

Business Intelligence Hub

CYC Workforce Profile 2025/26

Date Produced 1st May 2026

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1. Key Performance Indicators

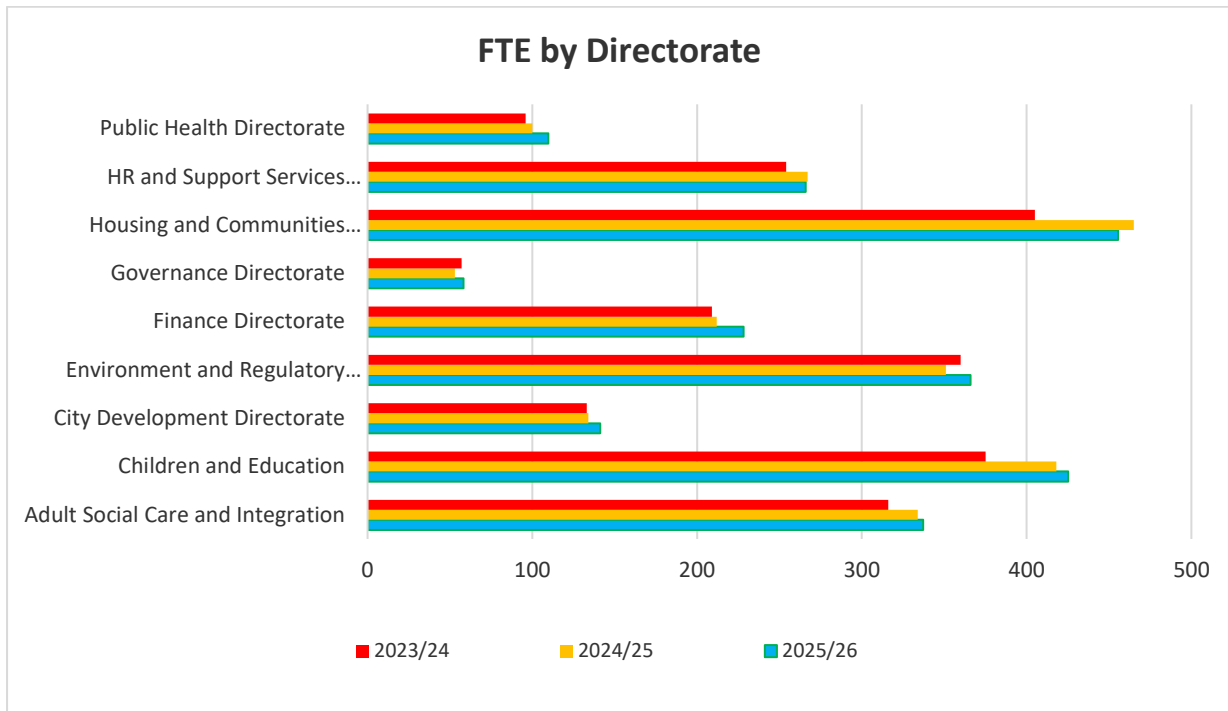
Below are tables containing details of KPI figures for 2023/24, 2024/25 and 2025/26 where available. Councillors, casual and school staff have been excluded from these figures so as to only account for core CYC staff, historic data has been mapped to match the current Directorate structure for the new Adults & Children's directorate. The majority of the data within this report is available publicly on the York Open Data platform - www.yorkopendata.org

1.1 Staff Headcount (snapshot)

Directorate	2023/24	2024/25	2025/26
City of York Council (exc. schools)	2588	2692	2736
Adult Social Care and Integration Directorate	371	389	391
Children and Education Directorate	542	543	541
City Development Directorate	157	161	171
Environment and Regulatory Directorate	379	370	383
Finance Directorate	237	241	257
Governance Directorate	60	65	73
Housing and Communities Directorate	447	512	502
HR and Support Services Directorate	289	305	305
Public Health Directorate	117	122	130

1.2 Staff FTE's

Directorate	2023/24	2024/25	2025/26
City of York Council (exc. schools)	2203	2333	2387
Adult Social Care and Integration Directorate	316	334	337
Children and Education Directorate	375	418	425
City Development Directorate	133	134	141
Environment and Regulatory Directorate	360	351	366
Finance Directorate	209	212	228
Governance Directorate	57	53	58
Housing and Communities Directorate	405	465	456
HR and Support Services Directorate	254	267	266
Public Health Directorate	96	100	110



