

CYC Workforce Profile 2024/25

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Contents

1.	Key Performance Indicators	2
1.1	Staff Headcount (snapshot)	2
1.2	Staff FTE's	2
1.3	Average Sickness Days per FTE (rolling 12 months)	3
1.4	Number of New Starters.....	4
1.5	Number of Leavers	4
1.6	Leaving Reasons (% of Leavers)	5
1.7	Total Turnover % (rolling 12 months).....	5
1.8	Number of Voluntary Leavers.....	6
1.9	Voluntary Leavers by Age & Length of Service	6
1.10	Voluntary Turnover % (rolling 12 months)	7
1.11	Resignation – Comparison of % for Ages and Grades compared to Previous Year.....	7
1.12	Resignation – Comparison of % of Grades and Ages to wider current workforce	7
1.13	Work With York YTD – Total Assignments.....	8
1.14	Work with York – Long Term Assignments (over 12 months)	8
1.15	Work with York – Current Assignments	9
2.	Equalities Profiling.....	10
2.1	Gender	10
2.2	Sexual Orientation	10
2.3	Age	10
2.4	Ethnicity	11
2.5	Disability	11
2.6	Disability Type (of declared disability).....	11
2.7	Equalities by Grade.....	12
2.8	Gender Pay Gap.....	12

1. Key Performance Indicators

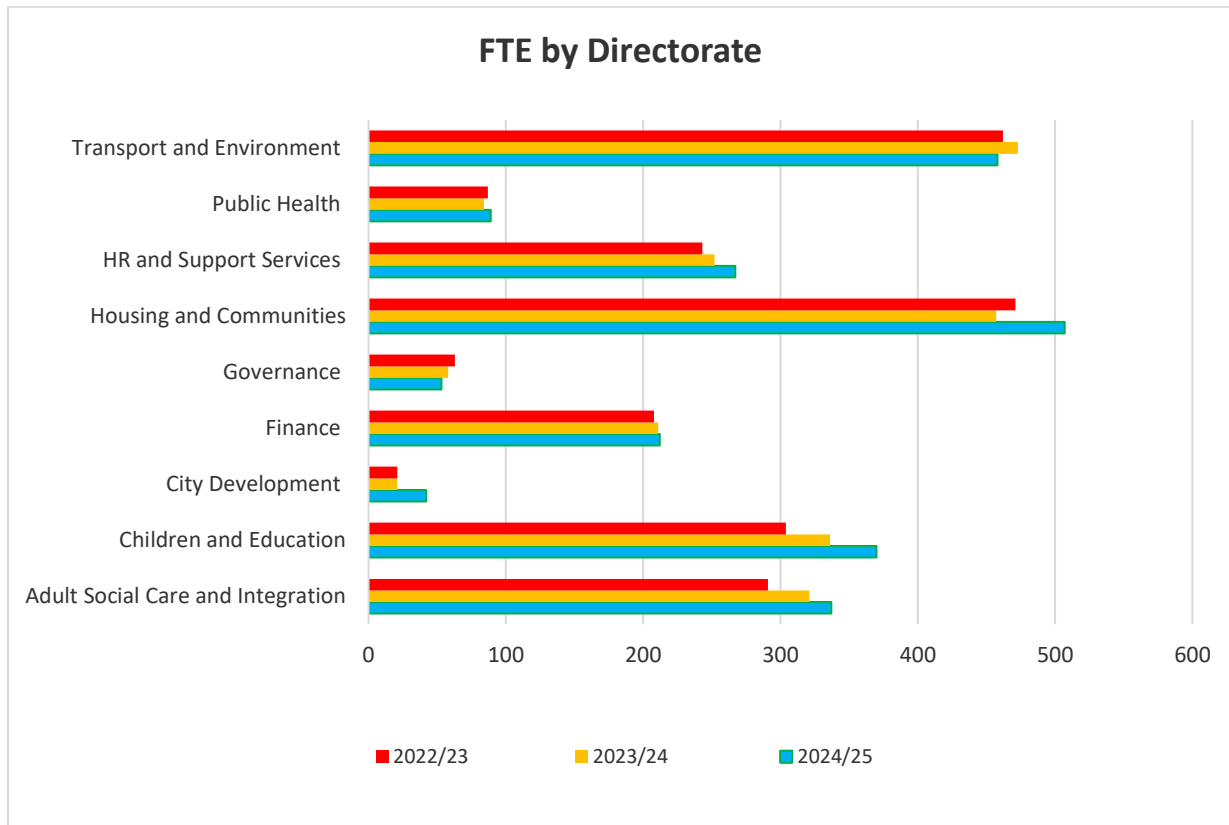
Below are tables containing details of KPI figures for 2022/23, 2023/24 and 2024/25. Councillors, casual and school staff have been excluded from these figures so as to only account for core CYC staff, historic data has been mapped to match the current Directorate structure for the new Adults & Children's 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	2022/23	2023/24	2024/25
City of York Council (exc. schools)	2545	2597	2694
Adult Social Care and Integration Directorate	350	377	392
Children and Education Directorate	369	402	433
City Development Directorate	23	22	46
Finance Directorate	237	239	241
Governance Directorate	67	62	65
Housing and Communities Directorate	619	602	617
HR and Support Services Directorate	282	287	305
Public Health Directorate	106	103	110
Transport and Environment Directorate	501	512	500

