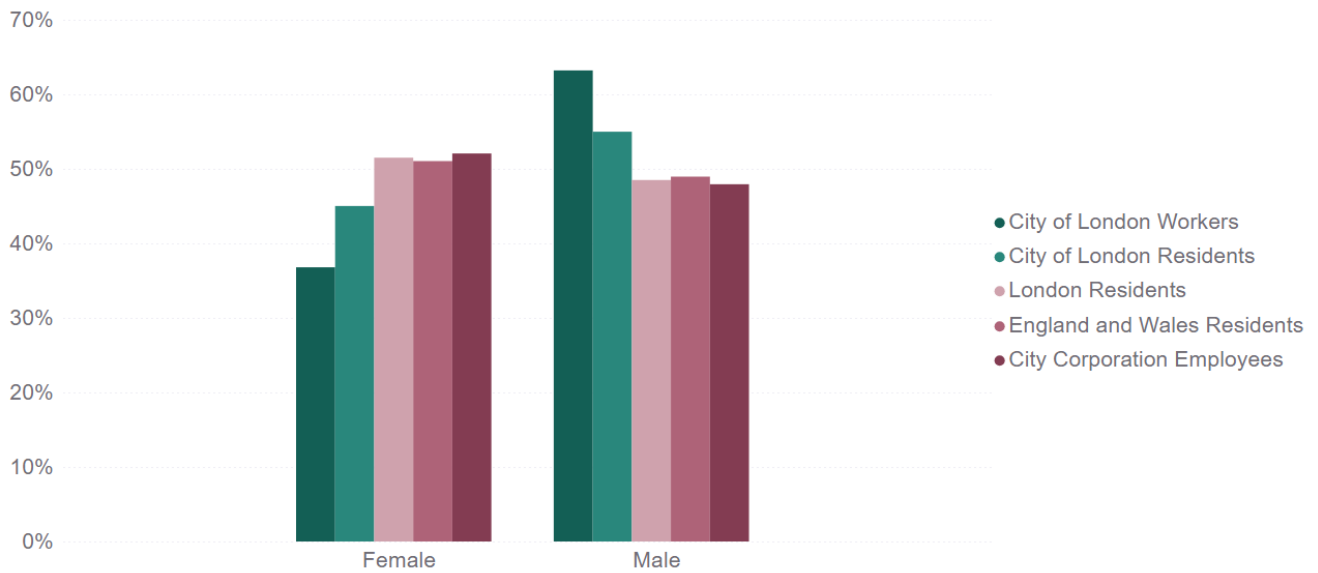
Sex of City Corporation Employees	FY 2022	FY 2023	FY 2024	FY 2025
Female	50.0%	50.3%	51.1%	52.1%
Male	50.0%	49.7%	48.9%	47.9%

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 Residents has notably fewer female residents than male, a ten-percentage point difference.

The difference is even greater when looking at workers at businesses based in the City of London, where only 36.8% are female compared to 63.2% male workers.



Sex	City of London Workers	City of London Residents	London	England & Wales	City Corporation Employees
Female	36.8%	45.0%	51.5%	51.0%	52.1%
Male	63.2%	55.0%	48.5%	49.0%	47.9%

7. Sexual Orientation

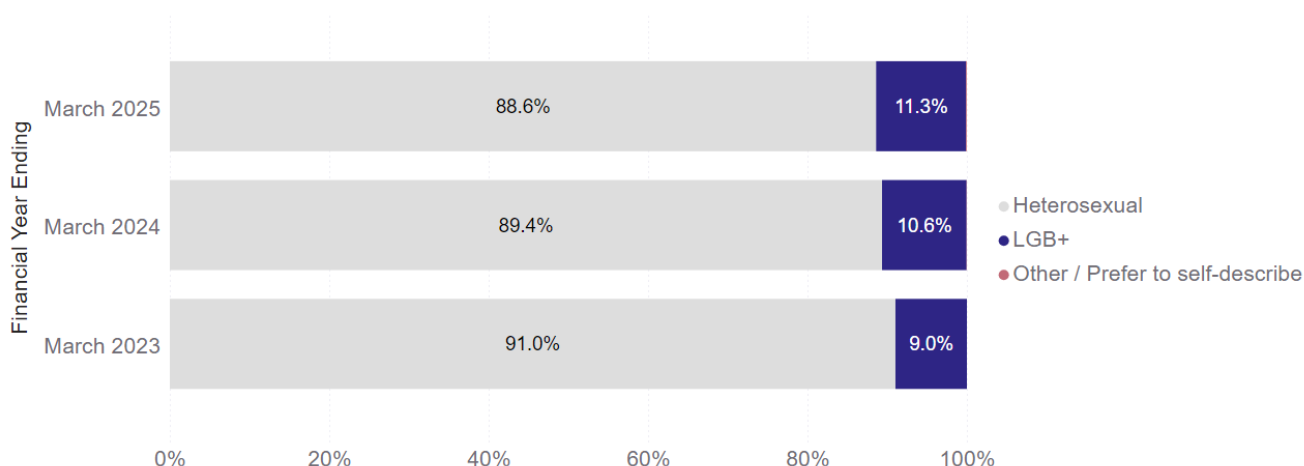
City of London Corporation Data

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

62% of City Corporation employees shared information related to sexual orientation in FY 2025, similar to FY 2023 and FY 2024, The percentage of staff who 'prefer not to say' has increased from 5% in FY 2024 to 12% FY 2025.

Employees sharing diversity information	FY 2023	FY 2024	FY 2025
Percentage sharing diversity information	65%	64%	62%
Percentage preferring not to share diversity information	5%	5%	12%
Percentage not sharing diversity information	30%	31%	25%

The proportion of staff identifying as LGB+ has marginally increased from 9% in FY 2023 to 11.3% in 2025.



Sexual Orientation of City Corporation Employees	FY 2023	FY 2024	FY 2025
Heterosexual	91.0%	89.4%	88.7%
LGB+	9.0%	10.6%	11.3%
Prefer to self-describe	0.0%	REDACTED ¹⁹	REDACTED

Comparative Data

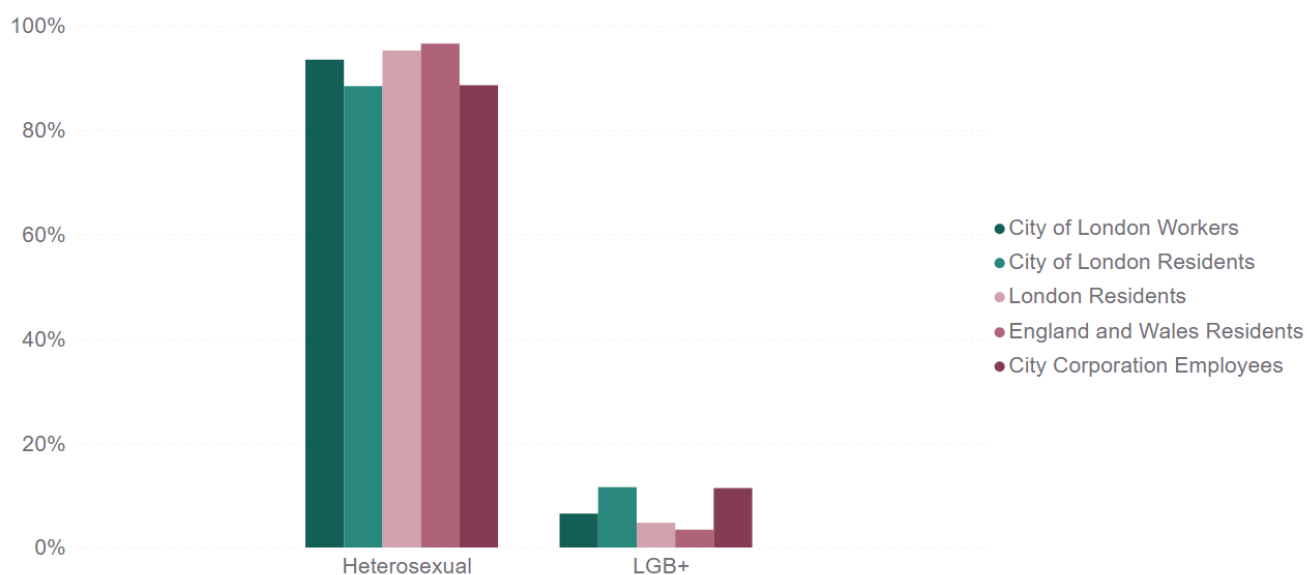
Census respondents were given the option not to respond regarding their sexual orientation; information sharing rates are as follows. As the information on City Workers in the Annual Population Survey is based on a sample, a similar information sharing rate is unavailable; however, the ONS do advise that disclosure around sexual orientation may be lower than other characteristics.

¹⁹ Percentages marked as REDACTED in this section consist of <1% of City Corporation employees sharing information and cannot be disclosed.

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 Residents. The proportion of City Corporation employees and City of London residents identifying as LGB+ is 6-8% higher than London and England and Wales. The proportion of City workers identifying as LGB+ is below residents and City Corporation employees, but higher than the London and national proportion.

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 or published as part of the Annual Population Survey in a directly comparable manner. City Corporation employee data will be available for FY 2026 and will be published in the next iteration of this report.



Sexual orientation categories and sub-categories (Census 2011 only)	City of London Workers	City of London Residents	London	England & Wales	City Corporation Employees
LGB+	6.5% ²⁰	11.6%	4.7%	3.4%	11.4%
<i>All other sexual orientations</i>	-	0.1%	0.3%	0.2%	-
<i>Asexual</i>	-	0.1%	0.1%	0.1%	-
<i>Bisexual</i>	-	2.6%	1.7%	1.4%	-
<i>Gay or Lesbian</i>	-	8.5%	2.5%	1.7%	-
<i>Pansexual</i>	-	0.2%	0.1%	0.1%	-
<i>Queer</i>	-	0.1%	0.1%	0.0%	-

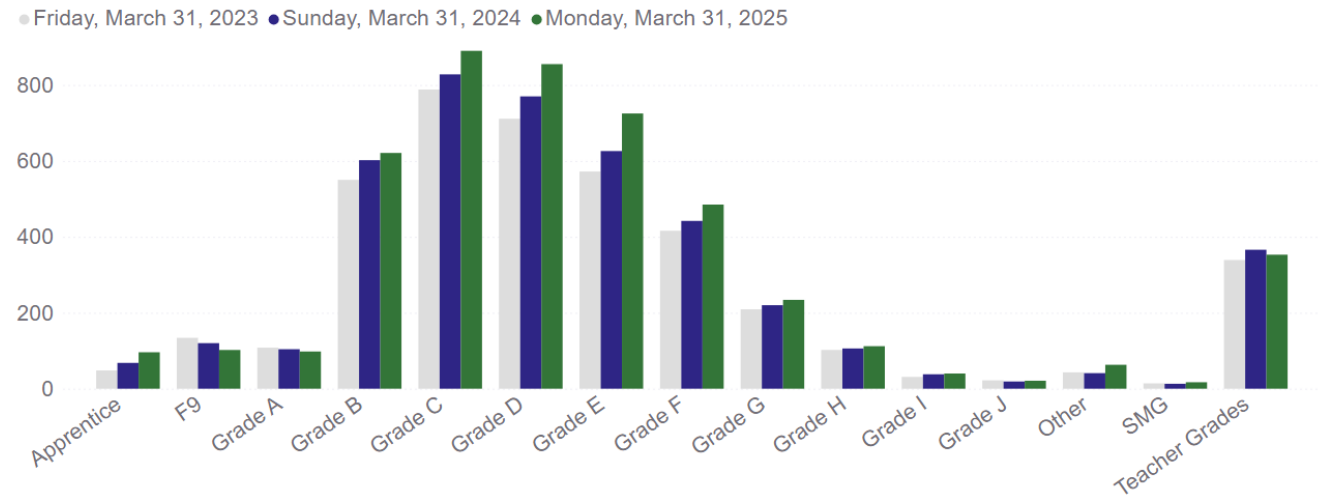
²⁰ Estimates of City of London Workers who identify as Gay or Lesbian, Bisexual, or another sexual orientation, three constituent groups of LGB+, are based on a small sample size. This may result in less precise estimates, which should be used with caution.

Straight or Heterosexual	93.5%	88.4%	95.3%	96.6%	88.6%
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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, FY 2024 and FY 2025. 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. For example, a colleague may work at Guildhall School of Music and Drama as an invigilator and be employed separately as a guide within the Barbican Centre.



