



**Information Governance Team**

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Dear Sir/Madam.

**Freedom of Information Act 2000 (FOIA)  
Request ID: REQ07668**

Thank you for your request for information relating to international recruitment of social workers.

You have requested the following information:

- 1. Have you strategically (as opposed to individual applications) recruited internationally trained social workers over the last three years? If so, how many from which countries?**

Coventry City Council has not commenced any international recruitment for social workers in the last three years.

**a. Broken down by year what is the retention rate?**

**b. Did you recruit yourselves or did you use an agency? If you used an agency what fees did you pay per social work? If you do not want to be specific please indicate if it was less than £3,500 per SW, £3,500-£4,000, £4,000-£5,000, £5,000+?**

For Questions 1a and 1b, these are not applicable. Please refer to Question 1.

**2. Are you considering international social worker recruitment over the next 12 months? If so, how many SWs do you have in mind and from which source countries? Who takes the lead on retention and recruitment in this respect?**

Coventry has reviewed international recruitment pathways and decided not to progress at this point. This will be reviewed in approximately 12 months.

**3a. Does your LA have a policy on ethical recruitment? Please provide it and any monitoring outcomes.**

No.

**b. What is your current position on recruiting from a country such as Zimbabwe where the situations seems to have never been as bad as is currently the case with extreme poverty and two thirds of the population dependant on food aid. Zimbabwe needs its social workers more than ever as do a number of countries where the situation has been exacerbated by COVID.**

We have no current plans to recruit internationally.

**4. What proportion of your frontline child protection social workers are currently employed on an agency basis? What is the approximate average hourly cost of such agency social workers and directly employed social workers (including on costs)?**

Childrens Services currently employs 58 agency social workers. This equates to 16.6% of the overall social work workforce.

The hourly rates for agency social workers are £27.53. Council social workers basic hourly rate is £18.30 and £24.47 with on cost and superannuation.

**5. Please send a Who does What structure chart of your children's services department.**

Please see the attached document.

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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 faithfully

**Information Governance**