

Business Intelligence Hub  
CYC Workforce Profile 2023/24 Q2  
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## 1. Key Performance Indicators

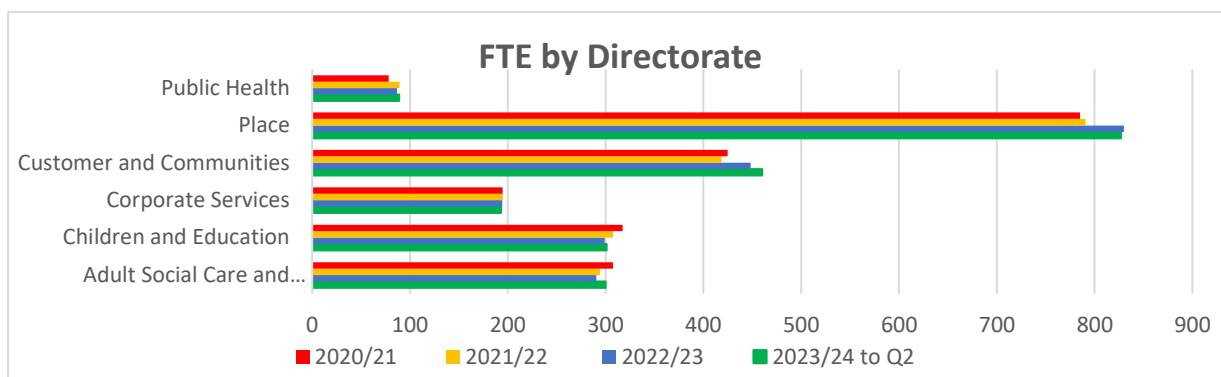
Below are tables containing details of KPI figures for 2020/21, 2021/22, 2022/23 and 2023/24 to Q2. Councillors, casual and school staff have been excluded from these figures so as to only account for core CYC staff, historic data has been mapped to match the current Directorate structure for the new Adults & Children's directorate. The majority of the data within this report is available publicly on the York Open Data platform - [www.yorkopendata.org](http://www.yorkopendata.org)

### 1.1 Staff Headcount (snapshot)

Directorate	2020/21	2021/22	2022/23	2023/24 to Q2
City of York Council (exc.	2550	2509	2547	2573
Adult Social Care and	386	358	350	358
Children and Education	394	389	362	376
Corporate Services	214	212	208	203
Customer and Communities	594	576	618	613
Place	862	865	903	914
Public Health	100	109	106	109

### 1.2 Staff FTE's

Directorate	2020/21	2021/22	2022/23	2023/24 to Q2
City of York Council (exc.	2108	2096	2148	2186
Adult Social Care and	308	294	291	305
Children and Education	317	308	298	315
Corporate Services	195	195	193	188
Customer and Communities	425	419	449	446
Place	785	791	830	843
Public Health	78	89	87	89



### 1.3 Average Sickness Days per FTE (rolling 12 months)

Directorate	2020/21	2021/22	2022/23	2023/24 to Q2
City of York Council (exc.	9	12	11.9	11.3
Adult Social Care and	18	16	20.3	20.0
Children and Education	7	12	15.5	12.2
Corporate Services	5	7	5.8	6.9
Customer and Communities	6	7	6.6	6.2
Place	9	14	12.3	11.8
Public Health	7	8	8.7	8.5
Benchmark – CIPD (All Sectors)	5.8	N/A	7.8	N/A
Benchmark – CIPD (Public	8	N/A	10.6	N/A

### 1.4 Number of New Starters

Directorate	2020/21	2021/22	2022/23	2023/24 to Q2
City of York Council (exc.	194	364	443	208
Adult Social Care and	15	88	80	39
Children and Education	59	65	80	45
Corporate Services	15	25	26	11
Customer and Communities	38	68	116	41
Place	53	94	130	64
Public Health	14	24	11	8

### 1.5 Number of Leavers

Directorate	2020/21	2021/22	2022/23	2023/24 to Q2
City of York Council (exc.	267	383	394	170
Adult Social Care and	75	84	83	30
Children and Education	46	74	82	32
Corporate Services	22	30	29	15
Customer and Communities	51	81	101	36
Place	61	92	90	53
Public Health	12	22	9	4

### 1.6 Leaving Reasons (% of Leavers)

City of York Council (exc. schools)	2020/21	2021/22	2022/23	2023/24 to Q2
Died in Service	1-2%	<1%	1-2%	3%
Dismissal - end of contract	7%	3%	1-2%	2%
Dismissal - lack of capability	1-2%	1-2%	1-2%	1-2%
Dismissal - misconduct	1-2%	<1%	<1%	4%
Dismissal - probationary period	<1%	0%	<1%	0%
Not known	3%	3%	<1%	1-2%
Redundancy	1-2%	4%	2%	0%
Resignation	50%	68%	73%	64%
Retirement	19%	20%	17%	24%
Retirement - Ill Health	1-2%	<1%	1-2%	1-2%
Settlement Agreement	<1%	<1%	0%	0%
TUPE Transfer Out	14%	0%	1-2%	<1%