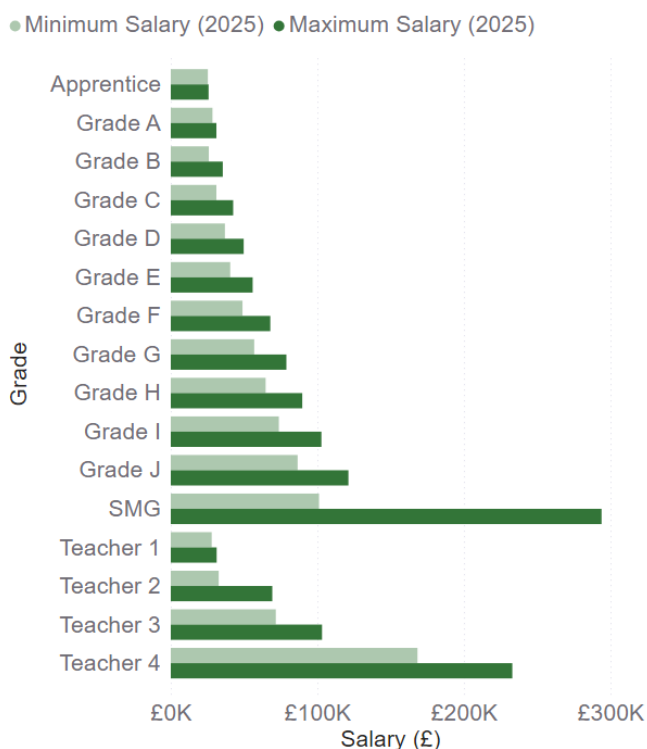
Grade	FY 2023	FY 2024	FY 2025
Apprentice	48	68	96
F9	134	120	102
Grade A	108	104	98
Grade B	550	602	621
Grade C	788	828	890
Grade D	711	770	855
Grade E	572	626	725
Grade F	416	442	485
Grade G	209	220	234
Grade H	102	106	112
Grade I	31	38	40
Grade J	22	19	21
Other	43	41	63
Senior Management Grades (SMG)	14	13	17
Teacher Grades	339	366	353

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 2025. This analysis is based on salary scale and London weighting only. It doesn't include supplements for, e.g., market forces, anti-social hours, additional responsibilities payments etc.

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. F9 Grade is used for X types of roles, and 'Other' reflects roles such as Y Z. The colleagues on these grades are outside of the standard salary structure. Reasons for this include Coroners, who are subject to different pay arrangements determined by a joint negotiating committee, Judicial Officers, whose pay is determined by the Ministry of Justice, and TUPE staff who have protected terms and conditions due to transfer from another organisation.

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



Grade	Minimum Salary (£)	Maximum Salary (£)
Apprentice	£25,280	£25,780
Grade A	£28,430	£31,120
Grade B	£25,950	£35,470
Grade C	£31,090	£42,560
Grade D	£36,910	£49,730
Grade E	£40,550	£55,870
Grade F	£48,920	£67,890
Grade G	£56,910	£78,870
Grade H	£64,710	£89,710
Grade I	£73,730	£102,760
Grade J	£86,530	£121,190
Teacher 1: Unqualified / New Teacher	£27,890	£31,300
Teacher 2: Main Scale	£32,680	£69,250
Teacher 3: Assistant / Deputy Head Teacher	£71,640	£103,180
Teacher 4: Head Teacher	£168,310	£233,010
Senior Management Grades (SMG) ²¹	£101,130	£293,900

²¹ 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

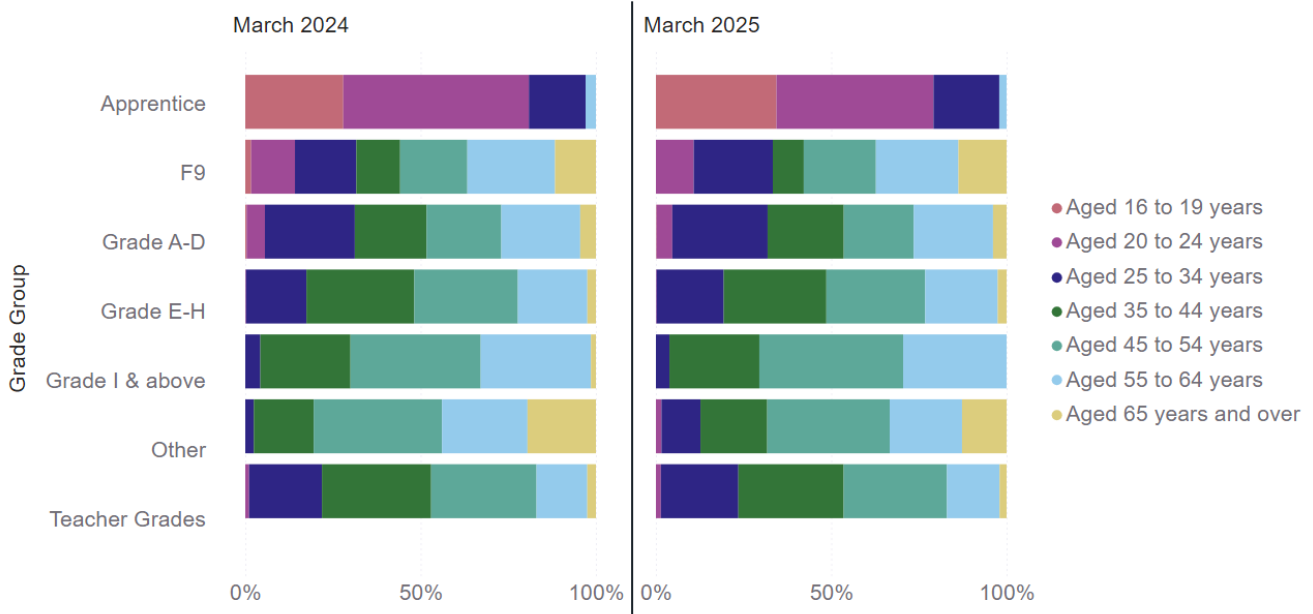
The largest proportional share of a single grade group can be amongst Apprentices, where just less than half are aged 20 to 24 years and close to a third are under 19 years old. This is unsurprising, given the specific requirements of the apprenticeship programme. Apprentices are the only grade groups 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

94% 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.



4. Disability

Information Shared by Grade Groups

71% of City Corporation employees shared information relating to disability.

The proportion of employees sharing information varies between grade groups. Teacher Grades showed lowest levels of information sharing (40%), and 56% of Apprenticeship and F9 groups shared information relating to disability.

The group with the highest proportion of employees sharing information were Grades I & above, with 86%.

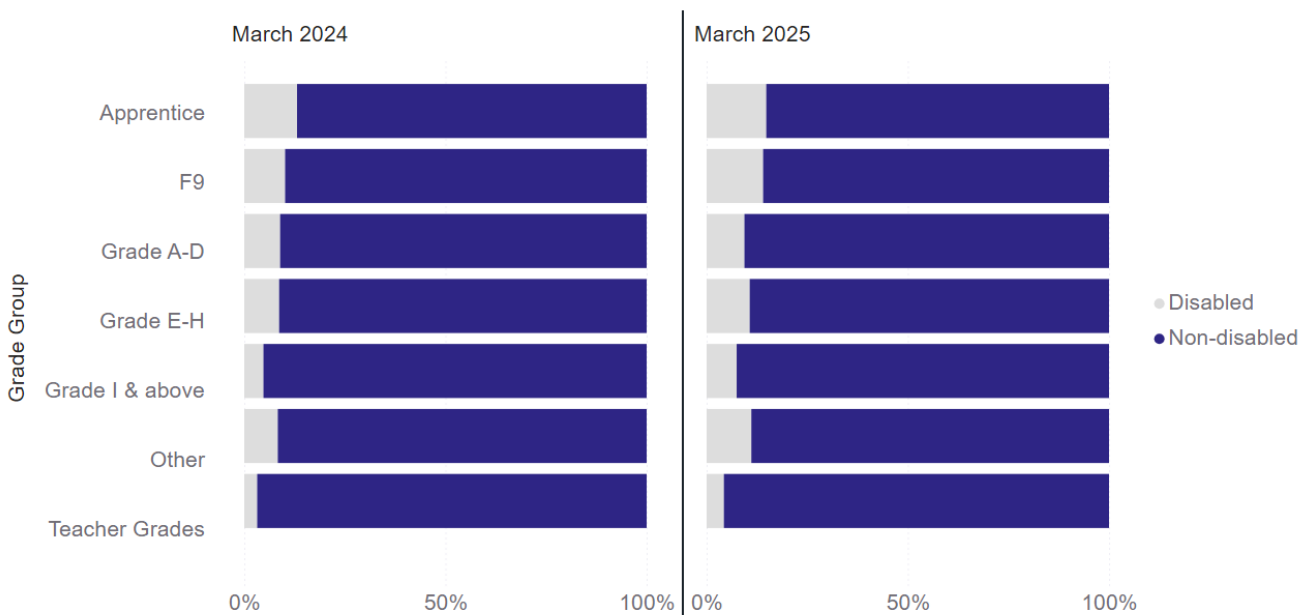
Grade Group	Percentage sharing diversity information	Percentage preferring not to share diversity information	Percentage not sharing diversity information
Apprentice	56%	5%	39%
F9	56%	16%	28%
Grade A – D	71%	8%	20%
Grade E – H	78%	6%	16%
Grade I and above	86%	1%	13%
Other	71%	16%	13%
Teacher	40%	40%	20%

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 grade groups where the proportion of employees with a disability, impairment, or long-term health condition greater than 10% was Apprentices (15%), F9 (14%), Grades E-H (11%) and Other (11%).

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 7.5% and 4.3% respectively.



Top 5% of Employees by Earnings

86% of the top 5% of employees by salary shared information relating to disability. 11% of the Top 5% of employees disclosed data identified themselves as having a disability, impairment or long-term health condition.

5. Ethnicity

Information Shared by Grade Groups

81% of City Corporation employees shared information relating to ethnicity.

The proportion of employees sharing information varies between grade groups. Apprenticeship and Teacher Grades showed low levels of information sharing (58% and 42% respectively). F9 and Other groups shared 62% and 67%.

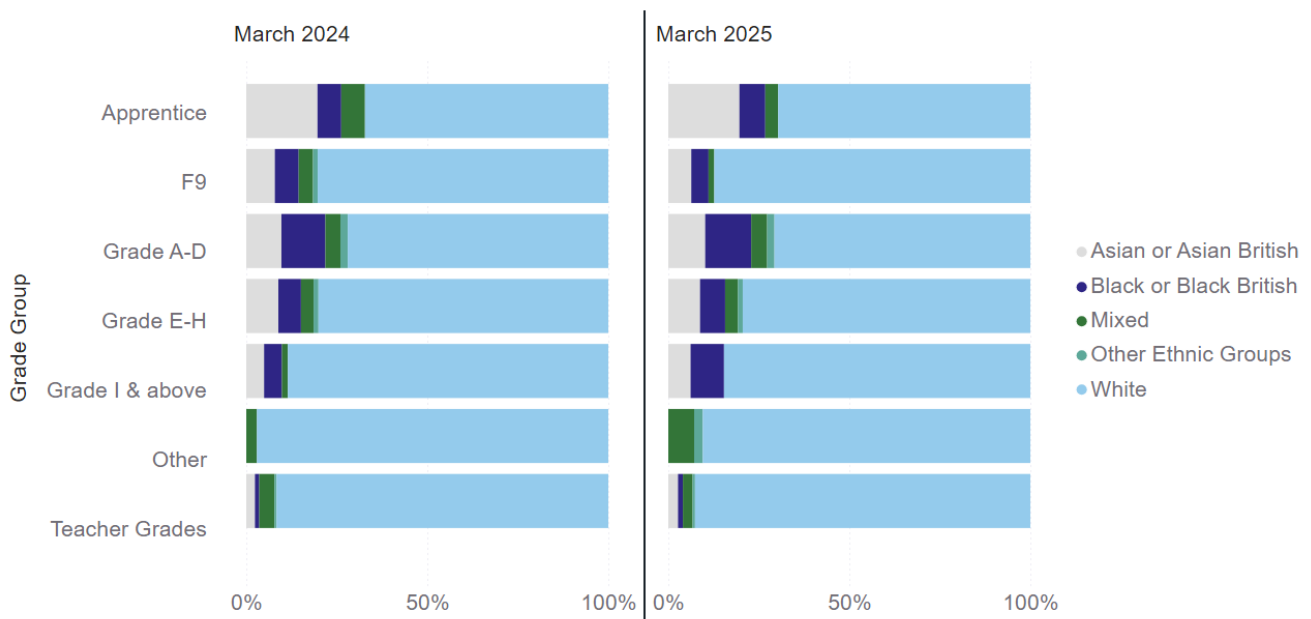
More than 80% of employees in all other grade groups shared information. The group with the highest proportion sharing information were Grades E - H, at 88%.

