



Workforce Insights

February 2026

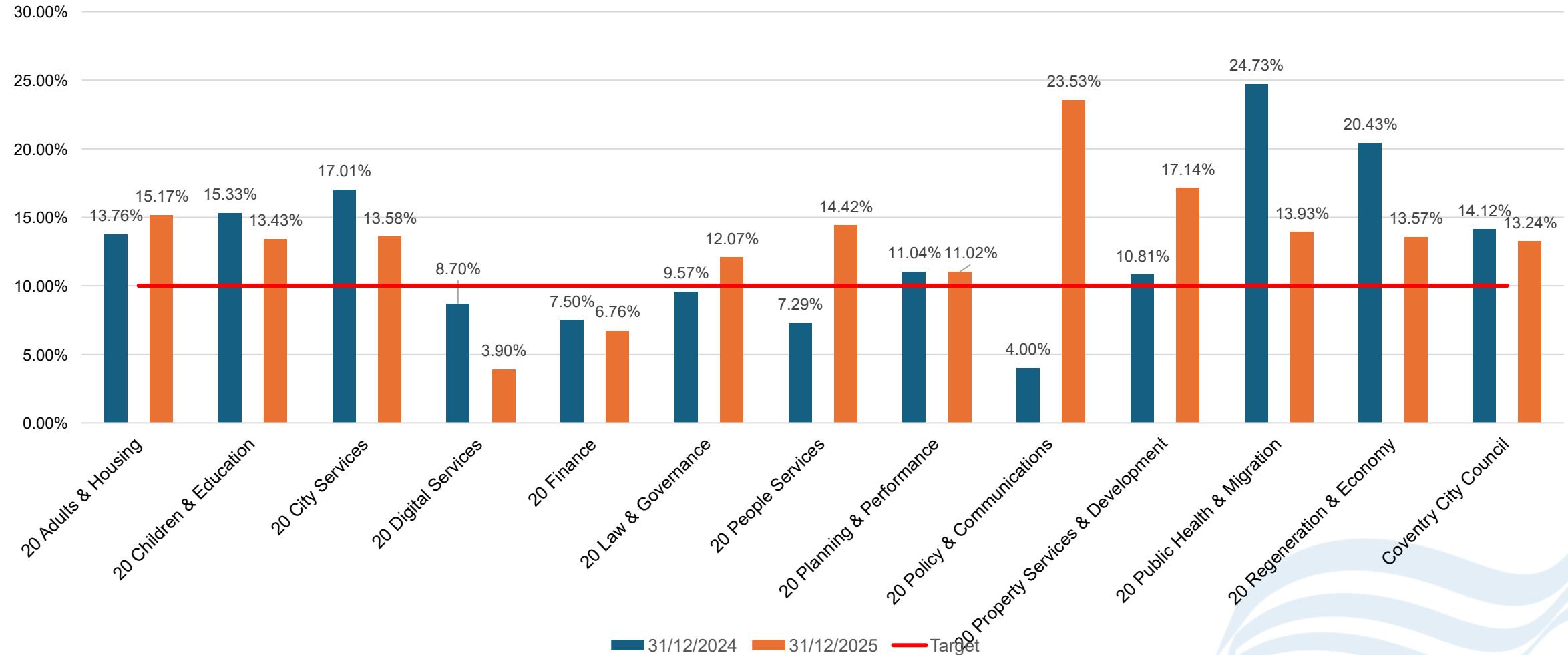


Coventry City Council

coventry.gov.uk

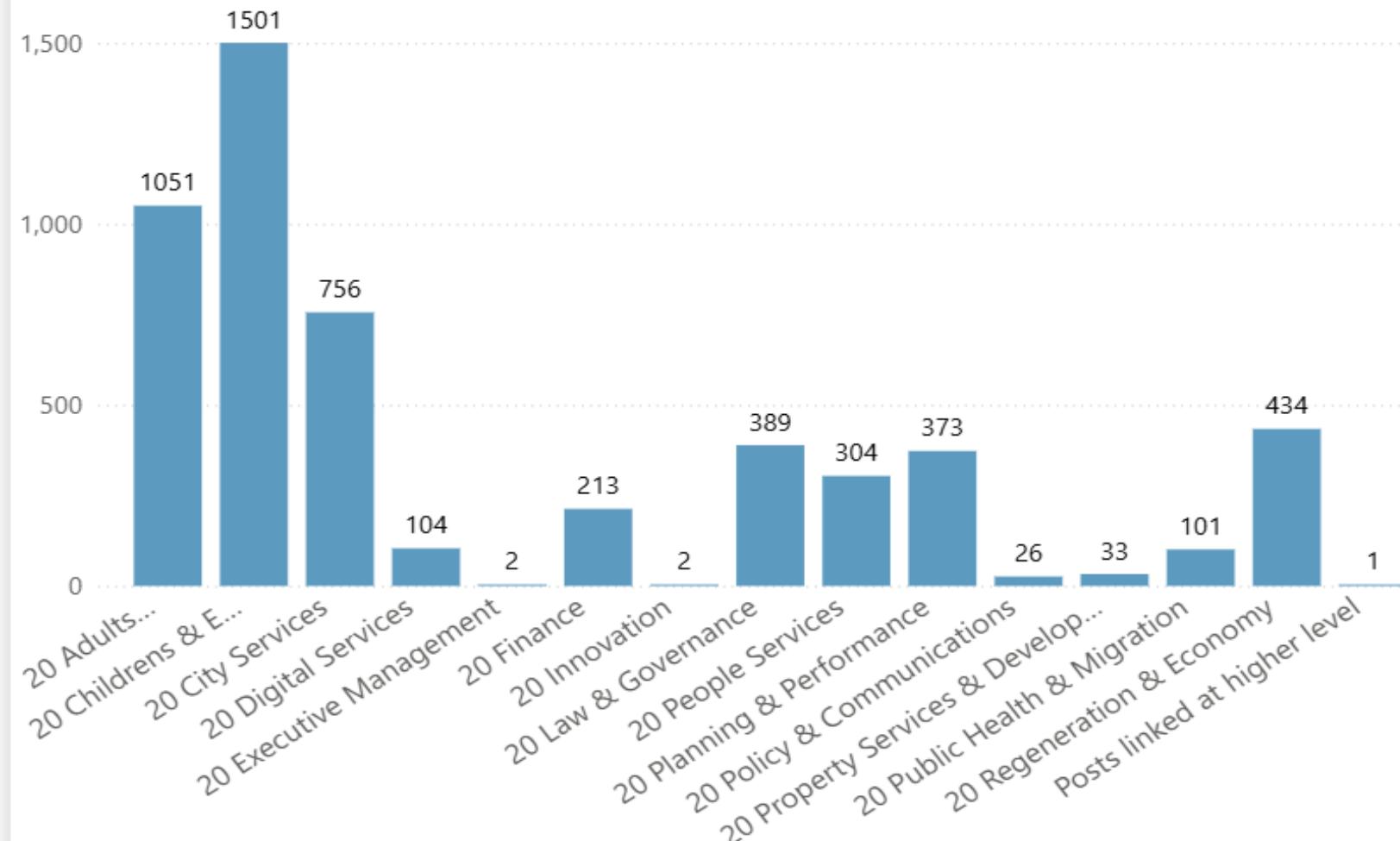
Staff Turnover in 12 months for whole Council:

13.24% in 12m to 31st December 2025, down from 14.12% in 12m to 31st December 2024.
Headcount on 31st December 2025 was 5225, a slight increase from 5212 on 31st December 2024





