

CYC Workforce Profile 2025/26 to Q3

Date Produced: 8th January 2026

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

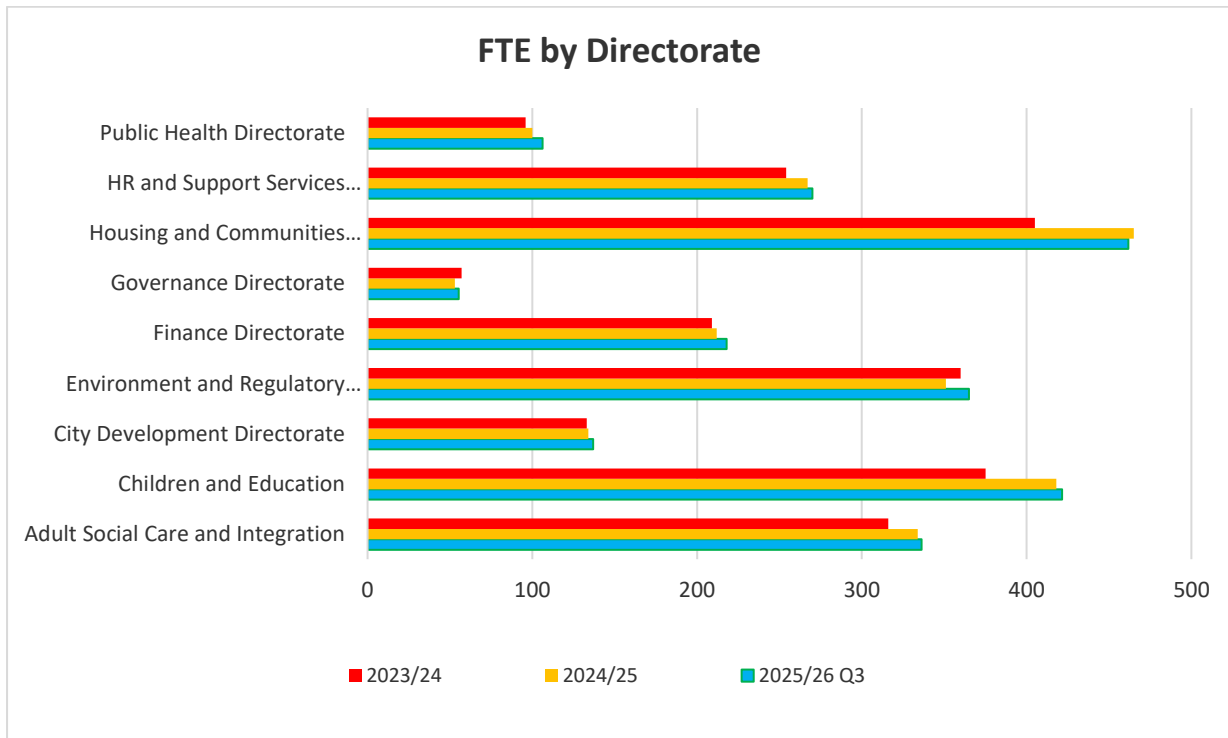
Below are tables containing details of KPI figures for 2023/24, 2024/25 and 2025/26 Q3 where available. Councillors, casual and school staff have been excluded from these figures so as to only account for core CYC staff, historic data has been mapped to match the current Directorate structure for the 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 Q3
City of York Council (exc. schools)	2588	2692	2724
Adult Social Care and Integration Directorate	371	389	388
Children and Education Directorate	542	543	537
City Development Directorate	157	161	164
Environment and Regulatory Directorate	379	370	381
Finance Directorate	237	241	244
Governance Directorate	60	65	66
Housing and Communities Directorate	447	512	507
HR and Support Services Directorate	289	305	310
Public Health Directorate	117	122	126

1.2 Staff FTE's

Directorate	2023/24	2024/25	2025/26 Q3
City of York Council (exc. schools)	2203	2333	2372
Adult Social Care and Integration Directorate	316	334	336
Children and Education Directorate	375	418	421
City Development Directorate	133	134	137
Environment and Regulatory Directorate	360	351	365
Finance Directorate	209	212	218
Governance Directorate	57	53	55
Housing and Communities Directorate	405	465	462
HR and Support Services Directorate	254	267	270
Public Health Directorate	96	100	106



