

Information Governance Team

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Dear Sir/Madam

Freedom of Information Act 2000 (FOIA) Request ID: FOI475458291

Thank you for your request for information relating to ethnicity of council employees.

You have requested the following information:

- 1. How many full and full-time equivalent staff employees do you currently have [1 January 2023]?
- 4,669 employees and 4064.81FTE.
- 2. Please break down the employees in their separate grades as per the Local Government Association guidelines [https://www.local.gov.uk/about/who-we-are-and-what-we-do/what-we-spend-and-how-we-spend-it/organisational-information/lga] or whichever way you identify their rank starting with the most senior grades first and working down to the most junior.
- 3. In each of these grades, please break down into ethnic groups.
- 4. If you have a senior management team, please provide a breakdown of the ethnic groups.

For Questions 2 to 4, please see the attached documents.

The supply of information in response to a FOI/EIR 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: <u>FOI/EIR Disclosure Log</u>, <u>Publication Scheme</u>, <u>Facts about Coventry</u> and <u>Open Data</u> 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: infoqov@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 icocasework@ico.org.uk.

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

Yours faithfully

Information Governance



NJC Grading Structure – Effective from 1st April 2022

		Î	Gauge points score and grades									
		3							670 +			
-	2022	Hourly	303	352	415	458	497	535	569	615	669	0,0
Sp Pt	£ pa	Rate	G1	G2	G3	G4	G5	G6	G7	G8	G9	G10
49	54927	28.4702				-			<u> </u>			0.0
48	54022	28.0011	17	-							-	
47	53127	27.5372									72	10
46	52239	27.0769										
45	51320	26.6005	-									
		26.1289	-			5						
44	50410											
43	49590	25.7038				-						
42	48587	25.1840									- 8	
41	47573	24.6584										
40	46549	24.1276										
39	45495	23.5813										
38	44539	23.0858										
37	43516	22.5555	10									
36	42503	22.0305	+				2					15
35	41496	21.5085	8									
34	40478	20.9808										
33	39493	20.4703								,		
32	38296	19.8499	8									
31	37261	19.3134	3								*	
30	36298	18.8142	05			64		5		8		
29	35411	18.3545										
28	34723	17.9979								-	-	
27	33820	17.5298		50 5		ls .						
26	32909	17.0576	-									7
25	32020	16.5968	-			i.	7		-	-		
24	31099	16.1195				10						
23	30151	15.6281	8	S 8		9	0					
E SECTION S	TO STREET, CONTROL OF STREET, CO	CONTRACTOR CONTRACTOR										
22	29439	15.2590	- 2			ë.						
21	28900	14.9797										
20	28371	14.7055										
19	27852	14.4364	8	S 2			ç .					ž.
18	27344	14.1731										
17	26845	13.9145	12			er.					98	
16	26357	13.6615										,
15	25878	13.4133										
14	25409	13.1702	22	00 10								
13	24948	12.9312										
12	24496	12.6969				4						
11	24054	12.4678										
10	23620	12.2429										
9	23194	12.0221								1-		
8	22777	11.8059						,			-	4.5
7	22369	11.5945										
6	21968	11.3866									- 1	
5	21575	11.1829	9								7	7.
4	21189	10.9828	- 10								-	
3	20812	10.9626	- 3	8							- 1	i.
2	20441	10.7674				J-		,			-	
	()											3
1	20258	10.5003				:				-		3

Senior Mar	nager Salary St	ructure:
		- dotaro:
		From 01/04/2022
SCP	Grade	
03		£201,158
02		£198,392
01	CX	£195,626
03		£139,502
02		£133,520
01	D1	£127,539
13		£123,975
12		£118,166
11	D2	£114,567
23		£112,610
22	151	£109,425
21	AD1	£104,056
00		000 054
33		£96,251
32	ADO	£91,761
31	AD2	£87,183
43	+	£81,381
42	+	£77,598
41	SM1	£73,814
		,
53		£68,352
52		£65,184
51	SM2	£62,023
63		£57,762
62		£55,103
61	SM3	£52,445

2. Please break down the employees in their separate grades as per the Local Government Association guidelines

[https://www.local.gov.uk/about/w ho-we-are-and-what-we-do/what-we-spend-and-how-we-spend-it/organisational-information/lga] or whichever way you identify their rank starting with the most senior grades first and working down to the most junior.

The pay scales that have been linked by the requestor are for employees of the Local Government Association; not what the LGA advises Local Authorities to pay their employees. G1 to G10 in the table refers to the NJC pay scales 2022-2023 (see attached). SM grades refer to the Senior Manager Pay Scales (see attached). 'Other' refers to employees that are not on the

Grade	No. Employees*
SM	95
G10	72
G9	216
G8	325
G7	475
G6	521
G5	853
G4	611
G3	925
G2	223
G1	117

338

Other

* Do not sum headcounts as employees may have more than one job in different grades

	Black Asian	Prefer not				
Grade	Minority Ethnic	to state	Not declared		White	Totals*
SM	11	0		10	74	95
G10	6	1		6	59	72
G9	41	1		24	150	216
G8	50	1		30	244	325
G7	117	4		33	321	475
G6	134	5		31	351	521
G5	138	7		69	639	853
G4	124	7		52	428	611
G3	189	5		108	623	925
G2	37	1		29	156	223
G1	47	0		7	63	117
Other	54	1		64	219	338

^{3.} In each of these grades, please break down into ethnic groups.

^{*} Do not sum headcounts as employees may have more than one job in different grades