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Business Intelligence Hub

CYC Workforce Profile 2023/24

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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. 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

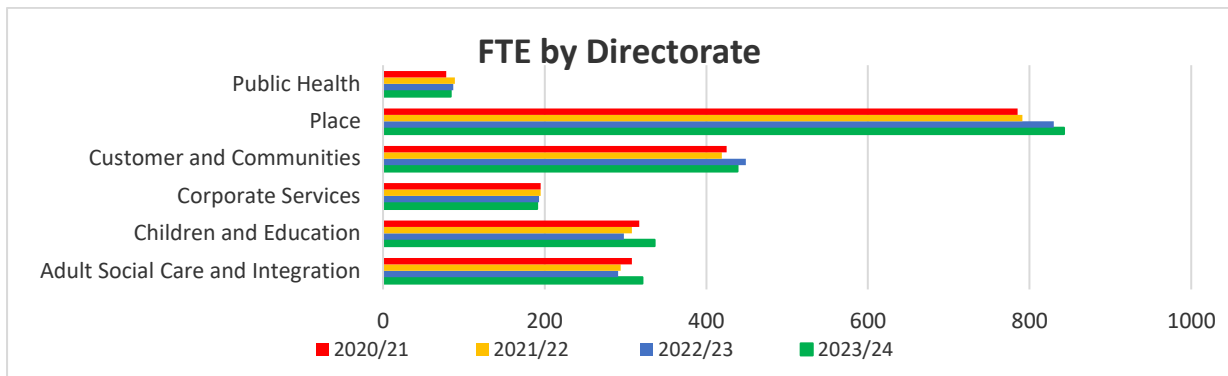
1.1 Staff Headcount (snapshot)

Directorate	2020/21	2021/22	2022/23	2023/24
City of York Council (exc. schools)	2550	2509	2547	2605
Adult Social Care and Integration	386	358	350	377
Children and Education	394	389	362	402
Corporate Services	214	212	208	205
Customer and Communities	594	576	618	602
Place	862	865	903	916
Public Health	100	109	106	103

1.2 Staff FTE's

Directorate	2020/21	2021/22	2022/23	2023/24
City of York Council (exc. schools)	2108	2096	2148	2212
Adult Social Care and Integration	308	294	291	321
Children and Education	317	308	298	336
Corporate Services	195	195	193	191
Customer and Communities	425	419	449	438
Place	785	791	830	842
Public Health	78	89	87	84

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1.3 Average Sickness Days per FTE (rolling 12 months)

Directorate	2020/21	2021/22	2022/23	2023/24
City of York Council (exc. schools)	9	12	11.9	11.3
Adult Social Care and Integration	18	16	20.3	19.6
Children and Education	7	12	15.5	11.6
Corporate Services	5	7	5.8	6.4
Customer and Communities	6	7	6.6	6.2
Place	9	14	12.3	12.1
Public Health	7	8	8.7	10.4
Benchmark – CIPD (All Sectors)	5.8	N/A	7.8	N/A
Benchmark – CIPD (Public Sector)	8	N/A	10.6	N/A

1.4 Number of New Starters

Directorate	2020/21	2021/22	2022/23	2023/24
City of York Council (exc. schools)	194	364	443	376
Adult Social Care and Integration	15	88	80	70
Children and Education	59	65	80	81
Corporate Services	15	25	26	20
Customer and Communities	38	68	116	68
Place	53	94	130	122
Public Health	14	24	11	15

1.5 Number of Leavers

Directorate	2020/21	2021/22	2022/23	2023/24
City of York Council (exc. schools)	194	364	443	376
Adult Social Care and Integration	15	88	80	70
Children and Education	59	65	80	81
Corporate Services	15	25	26	20
Customer and Communities	38	68	116	68
Place	53	94	130	122
Public Health	14	24	11	15

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City of York Council (exc. schools)	267	383	394	325
Adult Social Care and Integration	75	84	83	54
Children and Education	46	74	82	56
Corporate Services	22	30	29	24
Customer and Communities	51	81	101	62
Place	61	92	90	111
Public Health	12	22	9	18

1.6 Leaving Reasons (% of Leavers)

City of York Council (exc. schools)	2020/21	2021/22	2022/23	2023/24
Died in Service	1-2%	<1%	1-2%	1-2%
Dismissal - end of contract	7%	3%	1-2%	3%
Dismissal - lack of capability	1-2%	1-2%	1-2%	1-2%
Dismissal - misconduct	1-2%	<1%	<1%	2%
Dismissal - probationary period	<1%	0%	<1%	<1%
Not known	3%	3%	<1%	<1%
Redundancy	1-2%	4%	2%	<1%
Resignation	50%	68%	73%	63%
Retirement	19%	20%	17%	25%
Retirement - Ill Health	1-2%	<1%	1-2%	2%
Settlement Agreement	<1%	<1%	0%	0%
TUPE Transfer Out	14%	0%	1-2%	0%

