

CITY College, University of York Europe Campus

2021 Gender Data Report

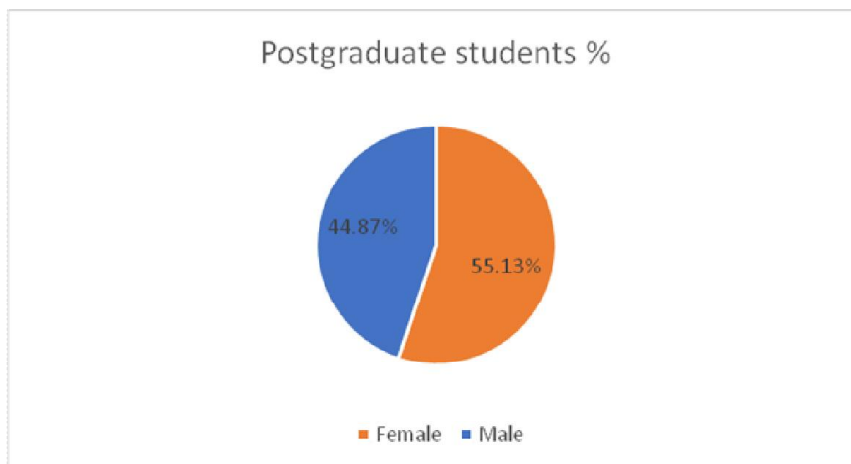
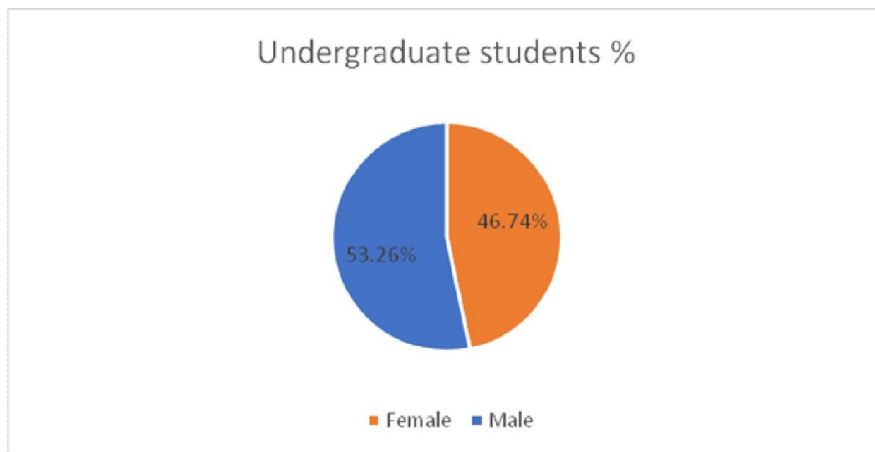
CITY College's commitment to Gender equality, diversity and inclusion, as expressed in the College's Gender Equality Declaration, is a main part of the College's Strategy in line with the relevant strategies of the University of York. We strive to create a learning and research environment giving the opportunity to everyone (student and staff) to achieve their potential irrespective of their gender, sexual orientation and other intersecting features.

Starting with the year 2021, we will report annually sex/gender disintegrated data including gender imbalances across job categories and leadership positions and we will take action to address them.

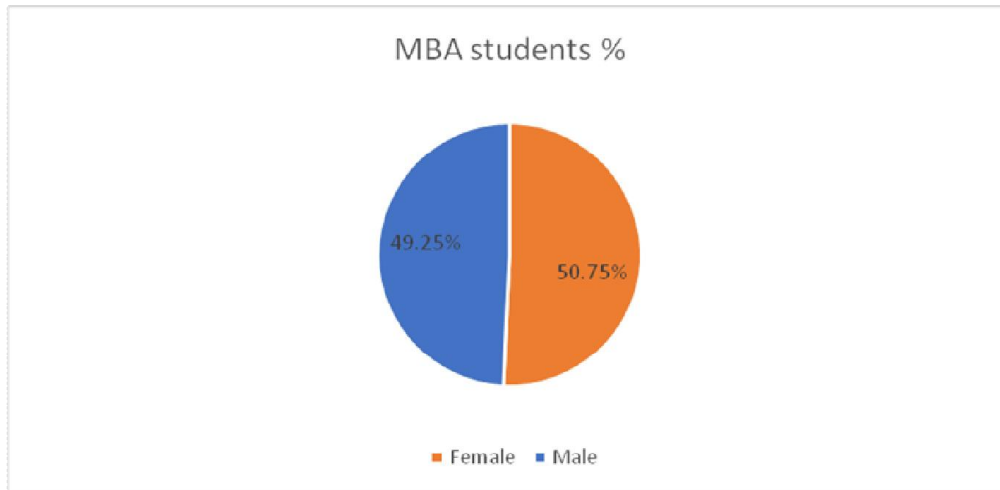
This report contains data as of December 2021 on our student body and staff.

1. Student distribution

The gender distribution among undergraduate and postgraduate students is given in the two following graphs. Males are slightly more in the undergraduate level, while females are more at the postgraduate one.

