

# CYC Workforce Profile 2025/26 Q1

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## 1. Key Performance Indicators

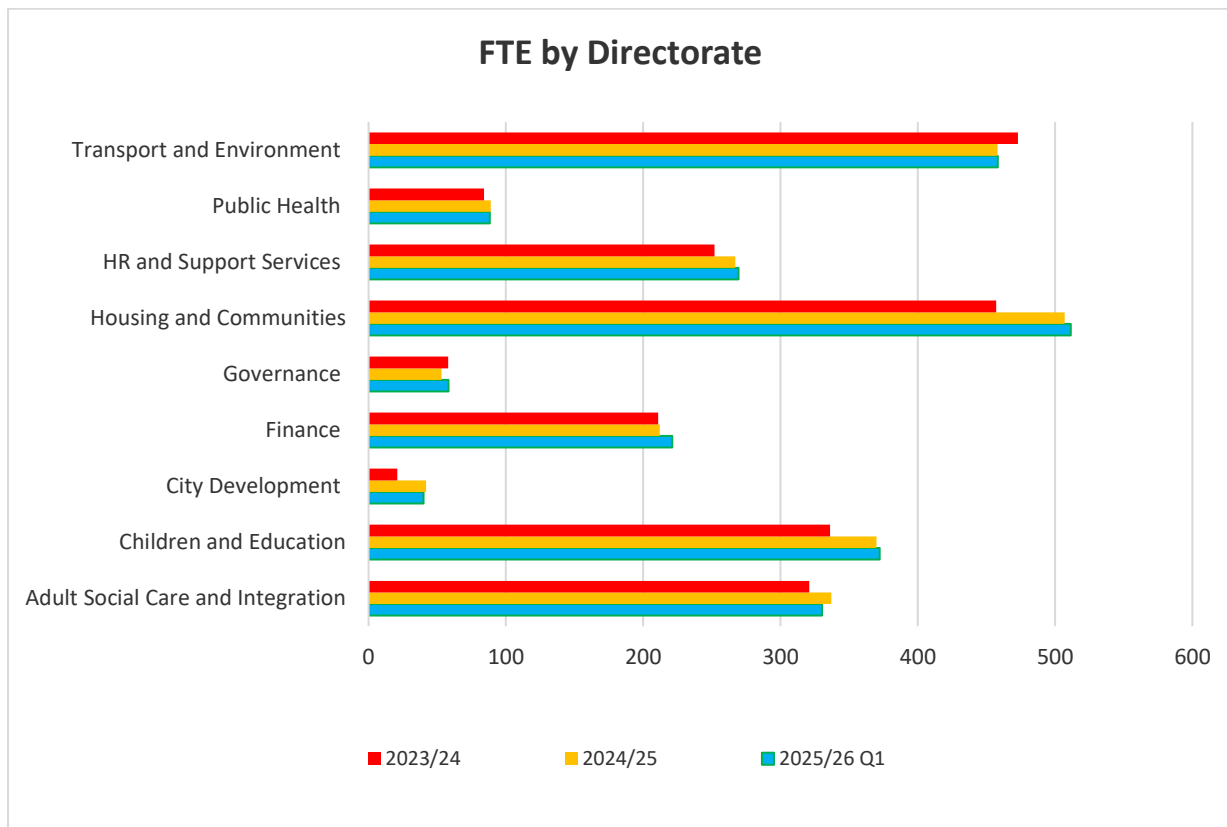
Below are tables containing details of KPI figures for 2023/24, 2024/25 and 2025/26 Q1. Councillors, casual and school staff have been excluded from these figures so as to only account for core CYC staff, historic data has been mapped to match the current Directorate structure for the new Adults & Children's 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	2023/24	2024/25	2025/26 Q1
City of York Council (exc. schools)	2597	2694	2680
Adult Social Care and Integration Directorate	377	392	381
Children and Education Directorate	402	433	431
City Development Directorate	22	46	41
Finance Directorate	239	241	247
Governance Directorate	62	65	58
Housing and Communities Directorate	602	617	612
HR and Support Services Directorate	287	305	306
Public Health Directorate	103	110	108
Transport and Environment Directorate	512	500	495

### 1.2 Staff FTE's

Directorate	2023/24	2024/25	2025/26 Q1
City of York Council (exc. schools)	2212	2335	2350
Adult Social Care and Integration Directorate	321	337	330
Children and Education Directorate	336	370	372
City Development Directorate	21	42	40
Finance Directorate	211	212	221
Governance Directorate	58	53	58
Housing and Communities Directorate	457	507	511
HR and Support Services Directorate	252	267	269
Public Health Directorate	84	89	88
Transport and Environment Directorate	473	458	458