Grade Group	Percentage sharing diversity information	Percentage preferring not to share diversity information	Percentage not sharing diversity information
Apprentice	58%	2%	40%
F9	62%	12%	26%
Grade A – D	84%	5%	11%
Grade E – H	88%	4%	8%
Grade I and above	83%	5%	12%
Other	67%	21%	13%
Teacher	42%	39%	19%

Breakdown by Grade Groups

25% of employees across all grade groups disclosing data identified themselves from a Global Majority background*, compared to 75% White staff. The largest group from the Global Majority were Asian or Asian British Apprentices (20%) of Apprentices disclosing data) and Asian or Asian British or Black and Black British Employees Grades A-D (10% and 13% respectively).

The proportion of White employees in all grade groups except Apprentices and Grades A-D was greater than 75%.



Top 5% of Employees by Earnings

13% of the Top 5% of employees disclosing data identified themselves as from the Global Majority, with 87% identifying themselves as White.

6. Religion or Belief

Information Shared by Grade Groups

70% of City Corporation employees shared information relating to religion or belief.

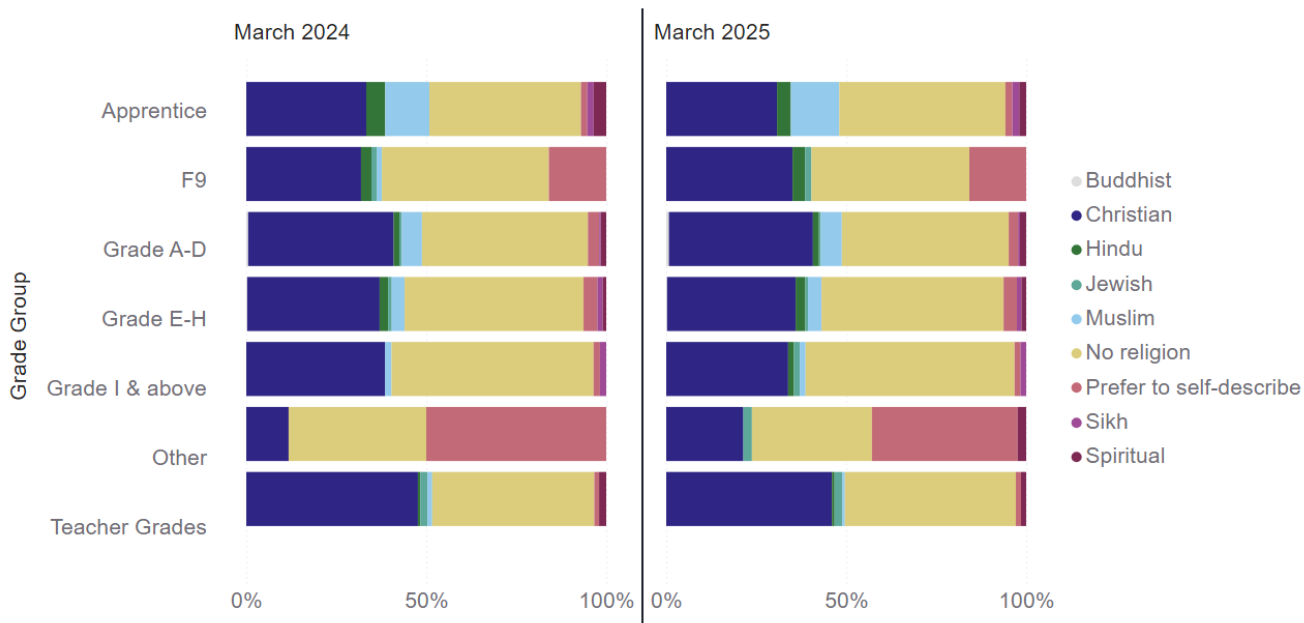
The proportion of employees sharing information varies between grade groups. Both F9 and Teacher Grades showed low levels of information sharing (56% and 39% respectively) compared to the other grade groups.

Grade Group	Percentage sharing diversity information	Percentage preferring not to share diversity information	Percentage not sharing diversity information
Apprentice	54%	5%	41%
F9	56%	14%	30%
Grade A – D	70%	9%	21%
Grade E – H	77%	6%	17%
Grade I and above	79%	4%	17%
Other	67%	21%	13%
Teacher	39%	41%	20%

Breakdown by Grade Groups

No religion was the largest category as a proportion of those disclosing data across all grade groups, except Other Grades. These No Religion proportions ranged from 33% at the lowest end (Other Grades) to 58% (Grade I & above). No Religion was followed by Christian as the second largest category in all these cases.

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 41% of employees disclosing data.



Top 5% of Employees by Earnings

83% of the top 5% of employees by salary provided information relating to religion or belief. 52% of the Top 5% of employees disclosing data identified themselves as having No Religion, followed by 40% identifying as Christian. The remaining share was split between multiple categories, all of less than 5%.

7. Sex

Information Shared by Grade Groups

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

Breakdown by Grade Groups

City Corporation is 52% female and 48% male. Most grade groups follow this pattern with a similar split between females and males. The exceptions to this are Grade I & Above, where 42% of employees are female, and Teachers Grade, where the female proportion is larger, at 63%.

Top 5% of Employees by Earnings

46% of the Top 5% of employees by earnings are female, with 54% of employees in this band being male.



Sex	Apprentice	F9	Grade A-D
Female	53%	54%	50%
Male	47%	46%	50%

Salary Scale	Grade I & above	Other	Teacher
Female	42%	41%	63%
Male	58%	59%	37%

8. Sexual Orientation

Information Shared by Grade Groups

63% 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 31%, followed by F9 at 45%.

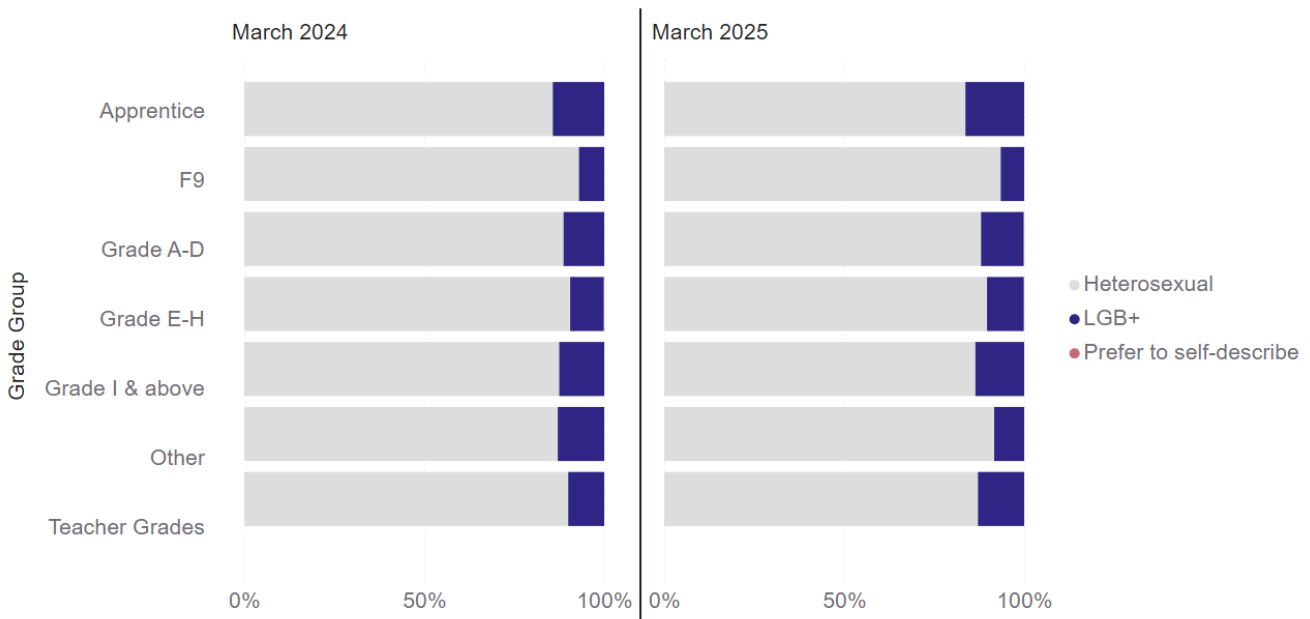
The grade groups with the highest levels of information sharing were Grade I & above (76%) and Grade E-H (71%). All grade groups contained employees who actively preferred not to share information on sexual orientation. The groups with the highest proportions were Teacher Grade (45%) and Other Grades (25%).

Grade Group	Percentage sharing diversity information	Percentage preferring not to share diversity information	Percentage not sharing diversity information
Apprentice	51%	9%	40%
F9	45%	22%	33%
Grade A – D	63%	10%	27%
Grade E – H	71%	8%	21%
Grade I and above	76%	8%	17%
Other	57%	25%	17%
Teacher	31%	45%	24%

Breakdown by Grade Groups

F9 and Other were the only grade groups where less than 10% of employees identified as LGB+.

Apprentices had the largest proportional share of employees who shared information identifying as LGB+ when compared to other grade groups, at 16%. However, as 40% of apprentices did not share their sexual orientation data we cannot draw firm conclusions. The next highest proportion of LBT+ employees were in Grade I & above and Other Grades, on 14%.



Top 5% of Employees by Earnings

Of the top 5% of Employees by Earnings, 77% shared information relating to sexual orientation. 88% of the Top 5% of employees sharing information identified themselves as Heterosexual and 12% identified themselves as LGB+.

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 five service areas, and covering the characteristics listed below:

- Adult and Children's Social Care Provision
 - Adult Social Care by Age
 - Adult Social Care by Ethnicity
 - Adult Social Care by Sex
 - Care Leavers by Age
 - Care Leavers by Ethnicity
 - Care Leavers by Sex
 - Children in Care by Age, Ethnicity and Sex
- Education Support for Children
 - Special Educational Needs (SEN) Support by Age
 - Special Educational Needs (SEN) Support by Sex
 - Education, Health and Care (EHC) Plan by Age
 - Education, Health and Care (EHC) Plan by Ethnicity
 - Education, Health and Care (EHC) Plan by Sex
- Rough Sleepers
 - Rough Sleepers by Age
 - Rough Sleepers by Ethnicity
 - Rough Sleepers by Gender
- Statutory Homeless Applications
 - Statutory Homeless Applicants by Age
 - Statutory Homeless Applicant by Ethnicity
 - Statutory Homeless Applicants by Trans Identity
 - Statutory Homeless Applicants by Legal Partnership Status
 - Statutory Homeless Applicants by Pregnancy and Maternity
 - Statutory Homeless Applicants by Religion or Belief
 - Statutory Homeless Applicants by Sex
 - Statutory Homeless Applicants by Sexual Orientation
- Adult Skills and Education Service
 - Apprentices and Adult Learners by Age
 - Apprentices and Adult Learners by Learning Difficulties, Disabilities or Long Term Health Problems
 - Apprentices and Adult Learners by Ethnicity
 - Apprentices and Adult Learners by Sex

Due to the nature of the cohorts receiving services from the City of London Corporation, which tend to be smaller than other local authority service providers, data around protected characteristics and demographics are more likely to be below the threshold for identifiability. Where possible, data has been published, but in areas with low numbers, or where low numbers prevent correct disclosure, trends will be summarised in narrative.

Adult Social Care

Adult social care in the UK is defined by the Care Act 2014 as encompassing all forms of personal care and practical assistance for individuals who, due to age, illness, disability, or other circumstances, require such support. It includes supportive services for adults with mental or physical health issues, as well as those with disabilities, ensuring they can live independently and safely.

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.