1.7 Total Turnover % (rolling 12 months)

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

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Benchmark – LGA (Public Sector)	9%	N/A	N/A	N/A
Benchmark – LGA (Public Sector – Y&H)	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
City of York Council (exc. schools)	138	259	275	204
Adult Social Care and Integration	20	51	61	33
Children and Education	32	53	61	42
Corporate Services	13	21	16	14
Customer and Communities	35	60	75	44
Place	34	59	54	56
Public Health	4	15	8	15

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%	19%	11%	0%	0%
25-34	21%	35%	27%	20%	1%
35-49	31%	23%	32%	27%	17%
50-64	31%	21%	25%	37%	48%
65+	3%	2%	5%	17%	35%

1.10 Voluntary Turnover % (rolling 12 months)

Directorate	2020/21	2021/22	2022/23	2023/24
City of York Council (exc. schools)	6%	10%	11%	8%
Adult Social Care and Integration	6%	14%	17%	9%

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Children and Education	9%	14%	17%	11%
Corporate Services	6%	10%	8%	7%
Customer and Communities	6%	10%	12%	7%
Place	4%	7%	6%	6%
Public Health	4%	15%	8%	14%

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

Age	2022/23				2023/24			
	Grade 1-6	Grade 7 - 11	Grade 12 +	Total	Grades 1-6	Grades 7-11	Grades 12+	Total
16-24	4%	3%	0%	7%	3%	6%	0%	9%
25-34	14%	16%	0%	30%	7%	18%	0%	25%
35-49	10%	18%	2%	30%	8%	25%	3%	36%
50-64	15%	15%	1%	31%	12%	13%	1%	26%
65+	1%	1%	0%	2%	2%	2%	0%	4%
Total	43%	53%	4%	100%	32%	63%	5%	100%

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

Age	Staff at Q4 2023/24				Resignations 2023/24			
	Grade 1-6	Grade 7 - 11	Grade 12 +	Total	Grades 1-6	Grades 7-11	Grades 12+	Total
16-24	3%	1%	0%	4%	3%	6%	0%	9%
25-34	5%	8%	0%	13%	7%	18%	0%	25%
35-49	8%	23%	1%	33%	8%	25%	3%	36%
50-64	17%	26%	2%	45%	12%	13%	1%	26%
65+	2%	3%	0%	5%	2%	2%	0%	4%
Total	35%	61%	4%	100%	32%	63%	5%	100%

1.13 Work With York YTD – Total Assignments

Directorate	2020/21	2021/22	2022/23	2023/24
City of York Council (exc. schools)	972	995	665	463
Adult Social Care and Integration	159	117	140	119

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Children and Education	186	165	122	77
Corporate Services	24	64	17	4
Customer and Communities	69	71	98	49
Place	335	330	286	211
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
City of York Council (exc. schools)	110	126	83	47
Adult Social Care and Integration	12	14	13	10
Children and Education	24	22	10	6
Corporate Services	>3	>3	0	0
Customer and Communities	10	8	11	5
Place	62	57	48	26
Public Health	0	24	>3	0

1.15 Work with York – Current Assignments

Directorate	2020/21	2021/22	2022/23	2023/24
City of York Council (exc. schools)	434	486	254	151
Adult Social Care and Integration	39	66	68	38
Children and Education	68	84	41	21
Corporate Services	5	14	0	>3
Customer and Communities	25	43	36	12
Place	142	198	107	79
Public Health	155	81	>3	0

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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 30th April 2024. 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 2011 Census.

2.1 Gender

	2020/21		2021/22		2022/23		2023/24	
	Male	Female	Male	Female	Male	Female	Male	Female
City of York Council	38%	62%	38%	62%	38%	62%	37%	63%
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
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	CYC	4%	13%	33%	46%	4%
	Y&H	5%	14%	36%	43%	3%
	England & Wales	5%	15%	36%	41%	4%

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2.4 Ethnicity

	2020/21		2021/22		2022/23		2023/24	
	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	
	Not Disabled	Disabled	Not Disabled	Disabled	Not Disabled	Disabled	Not Disabled	Disabled
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
Learning disability	11%	9%	13%	15%
Long-standing illness	33%	35%	33%	32%
Mental illness	3%	9%	11%	10%
Physical	10%	10%	8%	8%
Sensory	6%	8%	9%	9%
Other	37%	30%	26%	26%

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Note: The equalities data in these tables is based on staff information held by HR. Over 25% of staff have not provided information for Disability and Ethnicity, and over 36% for Sexual Orientation.

2.7 Equalities by Grade

		Grades 1-6	Grades 7-11	Grades 12 & Over
Gender	Male	43%	34%	47%
	Female	57%	66%	53%
Sexual Orientation	Heterosexual	95%	95%	94%
	Non-Heterosexual	5%	5%	6%
Age	16-24	7%	2%	0%
	25-34	15%	13%	3%
	35-49	24%	38%	40%
	50-64	49%	43%	56%
	65+	6%	4%	1%
Ethnicity	Bame	8%	6%	3%
	White British	92%	94%	97%
Disabled	Disabled	8%	7%	3%
	Not Disabled	92%	93%	97%

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>