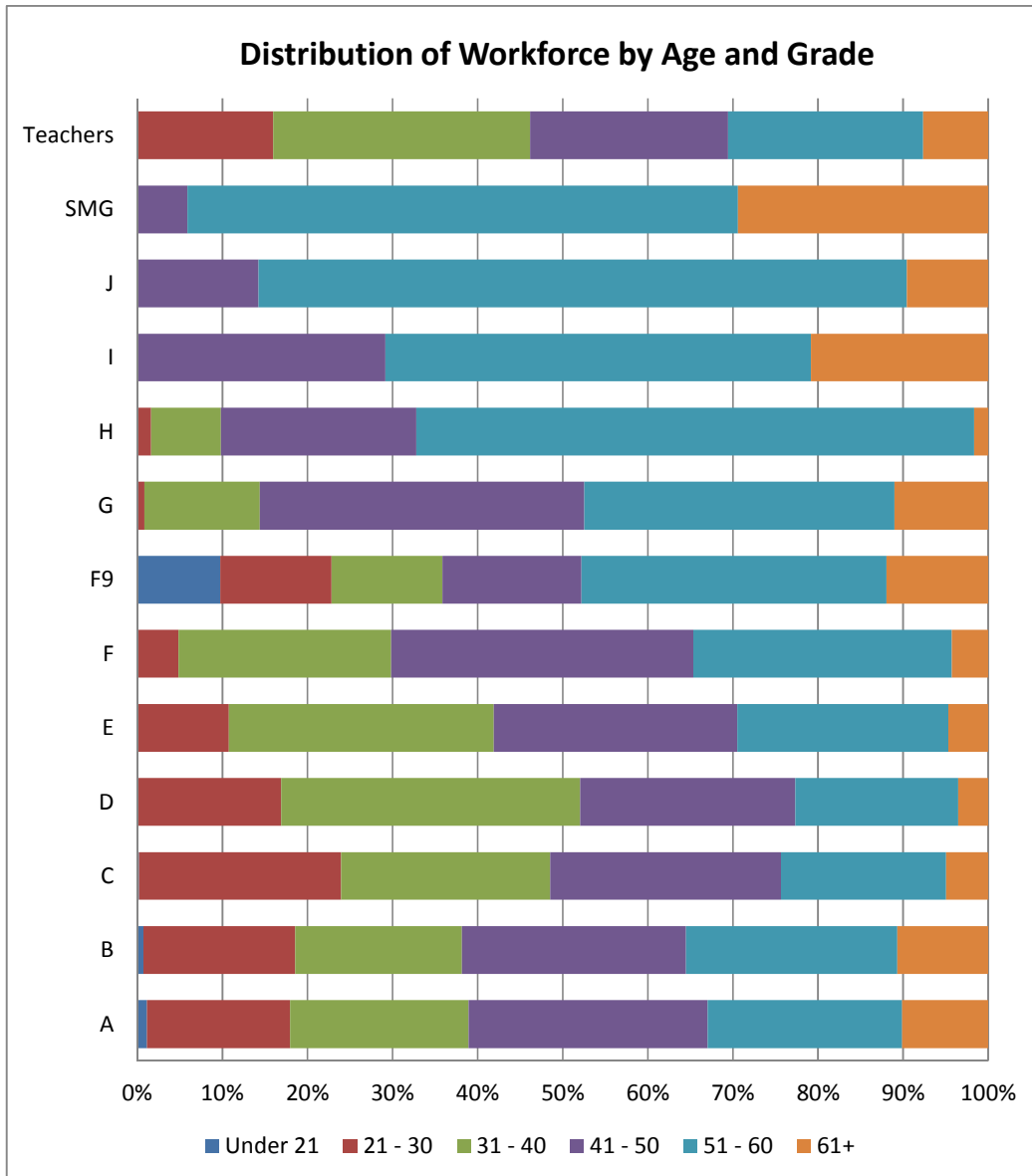


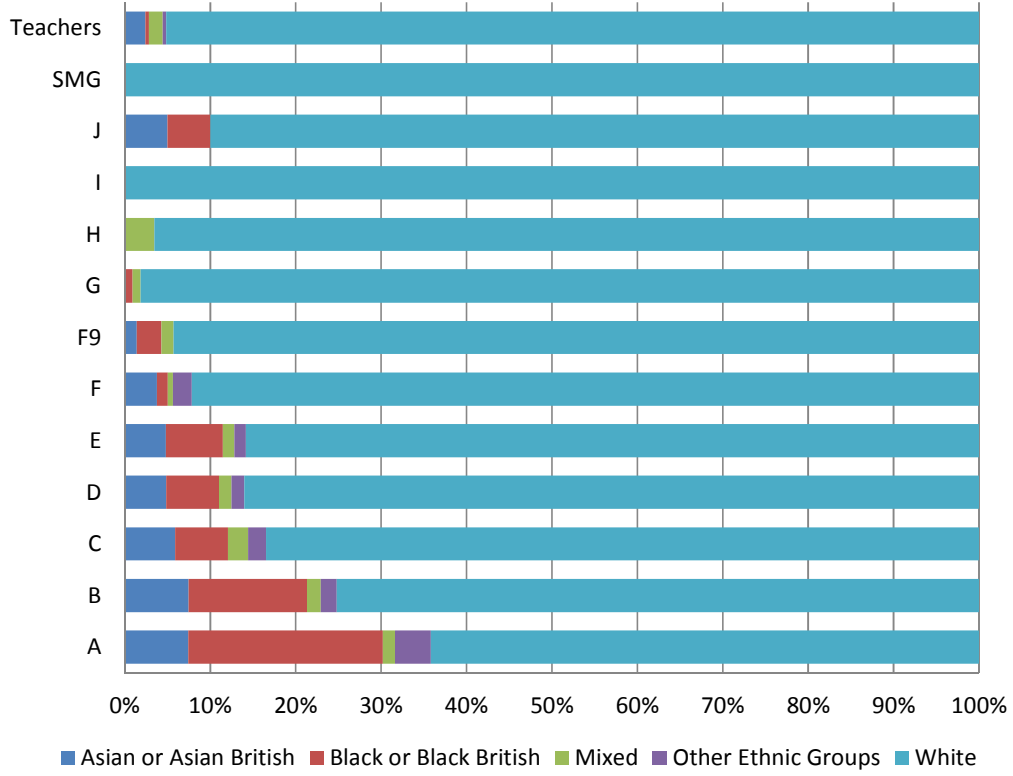
## Equality Monitoring – Additional Information Appendix

The City of London publishes and analyses workforce and recruitment information on an annual basis ( [Workforce Survey and Recruitment Monitoring](#)). Following guidance from the Equalities & Human Rights Commission we have also produced additional information for publication.