Children in Care

A child in care is a child who has been in the care of their local authority for more than 24 hours. Many children and young people prefer 'child in care', compared to 'looked after child', which is the legal definition by the Children Act 1989.

Special Educational Needs 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.

Education, Health and Care 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.

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.

Statutory Homelessness

This section relates to all statutory homelessness applications made under Part VII of the Housing Act 1996, including individuals who are currently homeless or threatened with homelessness within 56 days. Applications captured here are not limited to housing within the City of London. They include households seeking assistance where the authority owes, or may owe, duties under homelessness legislation, regardless of the eventual housing outcome or geographical location of any accommodation secured.

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.

Adult Learners Apprentices

The Apprenticeship is a paid role that provides hands-on work experience while studying for a formal qualification.

Adult Learners Non-Apprentices

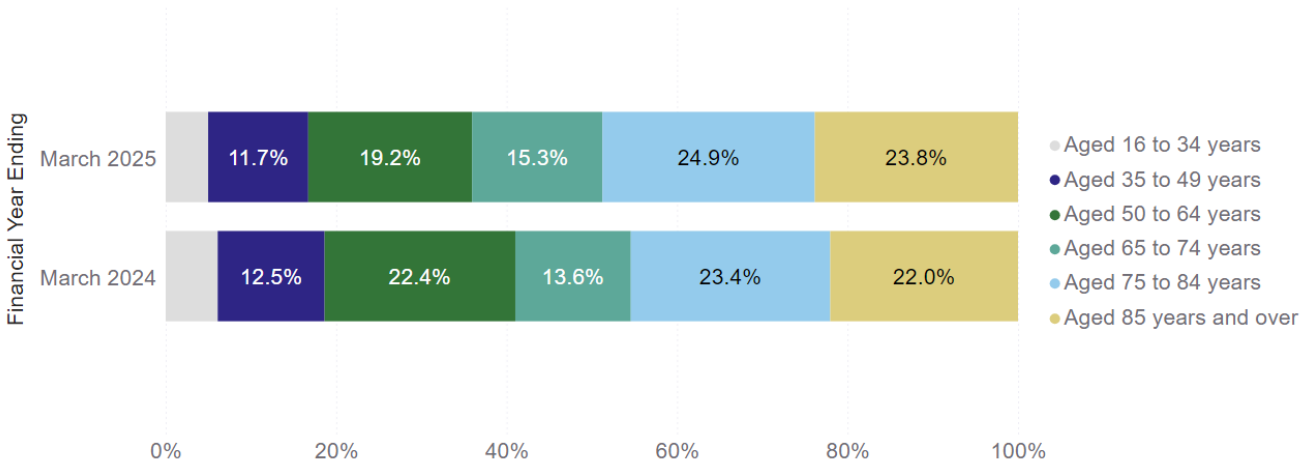
The Non-Apprenticeship combines the Adult Skills and Tailored Learning (new name for Community Learning). The purpose of the Adult Skills Fund (ASF) is to support adult learners to gain skills which will lead them to meaningful, sustained, and relevant employment, or enable them to progress to apprenticeship or further learning which will deliver that outcome. Within ASF, Tailored Learning is a more flexible programmes of learning, which may or may not require a qualification, to help eligible learners engage in learning, build confidence, and/or enhance their wellbeing.

1. Adult and Children’s Social Care Provision

Adult Social Care

In FY 2025, 281 individuals received some form of adult social care service from the City Corporation, compared to 295 in FY 2024.

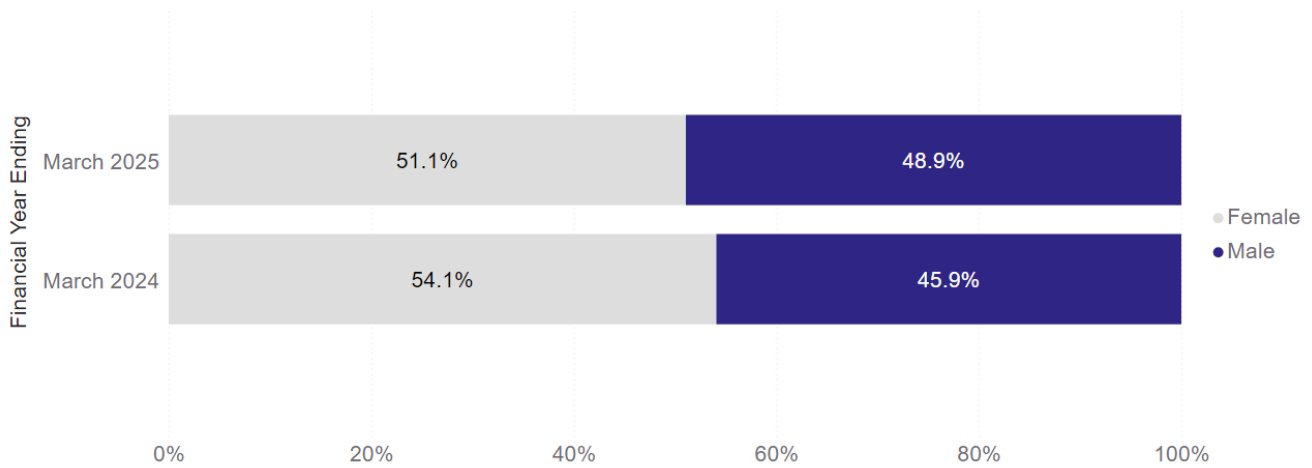
100% of services users shared age information. The largest cohorts were those aged 75 to 84 years (25%), and those aged 85 years and over (24%); these were the largest cohorts in FY 2024. The proportion of service users in the three cohorts aged under 65 years all decreased, from 41% in FY 2024 to 36% in FY 2025.



Age of Adult Social Care Service Users	FY 2024	FY 2025
Aged 16 to 34 years	6.1%	5.0%
Aged 35 to 49 years	12.5%	11.7%
Aged 50 to 64 years	22.4%	19.2%
Aged 65 to 74 years	13.6%	15.3%
Aged 75 to 84 years	23.4%	24.9%
Aged 85 years and over	22.0%	23.8%

72% of service users preferred not to share data around their ethnicity, an increase from 17% in FY 2024. Due to low numbers we are unable to report specific data here.

In FY 2025, 51% of services users were female, and 49% were male. In FY 2024, 54% of service users were female, and 46% were male. The number of service users declining to provide information around sex is below the reportable threshold.



Sex of Adult Social Care Service Users	FY 2024	FY 2025
Female	54.1%	51.1%
Male	45.9%	48.9%

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. The number of care leavers has decreased from 59 in FY 2023 to 49 in FY 2025.

Data on age, ethnicity, and sex is held on all care leavers.

The majority of care leavers are aged 20 to 24 years old. This proportion has increased over the past three years, from 61% in FY 2023 to 80% in FY 2024; data for FY 2025 cannot be reported as the cohort aged 16 to 19 years is below the reportable threshold.

73% of all care leavers in FY 2025 were Black, Black British, Caribbean or African; the proportions for any other category were below the reportable threshold. This proportion has increased from 68% in FY 2023 but is consistent with the proportion in FY 2024.

A significant majority of care leavers are male. This continues the trend for FY 2023 and FY 2024. The breakdown by sex cannot be published, as the female cohort is below the reportable threshold.

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 'looked after child' or 'child in care'. 'Child in care' is typically preferred by many children and young people compared to 'looked-after child'.

Data in this section relates to the total number of children who may have been in care at any point from FY 2023 to FY 2025. 24 children were in care at some point during FY 2024, compared to 22 for FY 2025.

Data on age, ethnicity and sex is held on all care leavers, though due to low numbers we are unable to report specific data here.

The majority of children in care were aged 16 years and under in FY2025, a reversal of the trend from the previous two years. Half of all children recorded in FY 2025 were Black, Black British, Caribbean

or African; the proportions for any other category were below the reportable threshold. This is consistent with the previous two years.

The majority of children in care in FY 2023 and FY 2024 were male; in FY 2025 100% were male.

2. Education Support for Children

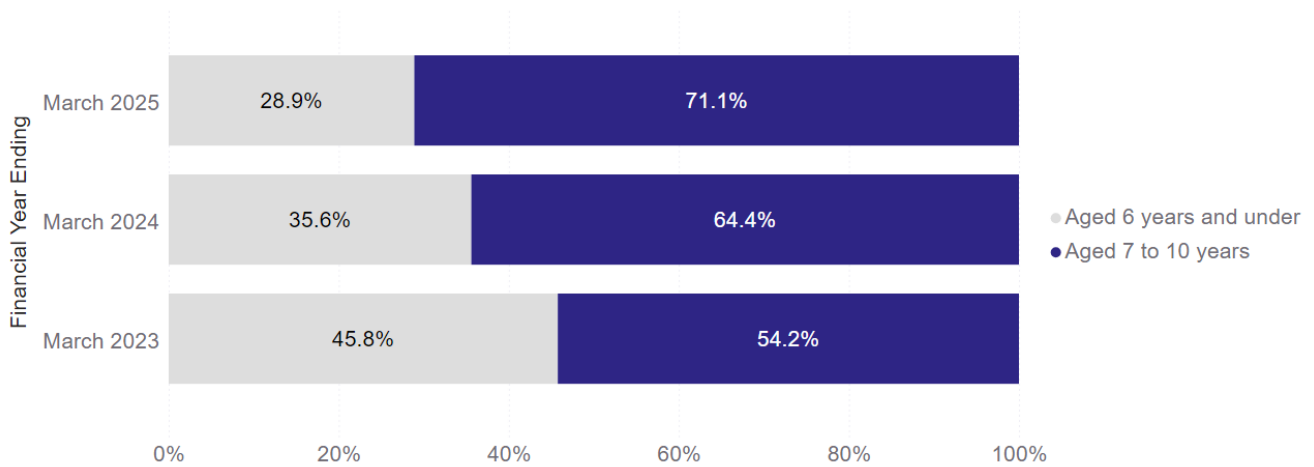
Special Educational Needs (SEN) Support

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 FYs 2023 to 2025. There were 249 students enrolled at The Aldgate School as in January 2025.

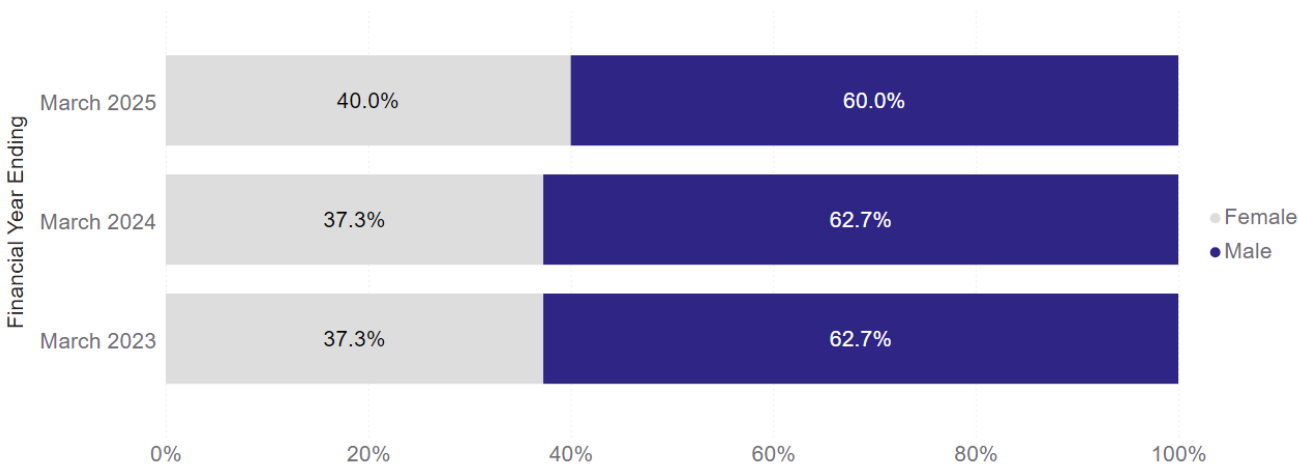
45 children received SEN support in FY 2025, compared to 59 children in both FY 2023 and FY 2024.

The ages of children receiving SEN support have been aggregated to enable disclosure. The proportion of children aged 7 to 10 years receiving SEN support has risen over the past three years, from 54.2% in FY 2023 and 71.1% in FY 2025.