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

Directorate	2023/24	2024/25	2025/26 to Q1
City of York Council (exc. schools)	11.2	12.1	11.9
Adult Social Care and Integration Directorate	19.5	14.5	15.2
Children and Education Directorate	11.4	12.5	11.7
City Development Directorate	4.5	4.2	2.9
Finance Directorate	8.7	10.7	11.6
Governance Directorate	14.7	3.4	2.7
Housing and Communities Directorate	9.6	12.1	11.7
HR and Support Services Directorate	6.2	6.6	6.6
Public Health Directorate	10.4	11.0	10.0
Transport and Environment Directorate	13.0	15.5	15.6
Benchmark - Public Sector (LGA Worker Survey Excluding Teachers)	9.3	9.3	9.3
Benchmark - Public Sector (Y&H) (LGA Worker Survey Excluding Teachers)	12.4	12.4	12.4

#### 1.4 *Number of New Starters*

Directorate	2023/24	2024/25	2025/26 Q1
City of York Council (exc. schools)	376	426	79
Adult Social Care and Integration Directorate	70	63	9
Children and Education Directorate	81	81	9
City Development Directorate	1	10	2
Finance Directorate	21	27	12
Governance Directorate	7	11	2
Housing and Communities Directorate	78	127	20
HR and Support Services Directorate	36	46	6
Public Health Directorate	15	18	1
Transport and Environment Directorate	67	43	18

#### 1.5 *Number of Leavers*

Directorate	2023/24	2024/25	2025/26 Q1
City of York Council (exc. schools)	327	319	78
Adult Social Care and Integration Directorate	54	51	13
Children and Education Directorate	57	50	8
City Development Directorate	2	7	3
Finance Directorate	19	27	3
Governance Directorate	12	12	2
Housing and Communities Directorate	80	93	20
HR and Support Services Directorate	26	16	6
Public Health Directorate	18	12	2
Transport and Environment Directorate	59	51	21

### 1.6 Leaving Reasons (% of Leavers)

City of York Council (exc. schools)	2023/24	2024/25	2025/26 Q1
Died in Service	1-2%	2%	1-2%
Dismissal - end of contract	3%	3%	1-2%
Dismissal - lack of capability	1-2%	1-2%	3%
Dismissal - misconduct	2%	1-2%	1-2%
Dismissal - probationary period	<1%	1-2%	0%
Not known	<1%	<1%	0%
Redundancy	<1%	<1%	1-2%
Resignation	63%	56%	63%
Retirement	25%	24%	26%
Retirement - Ill Health	2%	<1%	0%
Other	0%	11%	0%
Settlement Agreement	0%	0%	1-2%
TUPE Transfer Out	0%	0%	0%

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

Directorate	2023/24	2024/25	2025/26 to Q1
City of York Council (exc. schools)	13%	12%	12%
Adult Social Care and Integration Directorate	15%	13%	13%
Children and Education Directorate	15%	12%	10%
City Development Directorate	9%	21%	23%
Finance Directorate	16%	12%	9%
Governance Directorate	19%	18%	15%
Housing and Communities Directorate	13%	16%	17%
HR and Support Services Directorate	9%	5%	5%
Public Health Directorate	17%	12%	11%
Transport and Environment Directorate	12%	10%	11%
Benchmark – LGA (Public Sector)	N/A	N/A	Available Sep
Benchmark – LGA (Public Sector – Y&H)	N/A	N/A	Available Sep

### 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 Q1
City of York Council (exc. schools)	206	183	49
Adult Social Care and Integration Directorate	33	28	7
Children and Education Directorate	43	33	5
City Development Directorate	2	4	2
Finance Directorate	8	14	1
Governance Directorate	7	10	2
Housing and Communities Directorate	57	42	17
HR and Support Services Directorate	12	9	3
Public Health Directorate	15	11	1
Transport and Environment Directorate	29	32	11

### 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	2%	2%	2%	0%	0%
25-34	4%	6%	16%	8%	2%
35-49	6%	0%	10%	6%	8%
50-64	2%	2%	2%	8%	6%
65+	2%	0%	0%	0%	4%

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

Directorate	2023/24	2024/25	2025/26 to Q1
City of York Council (exc. schools)	8%	7%	7%
Adult Social Care and Integration Directorate	9%	7%	7%
Children and Education Directorate	11%	8%	6%
City Development Directorate	9%	12%	14%
Finance Directorate	7%	6%	4%
Governance Directorate	11%	15%	13%
Housing and Communities Directorate	9%	7%	8%
HR and Support Services Directorate	4%	3%	3%
Public Health Directorate	14%	11%	9%
Transport and Environment Directorate	6%	6%	7%