This includes information on age and ethnicity in terms of the grade structure:

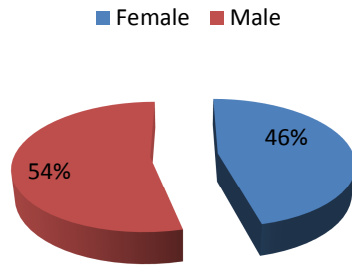


### Distribution of Workforce by Ethnic Group and Grade

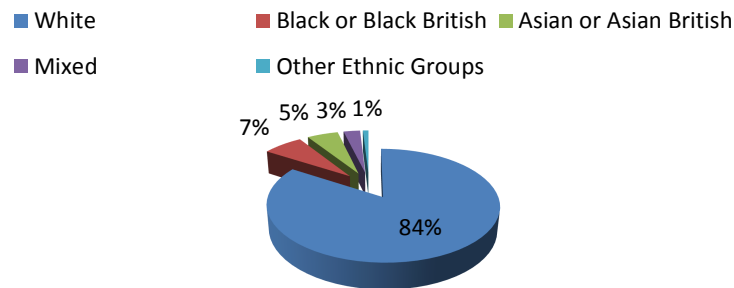


Information on training, gender, ethnicity and disability status indicates that the demographics of those receiving training broadly corresponds to the demographics of our workforce overall.