Current Employees by Hierarchy



669

Leavers In 12 Months

694

Starters In 12 Months

12.80%

Turnover

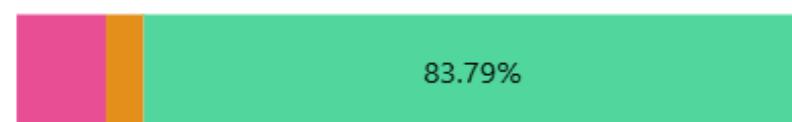
Employees by Type

- Full Time
- Part Time



Contracts by Type

- Casual
- Fixed Term
- Permanent



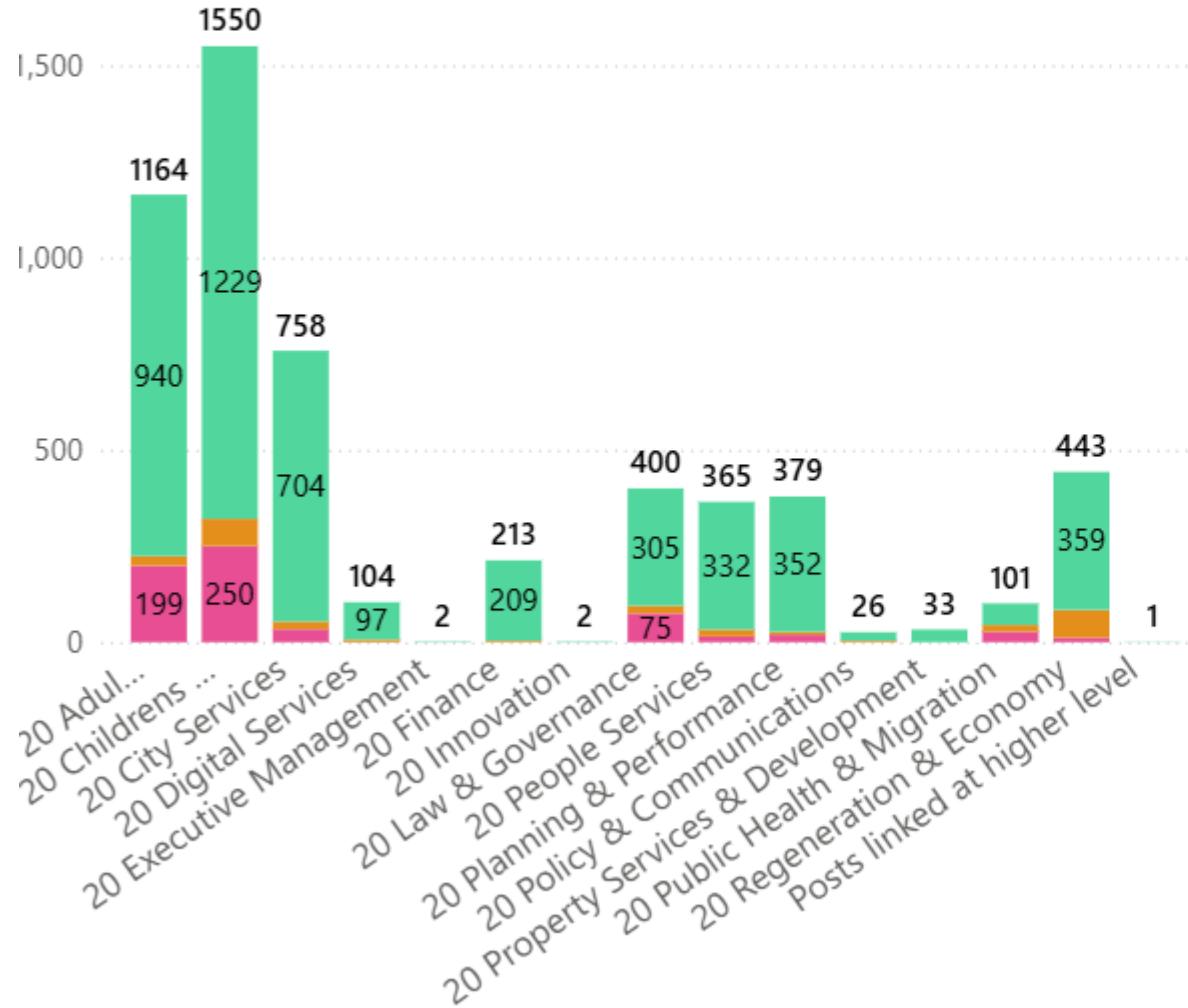
Posts by Status

- Occupied
- Vacant



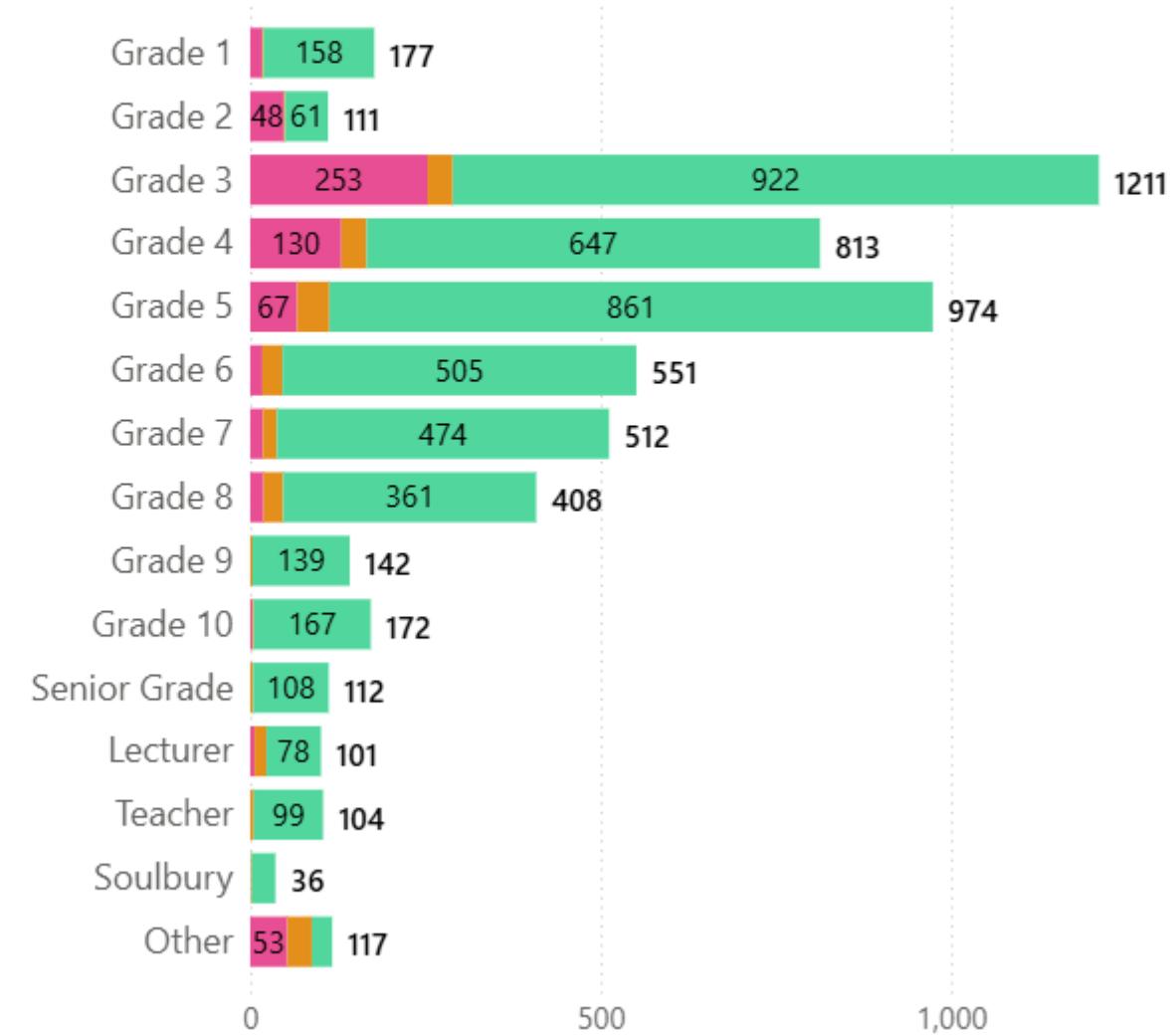
Current Contracts by Hierarchy

■ Casual ■ Fixed Term ■ Permanent



Current Contracts by Grade

■ Casual ■ Fixed Term ■ Permanent



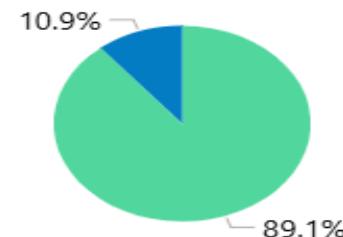
Reported Protected Characteristics

Hierarchy

- 10 Coventry City Council
- 20 Adults & Housing
- 20 Childrens & Education
- 20 City Services
- 20 Digital Services
- 20 Finance
- 20 Law & Governance
- 20 People Services
- 20 Planning & Performance
- 20 Policy & Communications
- 20 Property Services & Develop...
- 20 Public Health & Migration
- 20 Regeneration & Economy
- Posts linked at higher level