1.2 Staff FTE's

Directorate	2022/23	2023/24	2024/25
City of York Council (exc. schools)	2149	2212	2335
Adult Social Care and Integration Directorate	291	321	337
Children and Education Directorate	304	336	370
City Development Directorate	21	21	42
Finance Directorate	208	211	212
Governance Directorate	63	58	53
Housing and Communities Directorate	471	457	507
HR and Support Services Directorate	243	252	267
Public Health Directorate	87	84	89
Transport and Environment Directorate	462	473	458



1.3 Average Sickness Days per FTE (rolling 12 months)

Directorate	2022/23	2023/24	2024/25
City of York Council (exc. schools)	11.9	11.2	12.1
Adult Social Care and Integration Directorate	20.4	19.5	14.5
Children and Education Directorate	15.3	11.4	12.5
City Development Directorate	1.5	4.5	4.2
Finance Directorate	14.3	8.7	10.7
Governance Directorate	10.4	14.7	3.4
Housing and Communities Directorate	10.4	9.6	12.1
HR and Support Services Directorate	5.2	6.2	6.6
Public Health Directorate	8.7	10.4	11.0
Transport and Environment Directorate	13.0	13.0	15.5
Benchmark - Public Sector (LGA Worker Survey Excluding Teachers)		9.3	9.3
Benchmark - Public Sector (Y&H) (LGA Worker Survey Excluding Teachers)		12.4	12.4

1.4 *Number of New Starters*

Directorate	2022/23	2023/24	2024/25
City of York Council (exc. schools)	439	376	426
Adult Social Care and Integration Directorate	80	70	63
Children and Education Directorate	80	81	81
City Development Directorate	2	1	10
Finance Directorate	25	21	27
Governance Directorate	14	7	11
Housing and Communities Directorate	113	78	127
HR and Support Services Directorate	49	36	46
Public Health Directorate	11	15	18
Transport and Environment Directorate	69	67	43

1.5 *Number of Leavers*

Directorate	2022/23	2023/24	2024/25
City of York Council (exc. schools)	396	327	319
Adult Social Care and Integration Directorate	84	54	51
Children and Education Directorate	83	57	50
City Development Directorate	4	2	7
Finance Directorate	19	19	27
Governance Directorate	13	12	12
Housing and Communities Directorate	87	80	93
HR and Support Services Directorate	49	26	16
Public Health Directorate	9	18	12
Transport and Environment Directorate	48	59	51