### 1.7 Total Turnover % (rolling 12 months)

Directorate	2020/21	2021/22	2022/23	2023/24 to Q2
City of York Council (exc.	11%	15%	16%	14%
Adult Social Care and	20%	23%	24%	19%
Children and Education	13%	19%	22%	19%
Corporate Services	10%	14%	14%	13%
Customer and Communities	8%	14%	17%	13%
Place	7%	11%	10%	10%
Public Health	12%	21%	9%	10%
Benchmark – LGA (Public	9%	N/A	N/A	N/A
Benchmark – LGA (Public	9%	N/A	N/A	N/A

### 1.8 Number of Voluntary Leavers

Voluntary Turnover occurs when an employee willingly chooses to leave their position through resignation.

Directorate	2020/21	2021/22	2022/23	2023/24 to Q2
City of York Council (exc.	138	259	275	108
Adult Social Care and	20	51	61	17
Children and Education	32	53	61	22
Corporate Services	13	21	16	10
Customer and Communities	35	60	75	29
Place	34	59	54	27
Public Health	4	15	8	3

### 1.9 Voluntary Leavers by Age & Length of Service

Age	Less than 1 year	1 to 2 years	2 to 5 Years	5 to 10 years	Over 10 years
16-24	13%	21%	11%	0%	0%
25-34	20%	21%	37%	23%	6%
35-49	23%	32%	33%	23%	72%
50-64	43%	26%	15%	46%	17%
65+	0%	0%	4%	8%	6%

### 1.10 Voluntary Turnover % (rolling 12 months)

Directorate	2020/21	2021/22	2022/23	2023/24 to Q2
City of York Council (exc.	6%	10%	11%	9%
Adult Social Care and	6%	14%	17%	12%
Children and Education	9%	14%	17%	16%
Corporate Services	6%	10%	8%	7%
Customer and Communities	6%	10%	12%	10%
Place	4%	7%	6%	5%
Public Health	4%	15%	8%	8%

### 1.11 Resignation – Comparison of % for Ages and Grades compared to Previous Year Comparison

Age	2022/23				2023/24 Q2			
	Grade 1-6	Grade 7 - 11	Grade 12 +	Total	Grades 1-6	Grades 7-11	Grades 12+	Total
16-24	4%	3%	0%	7%	4%	6%	0%	10%
25-34	14%	16%	0%	30%	6%	17%	0%	22%
35-49	10%	18%	2%	30%	7%	24%	4%	36%
50-64	15%	15%	1%	31%	15%	13%	1%	29%
65+	1%	1%	0%	2%	1%	2%	0%	3%
Total	43%	53%	4%	100%	33%	62%	5%	100%

### 1.12 Resignation – Comparison of % of Grades and Ages to wider current workforce

Age	Staff at Q2 2023/24				Resignations 2023/24 Q2			
	Grade 1-6	Grade 7 - 11	Grade 12 +	Total	Grades 1-6	Grades 7-11	Grades 12+	Total
16-24	3%	1%	0%	4%	4%	6%	0%	10%
25-34	5%	8%	0%	13%	6%	17%	0%	22%
35-49	9%	23%	1%	33%	7%	24%	4%	36%
50-64	17%	26%	2%	45%	15%	13%	1%	29%
65+	2%	2%	0%	5%	1%	2%	0%	3%
<b>Total</b>	<b>36%</b>	<b>60%</b>	<b>4%</b>	<b>100%</b>	<b>33%</b>	<b>62%</b>	<b>5%</b>	<b>100%</b>

### 1.13 Work With York YTD – Total Assignments

Directorate	2020/21	2021/22	2022/23	2023/24 to Q2
City of York Council (exc.	972	995	665	384
Adult Social Care and	159	117	140	98
Children and Education	186	165	122	68
Corporate Services	24	64	17	3
Customer and Communities	69	71	98	43
Place	335	330	286	169
Public Health	199	248	2	3

### 1.14 Work with York – Long Term Assignments (over 12 months)

Directorate	2020/21	2021/22	2022/23	2023/24 to Q2
City of York Council (exc.	110	126	83	64
Adult Social Care and	12	14	13	12
Children and Education	24	22	10	6
Corporate Services	2	1	0	0
Customer and Communities	10	8	11	12
Place	62	57	48	33
Public Health	0	24	1	1



### 1.15 Work with York – Current Assignments

Directorate	2020/21	2021/22	2022/23	2023/24 Q2
City of York Council (exc.	434	486	254	201
Adult Social Care and	39	66	68	56
Children and Education	68	84	41	21
Corporate Services	5	14	0	1
Customer and Communities	25	43	36	17
Place	142	198	107	104
Public Health	155	81	2	2

## 2. Equalities Profiling

The tables below summary the City of York Council's equalities profile. These were produced using a snapshot of available data taken on 30<sup>th</sup> September 2023. Councillors, casual and school staff have been excluded. Age data is provided by The local government earnings and demography survey (LGEDS) 2019/20 with all York and National figures used taken from the 2021 Census.