Age	FY 2023	FY 2024	FY 2025
Aged 6 years and under	45.8%	35.6%	28.9%
Aged 7 to 10 years	54.2%	64.4%	71.1%

The majority of children receiving SEN support were male across the last three years. Having been consistent at 62.7% in FY 2023 and FY 2024, the proportion has decreased slightly to 60.0% in FY 2025.



Sex	FY 2023	FY 2024	FY 2025
Female	37.3%	37.3%	40.0%
Male	62.7%	62.7%	60.0%

Education, Health, and Care (EHC) Plan

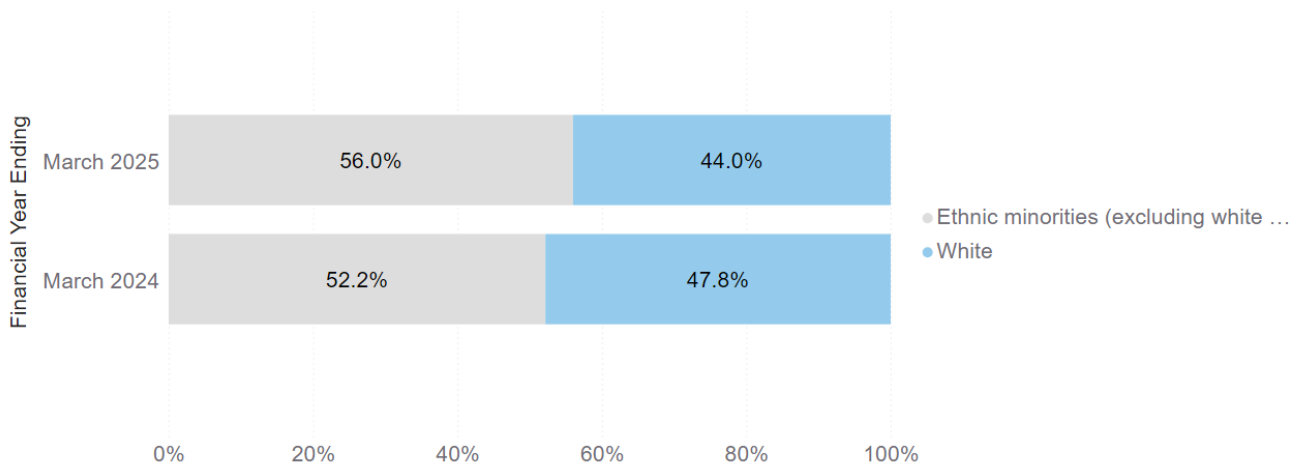
An education, health and care (EHC) plan is for children and young people aged up to 25 who need more support than is available through special educational needs support. An EHC plan identifies educational, health and social needs and set out the additional support to meet those needs.

This data in this section concerns the individuals with an EHC plan for whom the City of London Corporation held responsibility at the start of January of the calendar year cited. The number of individuals was 21 in 2023, rising to 24 in 2024 and 26 in 2025.

46.2% of individuals with an EHC Plan at the start of 2025 were aged between 11 and 15 years old, with all others being aged younger or older (to the age of 25). All older and younger age groups are too small to report on. The 11-15 age group has been the largest age cohort for the past three years, though the proportion was larger at the start of both 2023 (52.4%) and 2024 (54.2%).

For anonymisation purposes, individuals with an EHC plan been had their ethnicities grouped into Ethnic minorities (excluding white minorities) and White, as several categories fall below the threshold of identifiability. Data from 2023 has also been excluded for anonymisation purposes.

The majority of individuals with an EHC plan across the last two years were from Global Majority groups. The proportion increased from 52.2% at the start of 2024 to 56.0% at the start of 2025.



Ethnicity	FY 2024	FY 2025
Ethnic minorities (excluding white minorities)	52.2%	56.0%
White	47.8%	44.0%

The majority of individuals with an EHC Plan at the start of the last three years were male. The number of children and young people with an EHC plan who were female was below the threshold for disclosure.

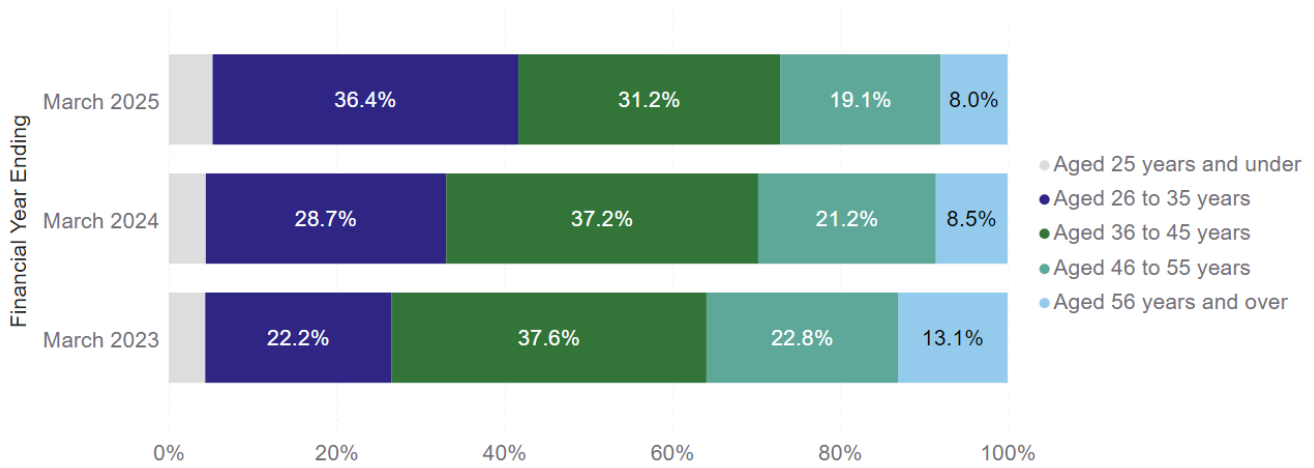
3. Rough Sleepers

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.

The number of rough sleepers has increased over the last three years, rising from 482 in FY 2023, to 656 in FY 2024, and to 878 in FY 2025.

Age

Data on age was recorded for all rough sleepers. The largest group for rough sleepers in FY 2025 was those aged 26 to 35 years, at 36.4%. This cohort has increased from 22.2% in FY 2023. The 36 to 45 years old group has decreased from 37.6% in FY 2023 to 31.2% in FY 2025. The oldest age group, over 56 years, has also decreased. The proportion in the youngest age group, 25 years and under, has remained consistent.



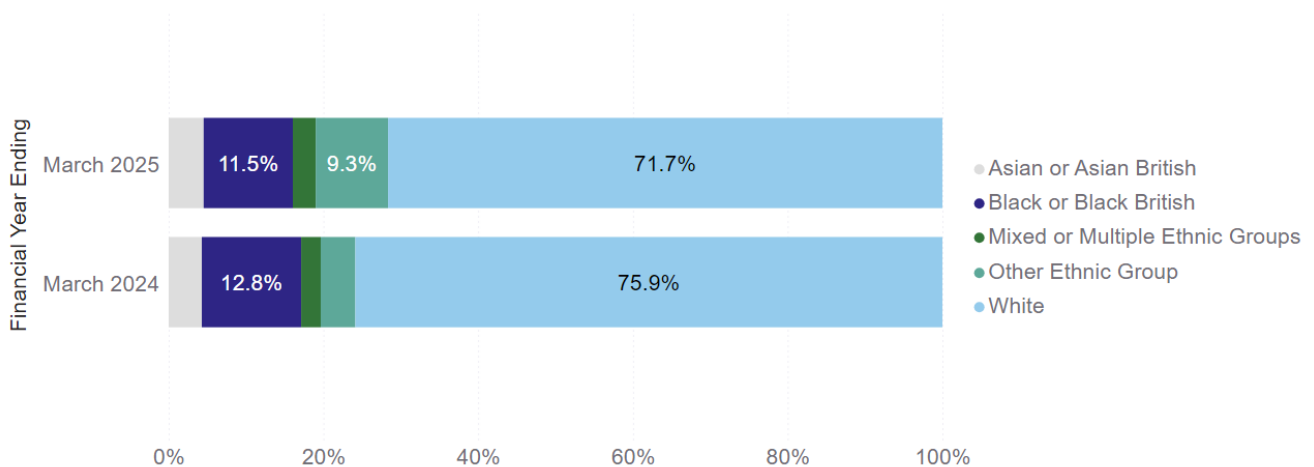
Age	FY 2023	FY 2024	FY 2025
Aged 25 years and under	4.4%	4.4%	5.2%
Aged 26 to 35 years	22.2%	28.7%	36.4%
Aged 36 to 45 years	37.6%	37.2%	31.2%
Aged 46 to 55 years	22.8%	21.2%	19.1%
Aged 56 years and over	13.1%	8.5%	8.0%

Ethnicity

27% of rough sleepers preferred not to share information about their ethnicity. This proportion has increased over the past three years, from 8% in FY 2023 and 22% in FY 2024.

11.5% of rough sleepers sharing ethnicity information in FY 2025 were Black or Black British, 9.3% were from an Other Ethnic Group, and 71.7% were White, decreasing from 81.8% in FY 2023.

The full breakdown for FY 2023 has not been included as proportions were below the reportable threshold.

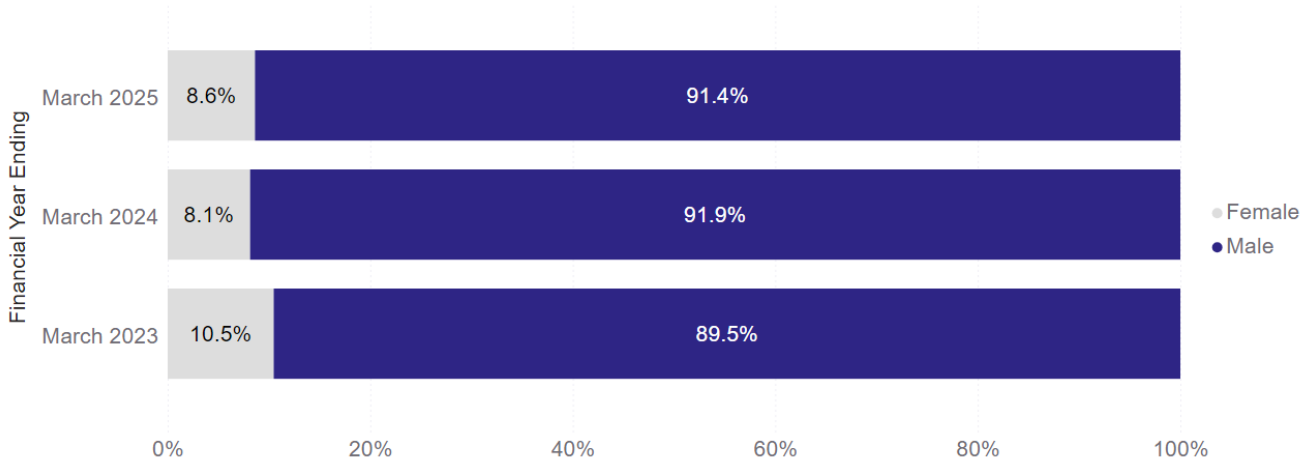


Ethnicity	FY 2024	FY 2025
Asian or Asian British	4.3%	4.5%
Black or Black British	12.8%	11.5%
Mixed or multiple ethnic groups	2.5%	3.0%
Other ethnic group	4.5%	9.3%
White	75.9%	71.7%

Gender

The CHAIN database uses data provided by colleagues who engage directly with rough sleepers. These colleagues use the self-reported identities of rough sleepers, and as such gender self identification is used. Many rough sleepers will not have official forms of identification for sex data.

Collectively, rough sleepers refusing to share information about their gender, or identifying as non-binary, made up <5% of rough sleepers in FY 2023, and <10% of rough sleepers in FY 2024 and FY 2025. The information on gender below excludes these groups to preserve anonymity. In FY2023, FY 2024 and FY 2025, the majority of rough sleepers predominately identify as men.



Gender Identity (excluding non-binary and those not sharing information)	FY 2023	FY 2024	FY 2025
Female	10.5%	8.1%	8.6%
Male	89.5%	91.9%	91.4%

4. Statutory Homeless Applications

The following section covers all applications for temporary accommodation, including requests for assistance under the 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.