1.3 Average Sickness Days per FTE (rolling 12 months)

Directorate	2023/24	2024/25	2025/26
City of York Council (exc. schools)	11.2	11.9	12.1
Adult Social Care and Integration Directorate	19.6	14.6	15.0
Children and Education Directorate	10.4	11.3	10.5
City Development Directorate	5.0	5.4	9.5
Environment and Regulatory Directorate	15.2	17.7	18.2
Finance Directorate	4.4	10.7	7.1
Governance Directorate	15.1	3.3	5.6
Housing and Communities Directorate	10.5	12.7	12.7
HR and Support Services Directorate	5.9	6.5	8.4
Public Health Directorate	10.9	10.3	12.0
CIPD benchmark (All Sectors)	7.8	9.4	Autumn 26
CIPD benchmark (Public Sector)	10.6	13.3	Autumn 26

1.4 Number of New Starters

Directorate	2023/24	2024/25	2025/26
City of York Council (exc. schools)	375	421	374
Adult Social Care and Integration Directorate	70	65	65
Children and Education Directorate	89	98	63
City Development Directorate	20	27	31
Environment and Regulatory Directorate	51	28	46
Finance Directorate	21	26	33
Governance Directorate	7	9	11
Housing and Communities Directorate	65	111	82
HR and Support Services Directorate	36	39	28
Public Health Directorate	16	18	17

1.5 Number of Leavers

Directorate	2023/24	2024/25	2025/26
City of York Council (exc. schools)	326	322	326
Adult Social Care and Integration Directorate	54	51	56
Children and Education Directorate	68	97	72
City Development Directorate	16	25	20
Environment and Regulatory Directorate	48	35	34
Finance Directorate	19	27	19
Governance Directorate	12	11	5
Housing and Communities Directorate	64	46	80
HR and Support Services Directorate	26	16	25
Public Health Directorate	19	14	15

1.6 Leaving Reasons (% of Leavers)

City of York Council (exc. schools)	2023/24	2024/25	2025/26
Died in Service	1-2%	2%	<1%
Dismissal - end of contract	3%	3%	2%
Dismissal - lack of capability	1-2%	1-2%	1-2%
Dismissal - misconduct	2%	1-2%	<1%
Dismissal - probationary period	<1%	1-2%	<1%
Not known	<1%	<1%	0%
Redundancy	<1%	<1%	3%
Resignation	63%	56%	66%
Retirement	25%	24%	22%
Retirement - Ill Health	2%	<1%	2%
Other	0%	11%	<1%
Settlement Agreement	0%	0%	<1%
TUPE Transfer Out	0%	0%	<1%

1.7 Total Turnover % (rolling 12 months)

Directorate	2023/24	2024/25	2025/26
City of York Council (exc. schools)	13%	13%	12%
Adult Social Care and Integration Directorate	13%	18%	14%
Children and Education Directorate	10%	16%	13%
City Development Directorate	13%	9%	12%
Environment and Regulatory Directorate	8%	12%	9%
Finance Directorate	19%	19%	8%
Governance Directorate	14%	10%	7%
Housing and Communities Directorate	9%	5%	16%
HR and Support Services Directorate	16%	12%	8%
Public Health Directorate	13%	13%	12%
Benchmarks	None available since 2022/23		

1.8 *Number of Voluntary Leavers*

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

Directorate	2023/24	2024/25	2025/26
City of York Council (exc. schools)	205	184	213
Adult Social Care and Integration Directorate	33	28	35
Children and Education Directorate	52	44	54
City Development Directorate	8	16	13
Environment and Regulatory Directorate	25	22	15
Finance Directorate	8	14	7
Governance Directorate	7	9	5
Housing and Communities Directorate	44	29	63
HR and Support Services Directorate	12	9	15
Public Health Directorate	16	13	6

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	4%	2%	2%	0%	0%
25-34	9%	5%	8%	4%	0%
35-49	7%	4%	9%	7%	5%
50-64	5%	5%	4%	6%	8%
65+	0%	0%	0%	0%	3%