### 2.1 Gender

	2020/21		2021/22		2022/23		2023/24 Q2	
	Male	Female	Male	Female	Male	Female	Male	Female
City of York	38%	62%	38%	62%	38%	62%	38%	62%
Public Sector	34%	66%	34%	66%	34%	66%	34%	66%
York	49%	51%	48%	52%	48%	52%	48%	52%
National	49%	51%	49%	51%	49%	51%	49%	51%

### 2.2 Sexual Orientation

	2020/21	2021/22	2022/23	2023/24 Q2
Heterosexual	96%	96%	95%	95%
Non-Heterosexual	4%	4%	5%	5%

### 2.3 Age

		16-24	25-34	35-49	50-64	65+
2020/21	CYC	3%	13%	35%	47%	3%
	Y&H	5%	14%	36%	43%	3%
	England & Wales	5%	15%	36%	41%	4%
2021/22	CYC	3%	13%	33%	46%	4%
	Y&H	5%	14%	36%	43%	3%
	England & Wales	5%	15%	36%	41%	4%
2022/23	CYC	3%	13%	33%	46%	4%
	Y&H	5%	14%	36%	43%	3%
	England & Wales	5%	15%	36%	41%	4%
2023/24 Q2	CYC	4%	13%	33%	46%	5%
	Y&H	5%	14%	36%	43%	3%
	England & Wales	5%	15%	36%	41%	4%

### 2.4 Ethnicity

	2020/21		2021/22		2022/23		2023/24 Q2	
	White - British	BME	White - British	BME	White - British	BME	White - British	BME
City of York Council	94%	6%	94%	6%	93%	7%	93%	7%
Public Sector	90%	10%	90%	10%	90%	10%	90%	10%
Public Sector – Y&H	95%	5%	93%	7%	93%	7%	93%	7%
York	90%	10%	87%	13%	87%	13%	87%	13%
National	81%	19%	74%	26%	74%	26%	74%	26%

## 2.5 Disability

	2020/21		2021/22		2022/23		2023/24 Q2	
	Not Disabled	Disa-abled	Not Disabled	Disa-abled	Not Disabled	Disa-abled	Not Disabled	Disa-abled
City of York Council	95%	5%	94%	6%	93%	7%	93%	7%
Public Sector	N/A	N/A	92%	8%	N/A	N/A	N/A	N/A
Public Sector – Y&H	N/A	N/A	94%	6%	N/A	N/A	N/A	N/A
York	85%	15%	83%	17%	83%	17%	83%	17%
National	82%	18%	82%	18%	82%	18%	82%	18%

## 2.6 Disability Type (of declared disability)

	2020/21	2021/22	2022/23	2023/24 Q2
Learning	11%	9%	13%	14%
Long-standing	33%	35%	33%	30%
Mental illness	3%	9%	11%	11%
Physical	10%	10%	8%	8%
Sensory	6%	8%	9%	9%
Other	37%	30%	26%	27%

*Note: The equalities data in these tables is based on staff information held by HR. Over 22% of staff have not provided information for Disability and Ethnicity, and over 34% for Sexual Orientation.*

## 2.7 Equalities by Grade

		Grades 1-6	Grades 7-11	Grades 12 & Over
<b>Gender</b>	Male	43%	34%	44%
	Female	57%	66%	56%
<b>Sexual Orientation</b>	Heterosexual	95%	95%	94%
	Non-Heterosexual	5%	5%	6%
<b>Age</b>	16-24	7%	2%	0%
	25-34	14%	13%	4%
	35-49	25%	37%	36%
	50-64	48%	44%	60%
	65+	6%	4%	0%
<b>Ethnicity</b>	BAME	8%	6%	1%
	White British	92%	94%	99%
<b>Disabled</b>	Disabled	8%	7%	4%
	Not Disabled	92%	93%	96%

## 2.8 Gender Pay Gap

This is the link to the Gender Pay Gap reports which are produced by HR and are held on the York Open Data platform.

<https://data.yorkopendata.org/dataset/cyc-gender-pay-gap>