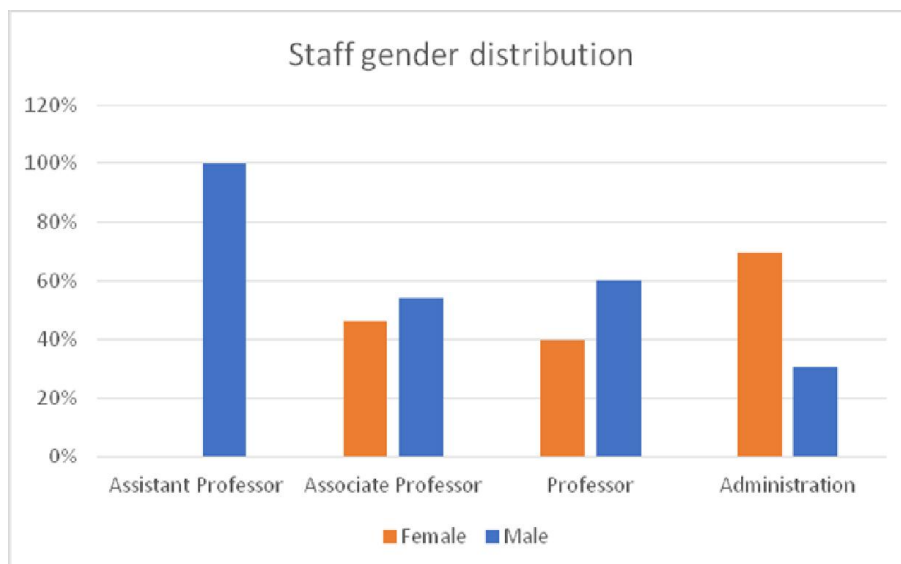


The following graph shows the gender distribution among our currently enrolled MBA students. Females and Males are almost equally represented, which, given the fact that the MBA students predominately come from the business world, may be a positive indication of females achieving equal representation in businesses.



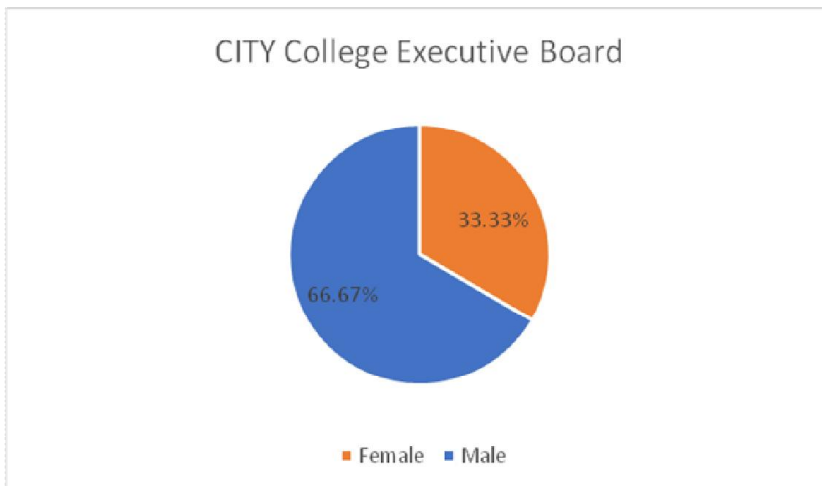
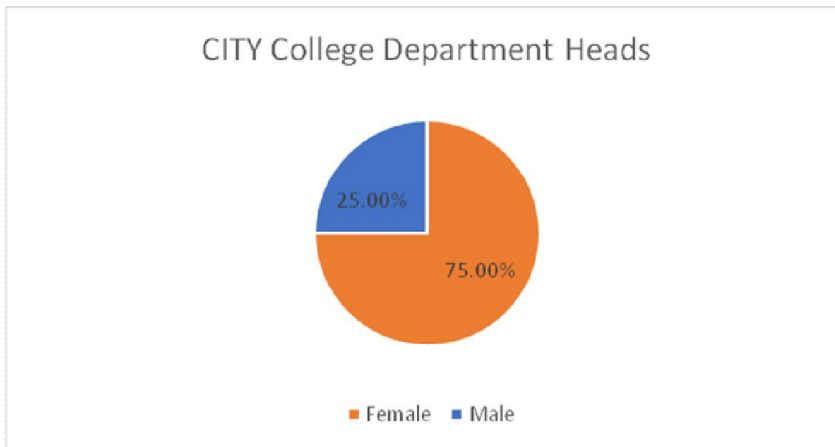
2. Staff distribution

The full time CITY College staff distribution is shown in the following graph. It includes staff that work in academic positions and administration (excluding Management). We can see that females are over-represented in the administrative staff and slightly underrepresented at the Academic level.



In terms of leadership positions, the two graphs that follow show the gender distribution of the Department Heads (where the presence of females is a clear majority) and the gender distribution of

the main decision-making body of the College, the CITY College Executive Board (CCEB), where females constitute a third of the Board.



3. Staff pay gap

We have calculated the gap between the payments received by full time staff at various positions in CITY College. The following table shows the gender pay gap between the average payment received by females and males. A negative sign denotes female average pay trailing the male average pay, while a positive sign denotes the opposite.

Position	Pay Gap
Administration (excluding management)	-1.44%
Associate Professor	7.17%
Professor	-20.76%

We note that there is a negative pay gap at the level of Professor, which may be explained by the level of seniority which is quite different at this position for females and males

We also note that there is a smaller positive gap (in the sense that average female pay exceeds the average male pay) that can also be explained by the level of seniority at this position.

The average pay for administration staff is almost equal for both genders.

Nevertheless, CITY College is committed to offer equal levels of payment for the same positions and levels of seniority to all staff. In the coming years we aim to address the potential issues with payment imbalances and to investigate potential imbalance of payments to the part – time staff as well.