For statutory homelessness data, the *Housing Jigsaw* database has been used as the primary data source, and locally recorded information has been added where necessary—this includes some temporary accommodation placements that are recorded outside the Jigsaw system.

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 and visuals have also been anonymised where required to ensure disclosure is in line with GDPR.

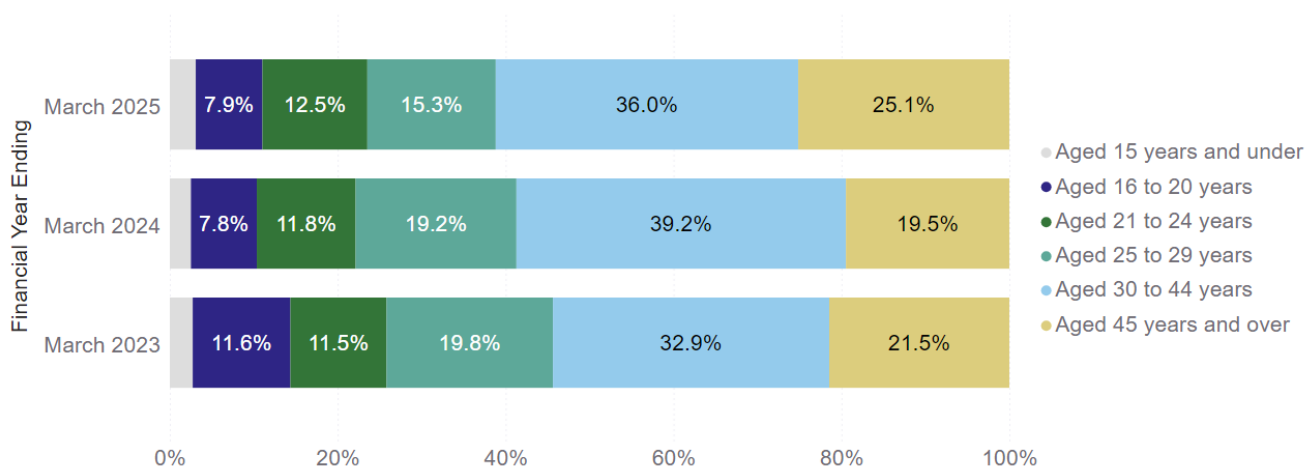
The number of housing applicants has been growing over the last three years, rising from 665 in FY 2023, to 786 in FY 2024, and further still to 836 in FY 2025.

Age

Data on age was shared by 81% of applicants in FY 2025, the same as the previous year.

In FY 2025, 36% of housing applicants were aged 30 to 44 years, compared to 32.9% in FY 2023. 25.1% of housing applicants were aged 45 and over, compared to 21.5% in FY 2023.

The proportion aged 25 to 29 years has decreased, from 19.8% in FY 2023 to 15.3% in FY 2025. Those aged 16 to 20 years have seen a similar decrease, from 11.6% in FY 2023 to 7.9% in FY 2025. The proportion of children aged 15 and under has remained consistent for the past 3 years.



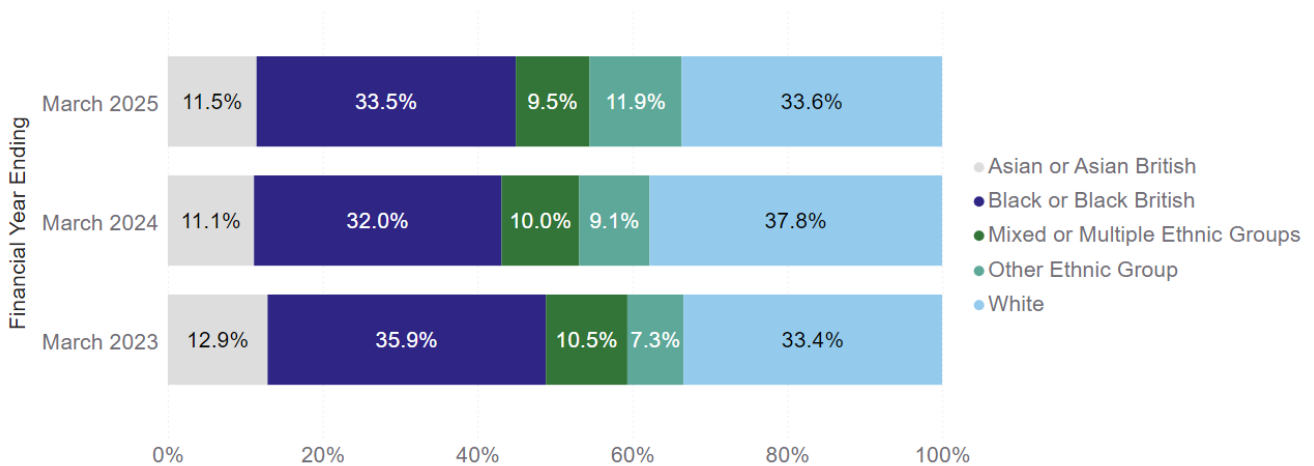
Age	FY 2023	FY 2024	FY 2025
Aged 15 years and under	2.7%	2.5%	3.1%
Aged 16 to 20 years	11.6%	7.8%	7.9%
Aged 21 to 24 years	11.5%	11.8%	12.5%
Aged 25 to 29 years	19.8%	19.2%	15.3%

Aged 30 to 44 years	32.9%	39.2%	36.0%
Aged 45 years and over	21.5%	19.5%	25.1%

Ethnicity

Data on ethnicity was shared by 80% of applicants in FY 2025, similar to FY 2024, decreasing from 83% in FY 2023.

Similar proportions of applicants who shared information identified their ethnicity as either Black or Black British (33.5%) or White (33.6%). The Black or Black British group has decreased from 35.9% in FY 2023. The White group increased from 33.4% in FY 2023 to 37.8% in FY 2024, then decreased to 33.4% in FY 2025. The proportion of applicants identifying as being part of an Other Ethnic Group has steadily increased over the past three years, from 7.3% in FY 2023 to 11.9% in FY 2025.

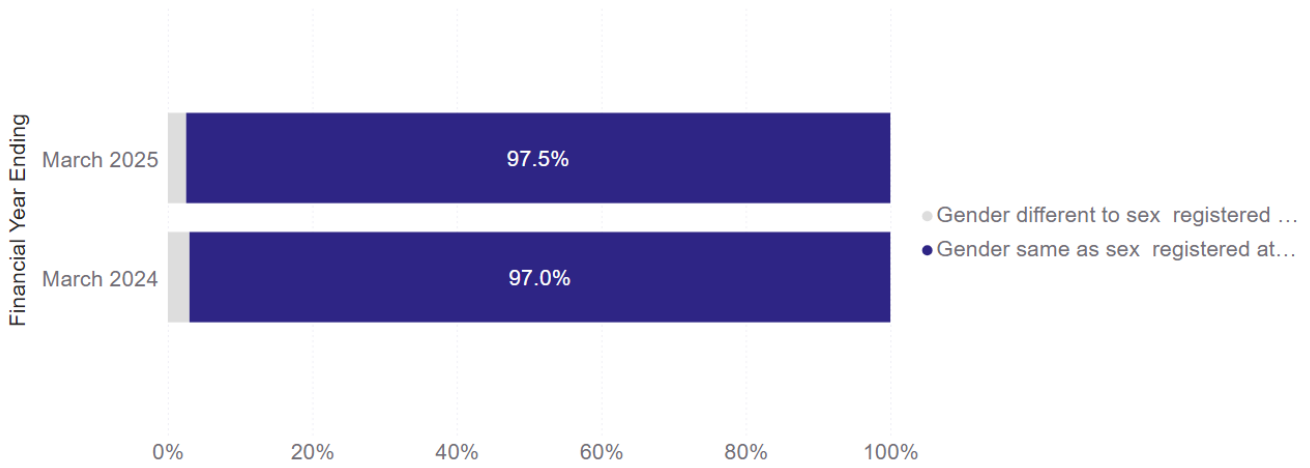


Ethnicity	FY 2023	FY 2024	FY 2025
Asian or Asian British	12.9%	11.1%	11.5%
Black or Black British	35.9%	32.0%	33.5%
Mixed or multiple ethnic groups	10.5%	10.0%	9.5%
Other ethnic group	7.3%	9.1%	11.9%
White	33.4%	37.8%	33.6%

Trans Identity

Data on gender reassignment and gender identity was shared by 94% of applicants in FY 2025, the same as FY 2024. Data from FY 2023 is not presented as it may identify individuals.

97% of applicants in FY 2024 who shared information identified their gender identity being the same as their sex registered at birth, compared to 97.5% in FY 2025.



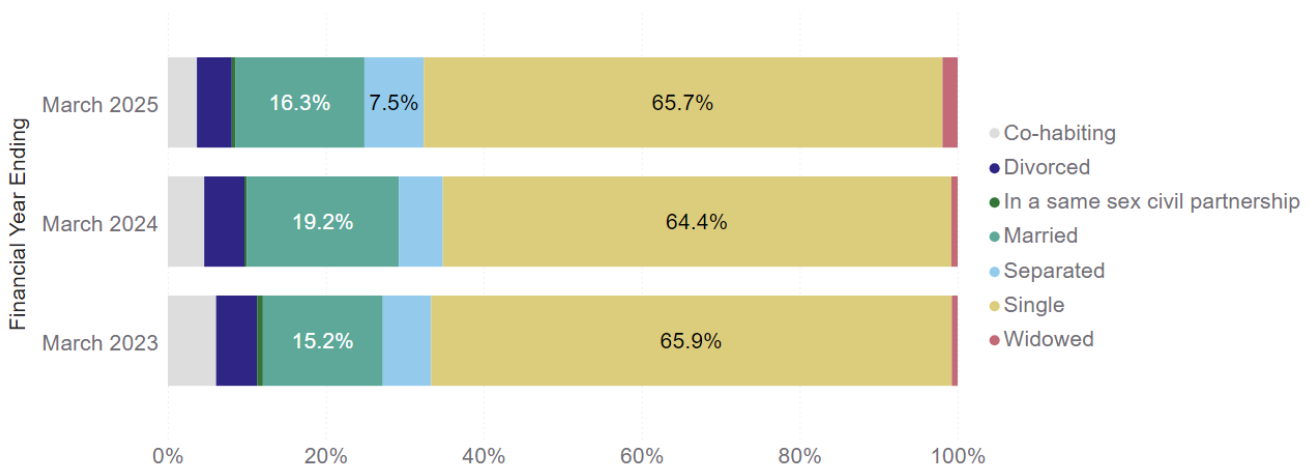
Trans Identity	FY 2024	FY 2025
Gender identity is different from sex registered at birth	3.0%	2.5%
Gender identity is the same as sex registered at birth	97.0%	97.5%

Legal Partnership Status

Information on legal partnership status was shared by 81% of applicants in FY 2025, a similar proportion to FY 2023 and FY 2024.

In FY 2025, 65.7% of applicants identified that they were single. This has been consistent over the past three years.

16.3% of applicants were married in FY 2025, compared to 15.2% in FY 2023 and 19.2% in FY 2024. Applicants who are cohabiting has decreased from 6.1% in FY 2023 to 3.7% in FY 2025.