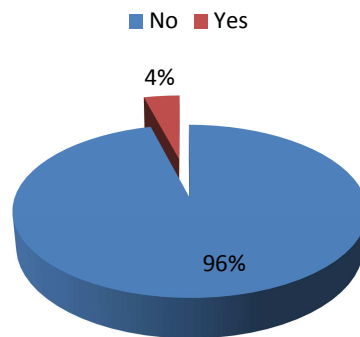
### Distribution of Staff Undertaking Training in 2010/2011 by Gender



### Distribution of Staff Undertaking Training in 2010/2011 by Ethnic Group



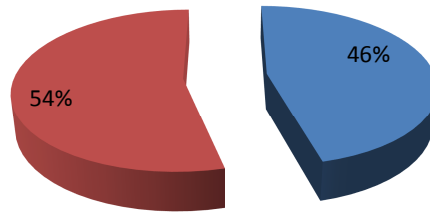
## Disribution of Staff Undertaking Training in 2010/2011 by Disability



We also collect demographic information on those leaving the organisation other than by resignation.

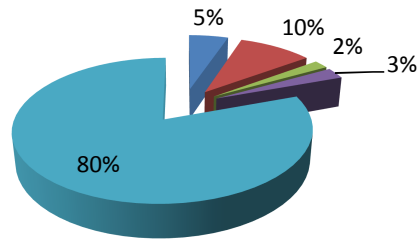
### Percentage of Leavers by Gender (excluding resignations)

Female Male



### Percentage of Leavers by Ethnic Group (excluding resignations)

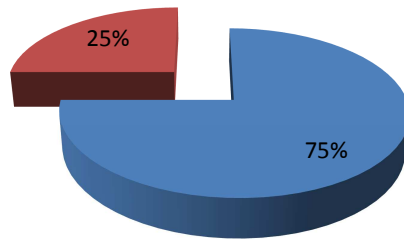
Asian or Asian British Black or Black British Mixed  
Other Ethnic Groups White



In the 2010/11 reporting period the City received 22 requests for flexible working. Of these 20 were accepted – the other 2 requests (9%) could not be accommodated due to operational demands.

### Distribution of Flexible Working Requests Accepted by Gender

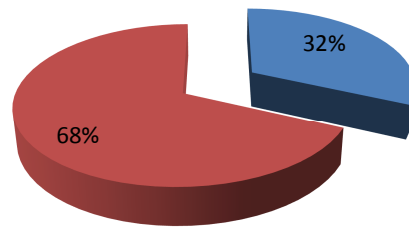
■ Female ■ Male



The City also monitors capability and disciplinary cases. Given the small number of such cases on which we hold monitoring information the value of this monitoring is not yet proven. However, it is hoped that a major data collection exercise in 2011/12 will improve this situation.

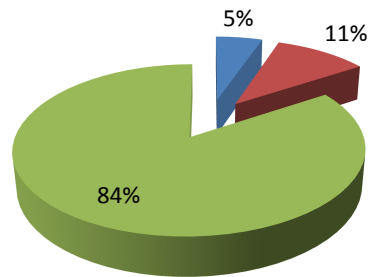
### Distribution of Capability & Disciplinary Cases by Gender

■ Female ■ Male



### Distribution of Capability & Disciplinary Cases by Ethnic Group

■ Asian or Asian British ■ Black or Black British ■ White



The City also monitors complaints, though for 2010/11 demographic information on those lodging formal complaints was sparse . Again the effectiveness of this monitoring should improve in the 2011/12 period.

