



**Information Governance Team**

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22 May 2019

Dear Sir/Madam.

**Freedom of Information Act 2000 (FOIA)  
Request ID: REQ05643**

Thank you for your request for information relating to employee and pay figures.

You have requested the following information:

**Please could you provide the following figures for calendar year 2018, 2017, 2015 and 2013, broken down by division.**

- 1) How many individuals were employed on any type of staff contract?**
- 2) How many of those individuals in question 1 fall into each of the following categories:-**
  - a) Full Time**
  - b) Part Time**
  - c) Contract**
  - d) Other**
- 3) How many of those individuals in question 1 fall into each of the following categories:-**
  - a) Female**
  - b) Male**
  - ci) Other**

**4) How many of those individuals in question 1 fall into each of the following categories:-**

- a) White British**
- b) BME**
- c) Other**

**5) How many of those individuals in question 1 fall into each of the following categories:-**

- a) Christianity**
- b) No religion**
- c) Islam**
- d) Hinduism**
- e) Sikhism**
- f) Other**

**6) How many of those individuals in question 1 fall into each of the following age categories:-**

- a) 16-25**
- b) 25-35**
- c) 35-45**
- d) 45-55**
- e) 55-65**
- f) Over 65**

**7) Could you please provide me with a breakdown of the Pay Grades that you use within your organisation, please identifying the lowest and highest amount paid in each grade, as well as the demographic (%) split by:**

- a) Gender (male / female / other),**
- b) Ethnicity (White British / BAME / other),**
- c) Disability**
- d) Contracted hours (part time / full time / other)**

**8) Could you please provide me with a breakdown of your Gender Pay Gap Report, specifically the following:**

- a) Hourly wage pay gap**
- b) Bonus pay gap**
- i) Proportion of Women in each pay quarter**
- ii) Proportion of BAME in each pay quarter**
- iii) Proportion of Disabled in each pay quarter**
- iv) Proportion of LGBT+ in each pay quarter**

**9) How many individuals on any type of staff contract were:-**

- a) Made redundant**
- b) Resigned**
- c) Signed compromise agreements/consensual termination,**
- d) Left for any other reason; (please state reason)**

**10) How many of those who were made redundant, resigned or signed compromise/consensual termination agreements or who left for any other reason fall into the following categories:-**

- a) Female
- b) Male
- c) BME
- d) White British
- e) Disabled
- f) Part time worker
- g) Flexible working agreement

**11) How many, if any, redundancies, resignations, compromise/consensual termination agreements led to the council paying a compensation/ settlement from the following groups**

- a) Female
- b) Male
- c) BME
- d) White British
- e) Disabled
- f) Part time worker
- g) Flexible working agreement

We hold the information which you have asked for but we have estimated that the cost of meeting your request would exceed the cost limit of £450 specified in the Freedom of Information and Data Protection (Appropriate Limit and Fees Regulations 2004). This represents the estimated cost of one person spending 18 hours or more, in determining whether the information is held, locating, retrieving and extracting it.

We estimate that because the information for question 8 is recorded in a non-reportable format which would take over 18 hours to collate. Your request has been refused under section 12(2) of the Act.

However, in order to fulfil our obligations under Section 16 of the FOI Act to advise and assist you, we advise that we are able to provide information for questions 1 to 7 and 9 to 11.

Please let us know if you require this information. However, any reformulated request will be treated as a new request under the Freedom of Information Act 2000.

Additionally, for question 8 for 2018 we can confirm that this information is accessible to you via the Council website, please use the following link:

[http://www.coventry.gov.uk/downloads/file/26767/gender\\_pay\\_gap\\_report](http://www.coventry.gov.uk/downloads/file/26767/gender_pay_gap_report)

The supply of information in response to a freedom of information request does not confer an automatic right to re-use the information. You can use any information supplied for the purposes of private study and non-commercial research without requiring further permission. Similarly, information supplied can also be re-used for the purposes of news reporting. An exception to this is photographs. Please contact us if you wish to use the information for any other purpose.

For information, we publish a variety of information such as: [FOI/EIR Disclosure Log](#), [Publication Scheme](#), [Facts about Coventry](#) and [Open Data](#) that you may find of useful if you are looking for information in the future.

If you are unhappy with the handling of your request, you can ask us to review our response. Requests for reviews should be submitted within 40 days of the date of receipt of our response to your original request – email: [infogov@coventry.gov.uk](mailto:infogov@coventry.gov.uk)

If you are unhappy with the outcome of our review, you can write to the Information Commissioner, who can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or email [casework@ico.org.uk](mailto:casework@ico.org.uk).

Please remember to quote the reference number above in your response.

Yours sincerely

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