1.3 Average Sickness Days per FTE (rolling 12 months)

Directorate	2023/24	2024/25	2025/26 to Nov Q3
City of York Council (exc. schools)	11.2	11.9	11.7
Adult Social Care and Integration Directorate	19.6	14.6	14.8
Children and Education Directorate	10.4	11.3	10.9
City Development Directorate	5.0	5.4	8.5
Environment and Regulatory Directorate	15.2	17.7	17.2
Finance Directorate	4.4	10.7	9.0
Governance Directorate	15.1	3.3	3.6
Housing and Communities Directorate	10.5	12.7	11.7
HR and Support Services Directorate	5.9	6.5	7.6
Public Health Directorate	10.9	10.3	10.9
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 Q3
City of York Council (exc. schools)	375	421	288
Adult Social Care and Integration Directorate	70	65	52
Children and Education Directorate	89	98	45
City Development Directorate	20	27	17
Environment and Regulatory Directorate	51	28	47
Finance Directorate	21	26	22
Governance Directorate	7	9	7
Housing and Communities Directorate	65	111	63
HR and Support Services Directorate	36	39	23
Public Health Directorate	16	18	12

1.5 Number of Leavers

Directorate	2023/24	2024/25	2025/26 Q3
City of York Council (exc. schools)	326	322	262
Adult Social Care and Integration Directorate	54	51	49
Children and Education Directorate	68	97	57
City Development Directorate	16	25	9
Environment and Regulatory Directorate	48	35	35
Finance Directorate	19	27	18
Governance Directorate	12	11	4
Housing and Communities Directorate	64	46	64
HR and Support Services Directorate	26	16	18
Public Health Directorate	19	14	8

1.6 Leaving Reasons (% of Leavers)

City of York Council (exc. schools)	2023/24	2024/25	2025/26 Q3
Died in Service	1-2%	2%	1-2%
Dismissal - end of contract	3%	3%	<1%
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%	4%
Resignation	63%	56%	64%
Retirement	25%	24%	24%
Retirement - Ill Health	2%	<1%	1-2%
Other	0%	11%	0%
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 to Nov Q3
City of York Council (exc. schools)	13%	13%	12%
Adult Social Care and Integration Directorate	13%	18%	15%
Children and Education Directorate	10%	16%	13%
City Development Directorate	13%	9%	14%
Environment and Regulatory Directorate	8%	12%	9%
Finance Directorate	19%	19%	12%
Governance Directorate	14%	10%	11%
Housing and Communities Directorate	9%	5%	14%
HR and Support Services Directorate	16%	12%	5%
Public Health Directorate	13%	13%	9%
Benchmark – LGA (Public Sector)	N/A	N/A	N/A
Benchmark – LGA (Public Sector – Y&H)	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	2023/24	2024/25	2025/26 Q3
City of York Council (exc. schools)	205	184	171
Adult Social Care and Integration Directorate	33	28	30
Children and Education Directorate	52	44	42
City Development Directorate	8	16	5
Environment and Regulatory Directorate	25	22	19
Finance Directorate	8	14	6
Governance Directorate	7	9	4
Housing and Communities Directorate	44	29	51
HR and Support Services Directorate	12	9	11
Public Health Directorate	16	13	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	2%	4%	1%	0%	0%
25-34	8%	6%	9%	5%	0%
35-49	10%	4%	11%	6%	4%
50-64	8%	5%	2%	9%	2%
65+	0%	1%	1%	2%	2%

1.10 Voluntary Turnover % (rolling 12 months)

Directorate	2023/24	2024/25	2025/26 to Nov Q3
City of York Council (exc. schools)	8%	7%	7%
Adult Social Care and Integration Directorate	9%	7%	9%
Children and Education Directorate	10%	8%	9%
City Development Directorate	5%	10%	10%
Environment and Regulatory Directorate	7%	6%	5%
Finance Directorate	3%	6%	5%
Governance Directorate	11%	15%	11%
Housing and Communities Directorate	10%	6%	10%
HR and Support Services Directorate	4%	3%	3%
Public Health Directorate	13%	11%	5%