1.10 Voluntary Turnover % (rolling 12 months)

Directorate	2023/24	2024/25	2025/26
City of York Council (exc. schools)	8%	7%	8%
Adult Social Care and Integration Directorate	9%	7%	9%
Children and Education Directorate	10%	8%	10%
City Development Directorate	5%	10%	8%
Environment and Regulatory Directorate	7%	6%	4%
Finance Directorate	3%	6%	3%
Governance Directorate	11%	15%	7%
Housing and Communities Directorate	10%	6%	12%
HR and Support Services Directorate	4%	3%	5%
Public Health Directorate	13%	11%	5%

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

Age	2024/25				2025/26			
	Grade 1-6	Grade 7 - 11	Grade 12 +	Total	Grades 1-6	Grades 7-11	Grades 12+	Total
16-24	4%	1%	0%	5%	6%	2%	0%	8%
25-34	9%	12%	0%	21%	11%	16%	0%	27%
35-49	9%	24%	2%	35%	9%	21%	3%	33%
50-64	12%	20%	3%	35%	9%	18%	1%	28%
65+	2%	3%	0%	4%	2%	1%	0%	3%
Total	36%	59%	5%	100%	37%	59%	4%	100%

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

Age	Staff 2025/26				Resignations 2025/26			
	Grade 1-6	Grade 7 - 11	Grade 12 +	Total	Grades 1-6	Grades 7-11	Grades 12+	Total
16-24	2%	2%	0%	4%	6%	2%	0%	8%
25-34	6%	10%	0%	16%	11%	16%	0%	27%
35-49	10%	23%	2%	35%	9%	21%	3%	33%
50-64	16%	24%	2%	42%	9%	18%	1%	28%
65+	3%	1%	0%	4%	2%	1%	0%	3%
Total	36%	60%	4%	100%	37%	59%	4%	100%

1.13 Work With York YTD – Total Assignments

Directorate	2022/23	2023/24	2024/25	2025/26
City of York Council (exc. schools)	666	463	417	531
Adult Social Care and Integration Directorate			74	112
Children and Education Directorate			75	86
City Development Directorate			13	23
Environment and Regulatory Directorate			89	131
Finance Directorate			51	42
Governance Directorate			2	0
Housing and Communities Directorate			107	127
HR and Support Services Directorate			5	8
Public Health Directorate			1	2

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

Directorate	2022/23	2023/24	2024/25	2025/26
City of York Council (exc. schools)	85	47	56	66
Adult Social Care and Integration Directorate			13	12
Children and Education Directorate			12	10
City Development Directorate			6	3
Environment and Regulatory Directorate			15	17
Finance Directorate			4	9
Governance Directorate			0	0
Housing and Communities Directorate			6	15
HR and Support Services Directorate			0	0
Public Health Directorate			0	0

1.15 Work with York – Current Assignments

Directorate	2022/23	2023/24	2024/25	2025/26
City of York Council (exc. schools)	257	151	201	272
Adult Social Care and Integration Directorate			33	70
Children and Education Directorate			31	44
City Development Directorate			8	17
Environment and Regulatory Directorate			53	61
Finance Directorate			22	21
Governance Directorate			0	0
Housing and Communities Directorate			49	54
HR and Support Services Directorate			4	4
Public Health Directorate			1	1

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 31st March 2026. Councillors, casual and school staff have been excluded.

2.1 Gender

	2022/23		2023/24		2024/25		2025/26	
	Male	Female	Male	Female	Male	Female	Male	Female
City of York Council	38%	62%	37%	63%	37%	63%	37%	63%
Public Sector (LGA0	N/a	N/a	26%	74%	26%	74%	Autumn 2026	
York	48%	52%	48%	52%	48%	52%		
National	49%	51%	49%	51%	49%	51%		

2.2 Sexual Orientation

	2022/23	2023/24	2024/25	2025/26
Heterosexual	95%	95%	94%	94%
Non-Heterosexual	5%	5%	6%	6%

2.3 Age (Y&H and E&W figures are from the 2021 Census)

		16-24	25-34	35-49	50-64	65+
2022/23	CYC	3%	13%	33%	46%	4%
	Yorkshire & Humber	5%	14%	36%	43%	3%
	England & Wales	5%	15%	36%	41%	4%
2023/24	CYC	4%	13%	33%	46%	4%
	Yorkshire & Humber	5%	14%	36%	43%	3%
	England & Wales	5%	15%	36%	41%	4%
2024/25	CYC	3%	15%	34%	44%	4%
	Yorkshire & Humber	5%	14%	36%	43%	3%
	England & Wales	5%	15%	36%	41%	4%
2025/26	CYC	4%	16%	35%	42%	4%
	Yorkshire & Humber	5%	14%	36%	43%	3%
	England & Wales	5%	15%	36%	41%	4%