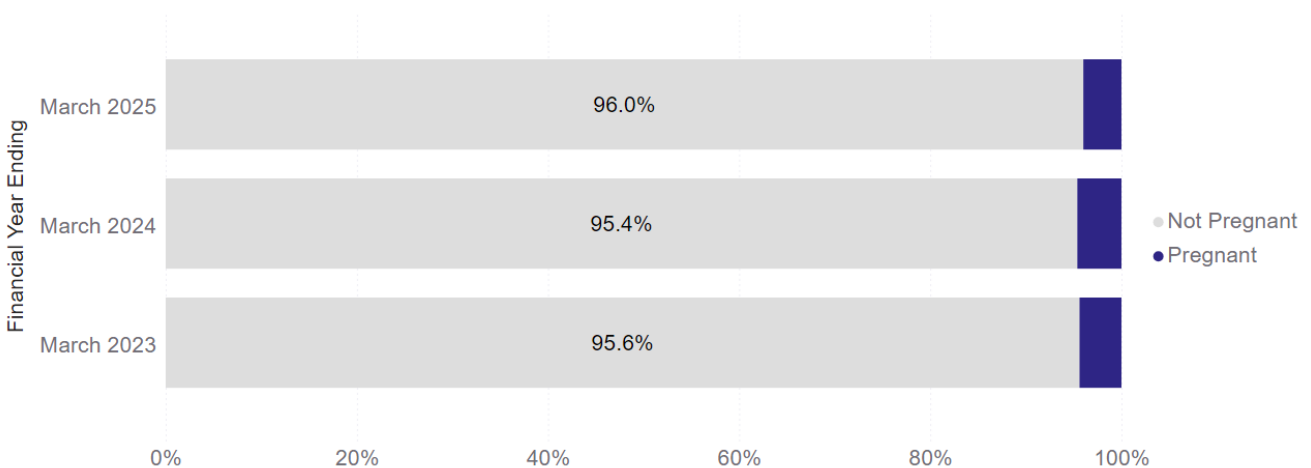


Legal Partnership Status	FY 2023	FY 2024	FY 2025
Co-habiting	6.1%	4.6%	3.7%
Divorced	5.2%	5.1%	4.4%
In a same sex civil partnership	<2%	<2%	<2%
Married	15.2%	19.2%	16.3%
Separated	6.1%	5.6%	7.5%
Single	65.9%	64.4%	65.7%
Widowed	<2%	<2%	<2%

Pregnancy and Maternity

Information on whether individuals were pregnant at the time of their application was shared by 81% of applicants in FY 2025, a similar proportion to FY 2023 and FY 2024.

4% of applicants in FY 2025 who shared information were pregnant at the time of their application. This proportion has been consistent for the last three years.



Pregnancy Status	FY 2023	FY 2024	FY 2025
Not pregnant	95.6%	95.4%	96.0%
Pregnant	4.4%	4.6%	4.0%

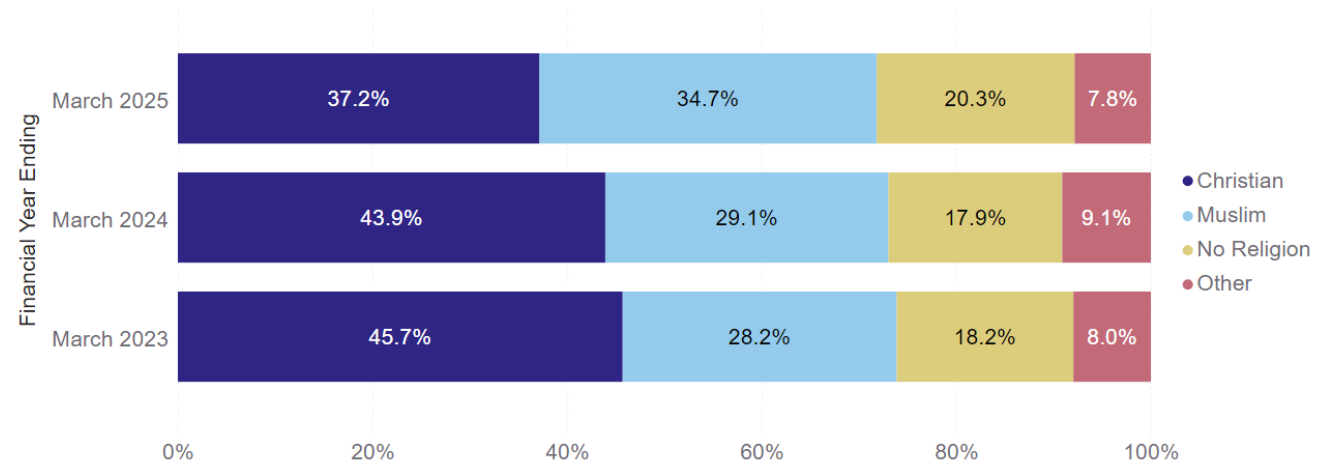
Religion or Belief

Data on religion or belief was shared by 72% of applicants in FY 2025, a similar proportion to FY 2023 and FY 2024. Of the 28% of applicants where data was not shared, 9% actively stated they preferred not to share information.

For anonymisation purposes, applicants identifying as Buddhist, Hindu, Jewish, Other Religion, or Sikh have been aggregated into “Other” in the below analysis. These categories, when combined, accounted for 7.8% of all applicants sharing information in FY 2025.

37.2% of applicants in FY 2025 who shared information identified their religion as Christian, compared to 45.7% in FY 2023. Christian is the largest religion group among applicants, followed by Muslim

(34.7%). The proportions of Muslim applicants has increased from 28.2% in FY 2023. The proportion of applicants who shared information stating they have no religion increased in FY 2025 to 20.3%, compared to 18.2% in FY 2023.

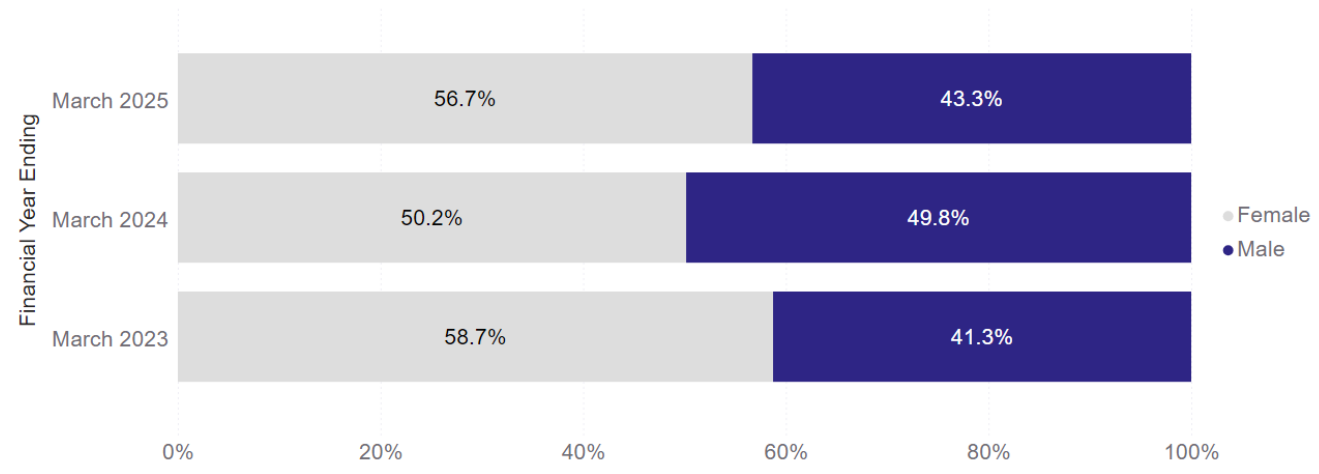


Religion or Belief	FY 2023	FY 2024	FY 2025
Christian	45.7%	43.9%	37.2%
Muslim	28.2%	29.1%	34.7%
No religion	18.2%	17.9%	20.3%
Other	8.0%	9.1%	7.8%

Sex

Information on sex was shared by 81% of applicants in FY 2025, a similar proportion to FY 2023 and FY 2024.

The proportions of female and male applicants has fluctuated over the past three years. There was parity in FY 2024, and both FY 2023 and FY 2025 saw a larger proportion of female applicants.



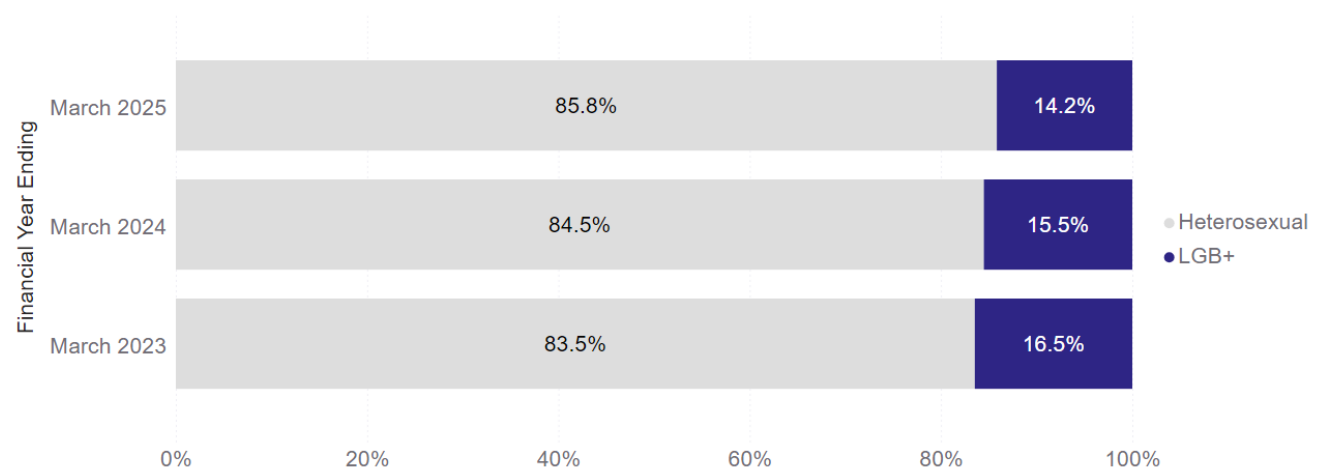
Sex	FY 2023	FY 2024	FY 2025
Female	58.7%	50.2%	56.7%
Male	41.3%	49.8%	43.3%

Female	58.7%	50.2%	56.7%
Male	41.3%	49.8%	43.3%

Sexual Orientation

Information on sexual orientation was shared by 71% of applicants in FY 2025, a decrease from 72% in FY 2024, and 76% in FY 2023. 12% of applicants preferred not to share information.

For anonymisation purposes, applicants identifying as Bisexual, Gay, Lesbian, or Other have been aggregated into “LGB+” in the below analysis. These categories, when combined, accounted for 14.2% of all applicants sharing information in FY 2025. This is a decrease from FY 2023 (16.5%).



Sexual Orientation	FY 2023	FY 2024	FY 2025
Heterosexual	83.5%	84.5%	85.8%
LGB+	16.5%	15.5%	14.2%

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 ending in 2023 (September 2022-July 2023), 2024 (September 2023-July 2024), and 2025 (September 2024-July 2025).

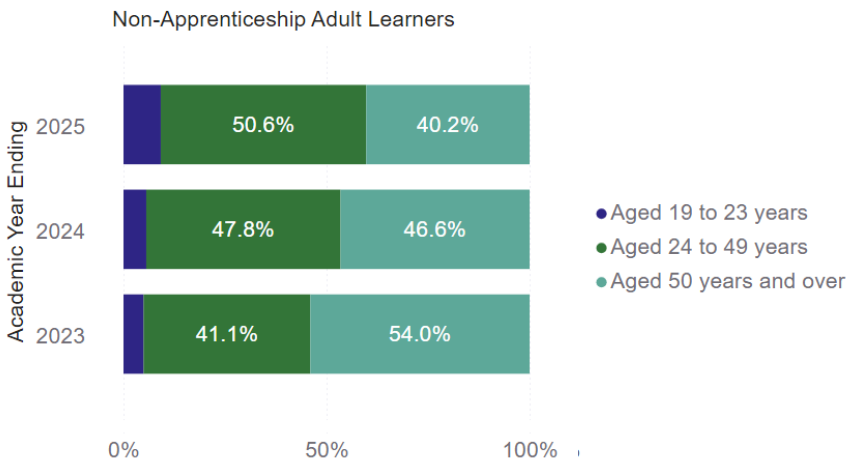
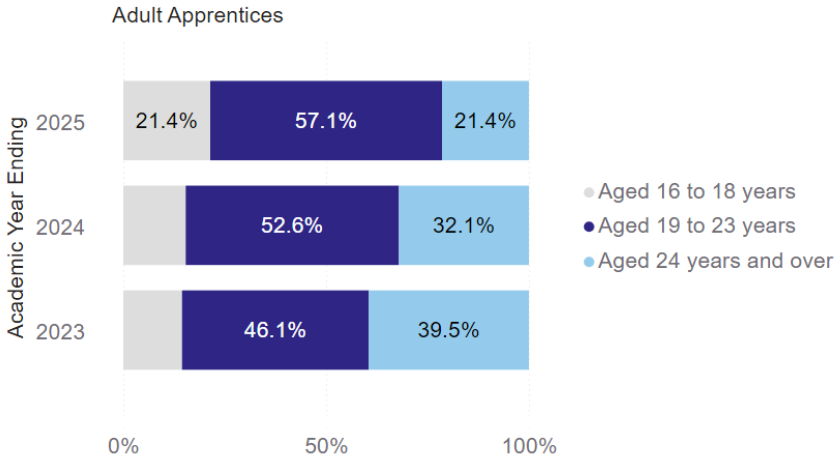
The City Corporation's Apprenticeship Programme provided training to 84 apprentices in academic year 2025, compared to 76 apprentices in 2023 and 78 apprentices in 2024. The City Corporation's Adult Skills and Education Service provided training to 1,101 adult learners in academic year 2025, compared to 626 adult learners in 2023 and 1,106 adult learners in 2024.