1.6 Leaving Reasons (% of Leavers)

City of York Council (exc. schools)	2022/23	2023/24	2024/25
Died in Service	1-2%	1-2%	2%
Dismissal - end of contract	1-2%	3%	3%
Dismissal - lack of capability	1-2%	1-2%	1-2%
Dismissal - misconduct	<1%	2%	1-2%
Dismissal - probationary period	<1%	<1%	1-2%
Not known	<1%	<1%	<1%
Redundancy	2%	<1%	<1%
Resignation	73%	63%	56%
Retirement	17%	25%	24%
Retirement - Ill Health	1-2%	2%	<1%
Other	0%	0%	11%
Settlement Agreement	0%	0%	0%
TUPE Transfer Out	1-2%	0%	0%

1.7 Total Turnover % (rolling 12 months)

Directorate	2022/23	2023/24	2024/25
City of York Council (exc. schools)	16%	13%	12%
Adult Social Care and Integration Directorate	24%	15%	13%
Children and Education Directorate	22%	15%	12%
City Development Directorate	18%	9%	21%
Finance Directorate	16%	16%	12%
Governance Directorate	20%	19%	18%
Housing and Communities Directorate	15%	13%	16%
HR and Support Services Directorate	17%	9%	5%
Public Health Directorate	9%	17%	12%
Transport and Environment Directorate	10%	12%	10%
Benchmark – LGA (Public Sector)	N/A	N/A	Available July
Benchmark – LGA (Public Sector – Y&H)	N/A	N/A	Available July

1.8 *Number of Voluntary Leavers*

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

Directorate	2022/23	2023/24	2024/25
City of York Council (exc. schools)	277	206	183
Adult Social Care and Integration Directorate	62	33	28
Children and Education Directorate	62	43	33
City Development Directorate	3	2	4
Finance Directorate	9	8	14
Governance Directorate	9	7	10
Housing and Communities Directorate	60	57	42
HR and Support Services Directorate	36	12	9
Public Health Directorate	8	15	11
Transport and Environment Directorate	109	29	32

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	12%	6%	6%	0%	0%
25-34	23%	30%	36%	15%	2%
35-49	33%	27%	27%	59%	35%
50-64	28%	33%	27%	22%	56%
65+	5%	3%	3%	4%	7%

1.10 Voluntary Turnover % (rolling 12 months)

Directorate	2022/23	2023/24	2024/25
City of York Council (exc. schools)	11%	8%	7%
Adult Social Care and Integration Directorate	18%	9%	7%
Children and Education Directorate	17%	11%	8%
City Development Directorate	13%	9%	12%
Finance Directorate	8%	7%	6%
Governance Directorate	14%	11%	15%
Housing and Communities Directorate	10%	9%	7%
HR and Support Services Directorate	13%	4%	3%
Public Health Directorate	8%	14%	11%
Transport and Environment Directorate	6%	6%	6%

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

Age	2023/24				2024/25			
	Grade 1-6	Grade 7 - 11	Grade 12 +	Total	Grades 1-6	Grades 7-11	Grades 12+	Total
16-24	3%	6%	0%	9%	4%	1%	0%	5%
25-34	7%	18%	0%	25%	9%	12%	0%	21%
35-49	8%	25%	3%	36%	9%	24%	2%	35%
50-64	12%	13%	1%	26%	12%	20%	3%	35%
65+	2%	2%	0%	4%	2%	3%	0%	4%
Total	32%	63%	5%	100%	36%	59%	5%	100%

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

Age	Staff 2024/25				Resignations 2024/25			
	Grade 1-6	Grade 7 - 11	Grade 12 +	Total	Grades 1-6	Grades 7-11	Grades 12+	Total
16-24	2%	1%	0%	3%	4%	1%	0%	5%
25-34	6%	10%	0%	15%	9%	12%	0%	21%
35-49	9%	23%	1%	34%	9%	24%	2%	35%
50-64	17%	25%	2%	44%	12%	20%	3%	35%
65+	2%	2%	0%	4%	2%	3%	0%	4%
Total	37%	60%	3%	100%	36%	59%	5%	100%