2.4 Ethnicity

	2022/23		2023/24		2024/25		2025/26	
	White - British	BME	White - British	BME	White - British	BME	White - British	BME
City of York Council	94%	6%	93%	7%	93%	7%	92%	8%
Public Sector (LGA)	89%	11%	89%	11%	89%	11%	Autumn 2026	
York (Census 2021)	93%	7%	93%	7%	93%	7%		
National (Census 2021)	81%	19%	81%	19%	81%	19%		

2.5 Disability

	2022/23		2023/24		2024/25		2025/26	
	Not Disabled	Disabled	Not Disabled	Disabled	Not Disabled	Disabled	Not Disabled	Disabled
City of York Council	93%	7%	93%	7%	91%	9%	90%	10%
Public Sector (LGA)	95%	5%	95%	5%	95%	5%	Autumn 2026	
York (Census 2021)	83%	17%	83%	17%	83%	17%		
National (Census 2021)	82%	18%	82%	18%	82%	18%		

2.6 Disability Type (of declared disability)

	2022/23	2023/24	2024/25	2025/26
Learning disability	13%	15%	14%	17%
Long-standing illness	33%	32%	30%	25%
Mental illness	11%	10%	13%	14%
Physical	8%	8%	9%	9%
Sensory	9%	9%	10%	9%
Other	26%	26%	25%	26%

2.7 Equalities by Grade

		Grades 1-6	Grades 7-11	Grades 12 & Over
Gender	Male	44%	33%	41%
	Female	56%	67%	59%
Sexual Orientation	Heterosexual	93%	94%	96%
	Non-Heterosexual	7%	6%	4%
Age	16-24	5%	3%	0%
	25-34	16%	16%	4%
	35-49	27%	39%	46%
	50-64	45%	40%	48%
	65+	7%	2%	1%
Ethnicity	Bame	12%	7%	3%
	White British	88%	93%	97%
Disabled	Disabled	11%	9%	5%
	Not Disabled	89%	91%	95%

Note: The equalities data in these tables is based on staff information held by HR. Over 24% of staff have not provided information for Disability and Ethnicity, and over 31% for Sexual Orientation.

3. Additional Information

This is additional information requested for this report

3.1 Additional Pay Arrangement at end of 2025/26

Directorate	TARA's	Market Supplements	Market retention
City of York Council (exc. schools)	10	2	1
Adult Social Care and Integration Directorate	1	0	0
Children and Education Directorate	1	1	0
City Development Directorate	0	0	0
Environment and Regulatory Directorate	3	1	0
Finance Directorate	2	0	1
Governance Directorate	0	0	0
Housing and Communities Directorate	2	0	0
HR and Support Services Directorate	1	0	0
Public Health Directorate	0	0	0

3.2 Trade Union Facility Time Reporting: Hours 2025/26

(LY total 2024/25)

Directorate	Unison	GMB	Unite	Total Hours
City of York Council (exc. schools)	2109.5	1358.5	211.6	3679.6
(Last year)	-1560	-898	-27	-2485
Adult Social Care and Integration Directorate	49.9			49.9
Children and Education Directorate	213			213
City Development Directorate				0
Environment and Regulatory Directorate	123.3	90		213.3
Finance Directorate				0
Governance Directorate				0
Housing and Communities Directorate	1723.3	1268.5	211.6	3203.4
HR and Support Services Directorate				0
Public Health Directorate				0

3.3 *Apprentice Numbers*

Directorate	2025/26 Q3	2025/26 Q4
City of York Council (exc. schools)	82	84
Adult Social Care and Integration Directorate	6	6
Children and Education Directorate	22	24
City Development Directorate	8	7
Environment and Regulatory Directorate	14	15
Finance Directorate	5	4
Governance Directorate	11	10
Housing and Communities Directorate	12	14
HR and Support Services Directorate	3	3
Public Health Directorate	1	1

3.4 *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>