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

Age	2024/25				2025/26 to Q3			
	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%	12%	16%	0%	28%
35-49	9%	24%	2%	35%	9%	20%	2%	31%
50-64	12%	20%	3%	35%	9%	18%	2%	29%
65+	2%	3%	0%	4%	2%	2%	0%	4%
Total	36%	59%	5%	100%	38%	58%	4%	100%

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

Age	Staff 2025/26 Q3				Resignations 2025/26 to Q3			
	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%	12%	16%	0%	28%
35-49	10%	23%	2%	34%	9%	20%	2%	31%
50-64	16%	24%	2%	42%	9%	18%	2%	29%
65+	2%	1%	0%	4%	2%	2%	0%	4%
Total	36%	60%	3%	100%	38%	58%	4%	100%

1.13 Work With York YTD – Total Assignments

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

Directorate	2024/25 Q4	2025/26 Q1	2025/26 Q2	2025/26 Q3
City of York Council (exc. schools)	417	286	350	438
Adult Social Care and Integration Directorate	74	51	60	81
Children and Education Directorate	75	52	66	75
City Development Directorate	13	14	18	23
Environment and Regulatory Directorate	89	67	81	111
Finance Directorate	51	27	30	38
Governance Directorate	2	0	0	0
Housing and Communities Directorate	107	72	92	105
HR and Support Services Directorate	5	2	2	4
Public Health Directorate	1	1	1	1

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 Q4	2025/26 Q1	2025/26 Q2	2025/26 Q3
City of York Council (exc. schools)	56	45	44	56
Adult Social Care and Integration Directorate	13	8	7	8
Children and Education Directorate	12	8	7	10
City Development Directorate	6	5	3	4
Environment and Regulatory Directorate	15	14	16	14
Finance Directorate	4	3	4	7
Governance Directorate	0	0	0	0
Housing and Communities Directorate	6	7	7	12
HR and Support Services Directorate	0	0	0	0
Public Health Directorate	0	0	0	1

1.15 Work with York – Current Assignments

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

Directorate	2024/25 Q4	2025/26 Q1	2025/26 Q2	2025/26 Q3
City of York Council (exc. schools)	202	208	190	223
Adult Social Care and Integration Directorate	33	37	36	52
Children and Education Directorate	31	40	29	31
City Development Directorate	8	14	15	16
Environment and Regulatory Directorate	53	46	39	49
Finance Directorate	22	22	20	22
Governance Directorate	1	0	0	0
Housing and Communities Directorate	49	46	49	50
HR and Support Services Directorate	4	2	1	2
Public Health Directorate	1	1	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 December 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 Q3	
	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 Q3
Heterosexual	95%	95%	94%	94%
Non-Heterosexual	5%	5%	6%	6%

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 Q3	CYC	4%	16%	34%	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 Q3	
	White - British	BME	White - British	BME	White - British	BME	White - British	BME
City of York Council	94%	6%	93%	7%	93%	7%	91%	9%
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 Q3	
	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	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 Q3
Learning disability	13%	15%	14%	16%
Long-standing illness	33%	32%	30%	25%
Mental illness	11%	10%	13%	13%
Physical	8%	8%	9%	9%
Sensory	9%	9%	10%	10%
Other	26%	26%	25%	26%

2.7 Equalities by Grade

		Grades 1-6	Grades 7-11	Grades 12 & Over
Gender	Male	44%	33%	42%
	Female	56%	67%	58%
Sexual Orientation	Heterosexual	92%	94%	94%
	Non-Heterosexual	8%	6%	6%
Age	16-24	6%	3%	0%
	25-34	17%	16%	5%
	35-49	27%	38%	45%
	50-64	45%	40%	49%
	65+	7%	2%	1%
Ethnicity	Bame	12%	7%	4%
	White British	88%	93%	96%
Disabled	Disabled	12%	9%	10%
	Not Disabled	88%	91%	90%

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.

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>