Age

Information on age was shared by all apprentices and adult learners.

57% of apprentices were aged 19 to 23 years, increasing from 46% in 2023. The apprentice age group 16 to 18 years is 21%, from 15% in 2023. The proportion of apprentices aged 24 years and over is 21%, decreasing from 40% in 2023.

For non-apprenticeship adult learners in 2025, 40% are aged 50 or over, a decrease from 54% in 2023. The 19-23 age group has increased from 5% in 2023 to 9% in 2025. The percentage of adult learners aged 24 to 49 years has increased from 41% in 2023 to 51% in 2025.

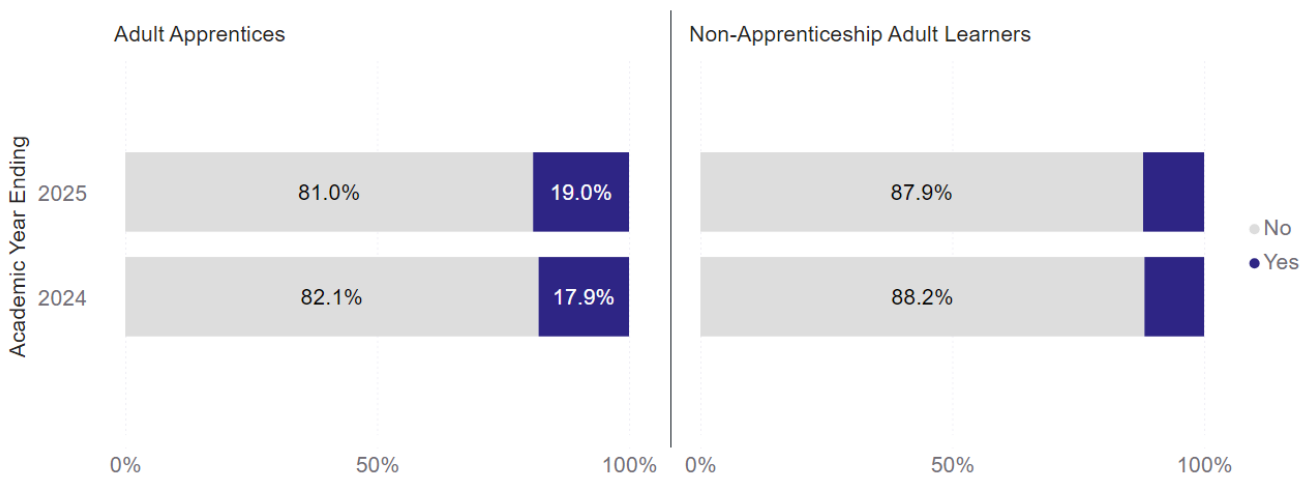


Age	FY 2023	FY 2024	FY 2025
<i>Adult Apprentices</i>			
Aged 16 to 18 years	14.5%	15.4%	21.4%
Aged 19 to 23 years	46.1%	52.6%	57.1%
Aged 24 years and over	39.5%	32.1%	21.4%
<i>Non-Apprenticeship Adult Learners</i>			
Aged 19 to 23 years	5.0%	5.6%	9.2%
Aged 24 to 49 years	41.1%	47.8%	50.6%
Aged 50 years and over	54.0%	46.6%	40.2%

Learning Difficulties, Disabilities, or Long-Term Health Problems

All adult apprentices shared data around learning difficulties, disability, and long-term health problems. We do not have high enough disclosure to present data for adult learners. Due to low numbers we are unable to report specific data here on FY 2023.

19% of adult apprentices disclosed a learning difficulty, disability, or long-term health problem in academic year 2025, compared to 18% in 2024. Of the adult learners who shared information, 12% shared a learning difficulty, disability, or long term health problem.



Disclosed a Learning Difficulty, Disability, or Long-Term Health Problem	FY 2024	FY 2025
<i>Adult Apprentices</i>		
No	82.1%	81.0%
Yes	17.9%	19.0%
<i>Non-Apprenticeship Adult Learners</i>		
No	88.2%	11.8%
Yes	87.9%	12.1%

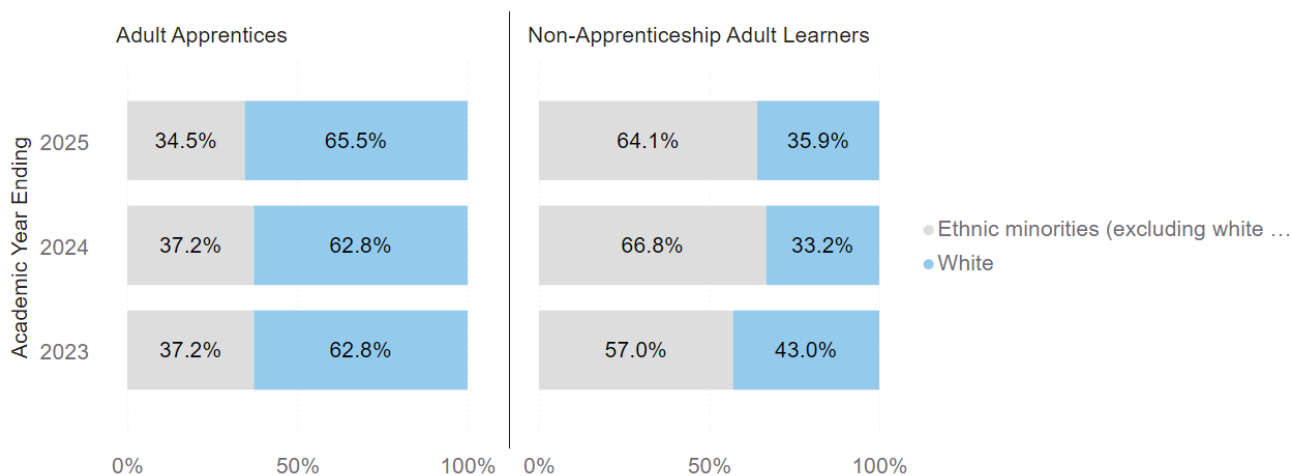
Ethnicity

All adult apprentices shared their ethnicity data in 2023 and 2024, but a number below the threshold for disclosure preferred not to share in 2025. 2% of adult learners preferred not to share information, a smaller proportion than in 2023 (3.7%) but slightly larger than 2024 (1.8%).

For anonymisation purposes, apprentices and adult learners have initially been had their ethnicities grouped into Ethnic minorities (excluding white minorities) and White, as several categories fall below the threshold of identifiability.

35% of adult apprentices in academic year 2025 were from Global Majority groups. 65% of adult apprentices in academic year 2025 were White.

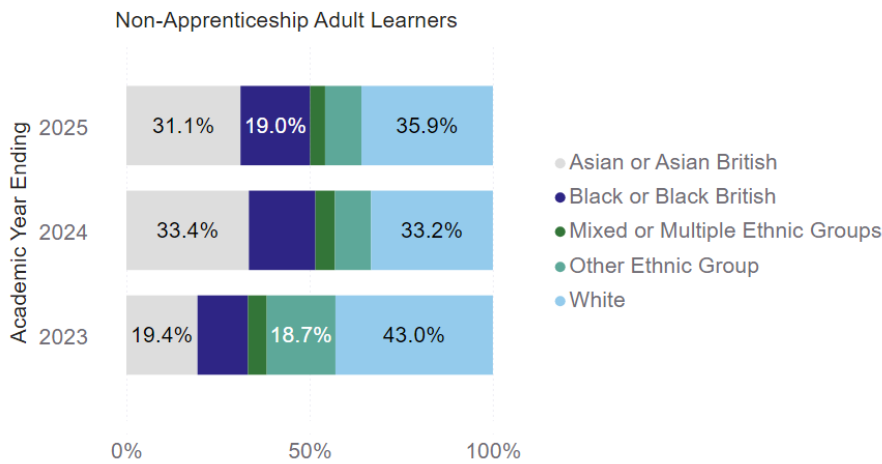
For adult learners sharing data on ethnicity across the last three years, 64% were from a Global Majority group, an increase from 57% in 2023. 36% were from a White background, a decrease from 43% in 2023.



Ethnicity	FY 2023	FY 2024	FY 2025
<i>Adult Apprentices</i>			
Ethnic minorities (excluding white minorities)	37.2%	37.2%	34.5%
White	62.8%	62.8%	65.5%
<i>Non-Apprenticeship Adult Learners</i>			
Ethnic minorities (excluding white minorities)	57.0%	66.8%	64.1%
White	43.0%	33.2%	35.9%

More detailed data on apprentices is below the threshold for reporting.

For non-apprenticeship adult learners, there were 31% Asian or Asian British in 2025, an increase from 19% in 2023. 19% of adult learners are Black or Black British, an increase from 14% in 2023. Fewer adult learners identified as being from an Other Ethnic Group in 2025 (9.9%) than in 2023 (18.7%)



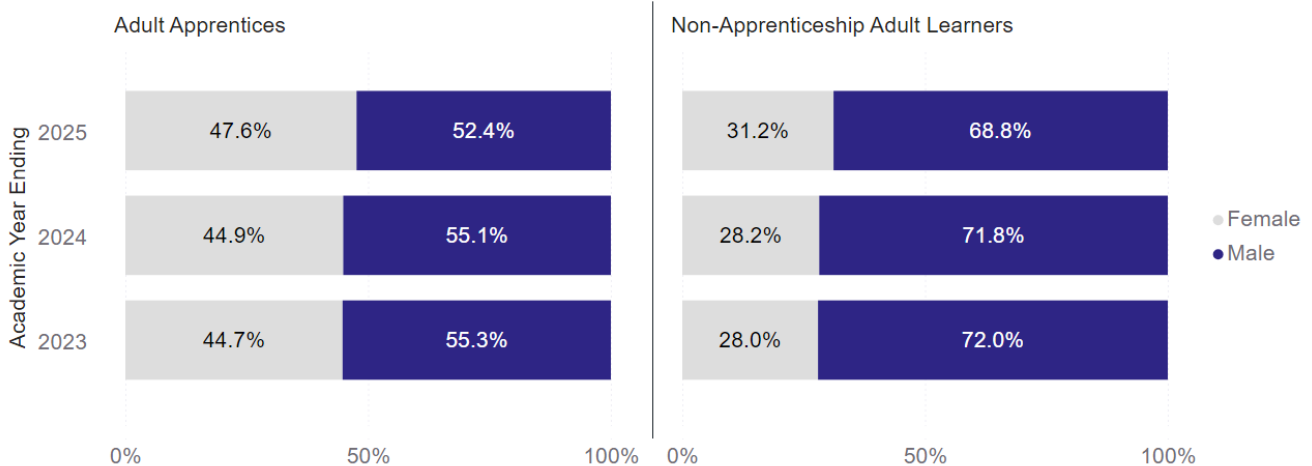
Ethnicity	FY 2023	FY 2024	FY 2025
<i>Non-Apprenticeship Adult Learners</i>			
Asian or Asian British	19.4%	33.4%	31.1%
Black or Black British	13.8%	18.1%	19.0%
Mixed or multiple ethnic groups	5.1%	5.3%	4.1%
Other ethnic group	18.7%	9.9%	9.9%
White	43.0%	33.2%	35.9%

Sex

Information on age was shared by all apprentices and adult learners.

For 2023 and 2024, 45% of adult apprentices were female, and 55% were male. In 2025, 48% of adult apprentices were female, compared to 52% male.

For adult learners, 31% are female and 69% are male. In 2023 and 2024, the proportions were 28% female and 72% male.



Sex	FY 2023	FY 2024	FY 2025
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<i>Adult Apprentices</i>			
Female	44.7%	44.9%	47.6%
Male	55.3%	55.1%	52.4%
<i>Non-Apprenticeship Adult Learners</i>			
Female	28.0%	28.2%	31.2%
Male	72.0%	71.8%	68.8%