1.13 Work With York YTD – Total Assignments

Data is unable to mapped back to directorates pre-2024/25

Directorate	2023/24	2024/25 Q2	2024/25 Q3	2024/25 Q4
City of York Council (exc. schools)	463	268	328	404
Adult Social Care and Integration		56	64	74
Children and Education Directorate		32	35	42
City Development Directorate		2	2	4
Finance Directorate		36	36	51
Governance Directorate		2	2	2
Housing and Communities Directorate		79	108	125
HR and Support Services Directorate		1	1	5
Public Health Directorate		0	1	1
Transport and Environment Directorate		68	79	100

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

Data is unable to mapped back to directorates pre-2024/25

Directorate	2023/24	2024/25 Q2	2024/25 Q3	2024/25 Q4
City of York Council (exc. schools)	47	43	50	55
Adult Social Care and Integration Directorate		11	15	13
Children and Education Directorate		4	6	7
City Development Directorate		1	1	1
Finance Directorate		4	6	4
Governance Directorate		0	0	0
Housing and Communities Directorate		9	7	10
HR and Support Services Directorate		0	0	0
Public Health Directorate		0	0	0
Transport and Environment Directorate		14	15	20

1.15 Work with York – Current Assignments

Data is unable to mapped back to directorates pre-2024/25

Directorate	2023/24	2024/25 Q2	2024/25 Q3	2024/25 Q4
City of York Council (exc. schools)	151	162	165	198
Adult Social Care and Integration Directorate		33	32	33
Children and Education Directorate		11	10	18
City Development Directorate		2	1	3
Finance Directorate		17	21	22
Governance Directorate		1	1	1
Housing and Communities Directorate		44	50	57
HR and Support Services Directorate		0	0	3
Public Health Directorate		0	1	1
Transport and Environment Directorate		54	49	60

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 2025. 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

	2021/22		2022/23		2023/24		2024/25	
	Male	Female	Male	Female	Male	Female	Male	Female
City of York Council	38%	62%	38%	62%	37%	63%	37%	63%
Public Sector	34%	66%	34%	66%	34%	66%	34%	66%
York	48%	52%	48%	52%	48%	52%	48%	52%
National	49%	51%	49%	51%	49%	51%	49%	51%

2.2 Sexual Orientation

	2021/22	2022/23	2023/24	2024/25
Heterosexual	96%	95%	95%	94%
Non-Heterosexual	4%	5%	5%	6%

2.3 Age

		16-24	25-34	35-49	50-64	65+
2021/22	CYC	3%	13%	33%	46%	4%
	Yorkshire & Humber	5%	14%	36%	43%	3%
	England & Wales	5%	15%	36%	41%	4%
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%

2.4 Ethnicity

	2021/22		2022/23		2023/24		2024/25	
	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	90%	10%	90%	10%	90%	10%	90%	10%
Public Sector – Y&H	93%	7%	93%	7%	93%	7%	93%	7%
York	87%	13%	87%	13%	87%	13%	87%	13%
National	74%	26%	74%	26%	74%	26%	74%	26%

2.5 Disability

	2021/22		2022/23		2023/24		2024/25	
	Not Disabled	Disabled	Not Disabled	Disabled	Not Disabled	Disabled	Not Disabled	Disabled
City of York Council	94%	6%	93%	7%	93%	7%	91%	9%
Public Sector	92%	8%	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector – Y&H	94%	6%	N/A	N/A	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)

	2021/22	2022/23	2023/24	2024/25
Learning disability	9%	13%	15%	14%
Long-standing illness	35%	33%	32%	30%
Mental illness	9%	11%	10%	13%
Physical	10%	8%	8%	9%
Sensory	8%	9%	9%	10%
Other	30%	26%	26%	25%

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%	33%	39%
	Female	57%	67%	61%
Sexual Orientation	Heterosexual	94%	94%	95%
	Non-Heterosexual	6%	6%	5%
Age	16-24	5%	2%	0%
	25-34	16%	16%	3%
	35-49	26%	38%	43%
	50-64	47%	41%	52%
	65+	6%	3%	2%
Ethnicity	Bame	9%	7%	3%
	White British	91%	93%	97%
Disabled	Disabled	10%	9%	7%
	Not Disabled	90%	91%	93%

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>