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

Age	2024/25				2025/26 Q1			
	Grade 1-6	Grade 7 - 11	Grade 12 +	Total	Grades 1-6	Grades 7-11	Grades 12+	Total
16-24	4%	1%	0%	5%	4%	2%	0%	6%
25-34	9%	12%	0%	21%	20%	16%	0%	37%
35-49	9%	24%	2%	35%	6%	20%	4%	31%
50-64	12%	20%	3%	35%	8%	8%	4%	20%
65+	2%	3%	0%	4%	4%	2%	0%	6%
Total	36%	59%	5%	100%	43%	49%	8%	100%

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

Age	Staff 2025/26 Q1				Resignations 2025/26 Q1			
	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%	2%	0%	6%
25-34	6%	10%	0%	16%	20%	16%	0%	37%
35-49	10%	23%	1%	34%	6%	20%	4%	31%
50-64	17%	25%	2%	43%	8%	8%	4%	20%
65+	2%	2%	0%	4%	4%	2%	0%	6%
Total	36%	60%	3%	100%	43%	49%	8%	100%

### 1.13 Work With York YTD – Total Assignments

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

Directorate	2024/25 Q2	2024/25 Q3	2024/25 Q4	2025/26 Q1
City of York Council (exc. schools)	268	328	404	292
Adult Social Care and Integration	56	64	74	49
Children and Education Directorate	32	35	42	27
City Development Directorate	2	2	4	5
Finance Directorate	36	36	51	26
Governance Directorate	2	2	2	0
Housing and Communities Directorate	79	108	125	103
HR and Support Services Directorate	1	1	5	2
Public Health Directorate	0	1	1	1
Transport and Environment Directorate	68	79	100	79

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

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

Directorate	2024/25 Q2	2024/25 Q3	2024/25 Q4	2025/26 Q1
City of York Council (exc. schools)	43	50	55	42
Adult Social Care and Integration Directorate	11	15	13	8
Children and Education Directorate	4	6	7	4
City Development Directorate	1	1	1	0
Finance Directorate	4	6	4	3
Governance Directorate	0	0	0	0
Housing and Communities Directorate	9	7	10	8
HR and Support Services Directorate	0	0	0	0
Public Health Directorate	0	0	0	0
Transport and Environment Directorate	14	15	20	19



### 1.15 Work with York – Current Assignments

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

Directorate	2024/25 Q2	2024/25 Q3	2024/25 Q4	2025/26 Q1
City of York Council (exc. schools)	162	165	198	209
Adult Social Care and Integration Directorate	33	32	33	35
Children and Education Directorate	11	10	18	18
City Development Directorate	2	1	3	4
Finance Directorate	17	21	22	21
Governance Directorate	1	1	1	0
Housing and Communities Directorate	44	50	57	70
HR and Support Services Directorate	0	0	3	2
Public Health Directorate	0	1	1	1
Transport and Environment Directorate	54	49	60	58

## 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> June 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

	2022/23		2023/24		2024/25		2025/26 Q1	
	Male	Female	Male	Female	Male	Female	Male	Female
City of York Council	38%	62%	37%	63%	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

	2022/23	2023/24	2024/25	2025/26 Q1
Heterosexual	95%	95%	94%	93%
Non-Heterosexual	5%	5%	6%	7%

### 2.3 Age

		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 Q1	CYC	3%	16%	34%	43%	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 Q1	
	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

	2022/23		2023/24		2024/25		2025/26 Q1	
	Not Disabled	Disabled	Not Disabled	Disabled	Not Disabled	Disabled	Not Disabled	Disabled
City of York Council	93%	7%	93%	7%	91%	9%	91%	9%
Public Sector	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector – Y&H	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
York	83%	17%	83%	17%	83%	17%	83%	17%
National	82%	18%	82%	18%	82%	18%	82%	18%

## 2.6 Disability Type (of declared disability)

	2022/23	2023/24	2024/25	2025/26 Q1
Learning disability	13%	15%	14%	15%
Long-standing illness	33%	32%	30%	28%
Mental illness	11%	10%	13%	14%
Physical	8%	8%	9%	9%
Sensory	9%	9%	10%	10%
Other	26%	26%	25%	25%

## 2.7 Equalities by Grade

		Grades 1-6	Grades 7-11	Grades 12 & Over
<b>Gender</b>	Male	43%	33%	40%
	Female	57%	67%	60%
<b>Sexual Orientation</b>	Heterosexual	92%	93%	94%
	Non-Heterosexual	8%	7%	6%
<b>Age</b>	16-24	5%	2%	0%
	25-34	16%	16%	3%
	35-49	26%	37%	43%
	50-64	47%	41%	52%
	65+	6%	3%	2%
<b>Ethnicity</b>	Bame	11%	7%	3%
	White British	89%	93%	97%
<b>Disabled</b>	Disabled	11%	9%	9%
	Not Disabled	89%	91%	91%

*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 34% for Sexual Orientation.*