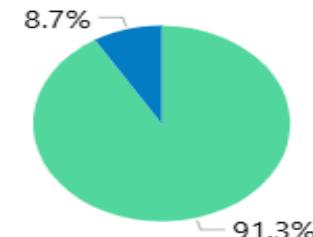
Disability Completion

● Completed ● Not Completed



Ethnicity Completion

● Completed ● Not Completed

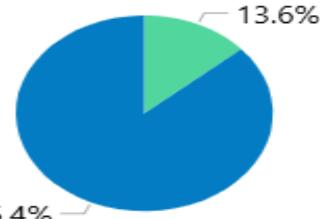


Grade

- Grade 1
- Grade 10
- Grade 2
- Grade 3
- Grade 4
- Grade 5
- Grade 6
- Grade 7
- Grade 8
- Grade 9
- Lecturer
- Other
- Senior Grade
- Soulbury
- Teacher

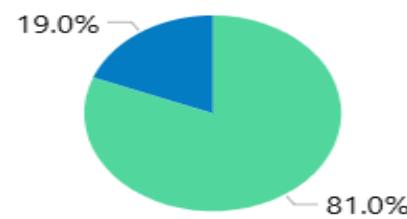
Gender Identity Completion

● Completed ● Not Completed



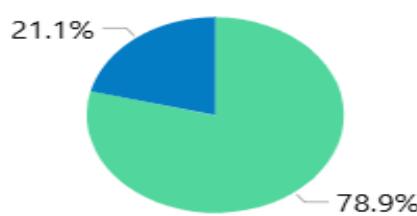
Religion Completion

● Completed ● Not Completed



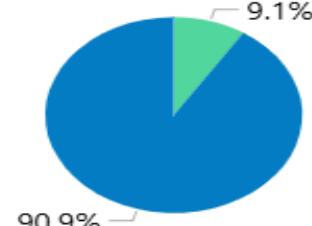
Sexual Orientation Completion

● Completed ● Not Completed



Transgender Completion

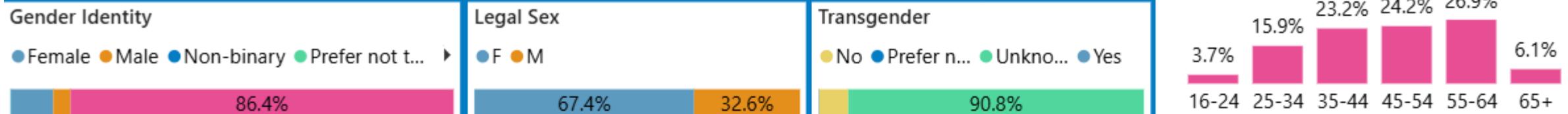
● Completed ● Not Completed



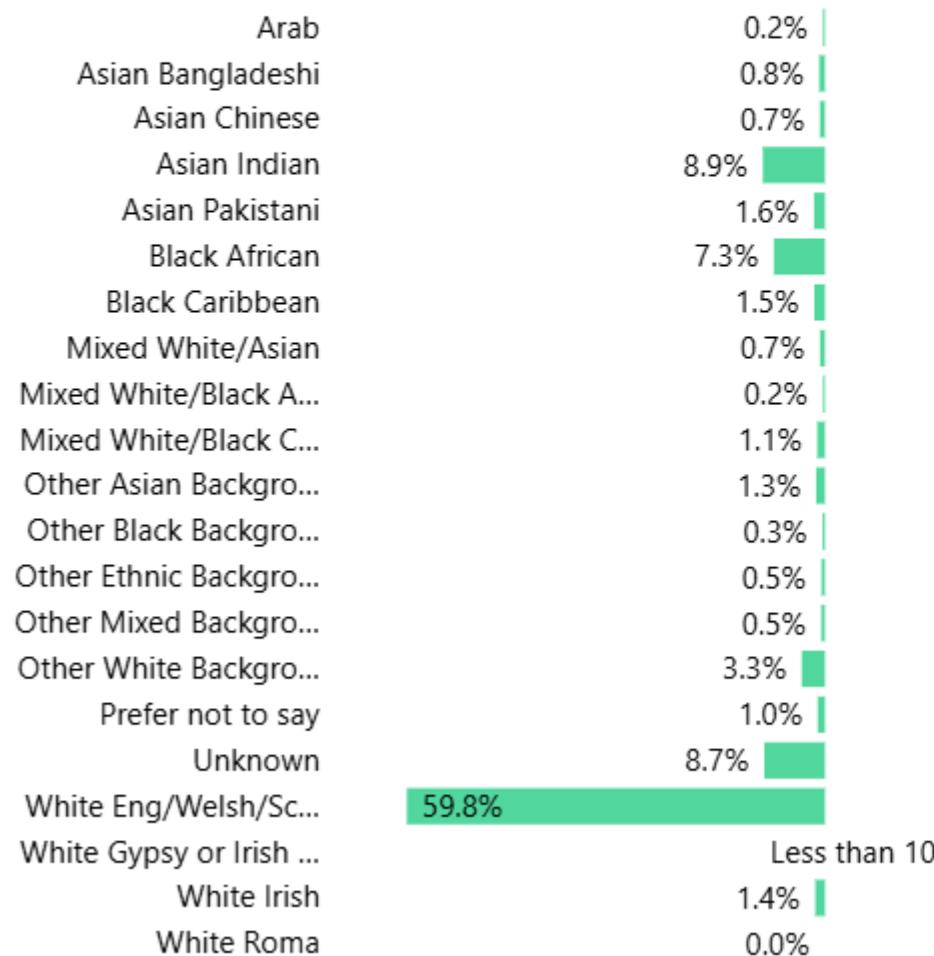
Choose Services Group:

All

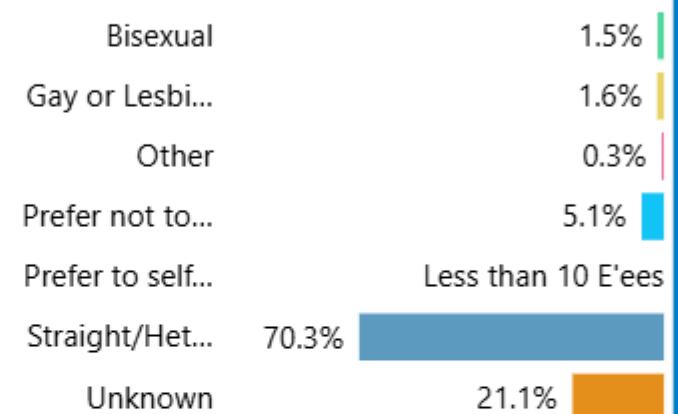
Age Band



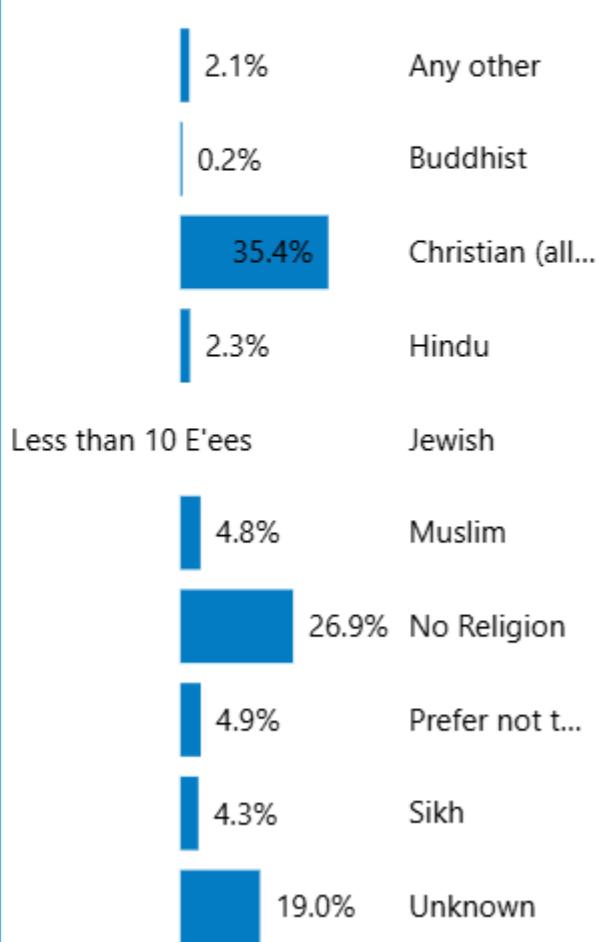
Ethnicity



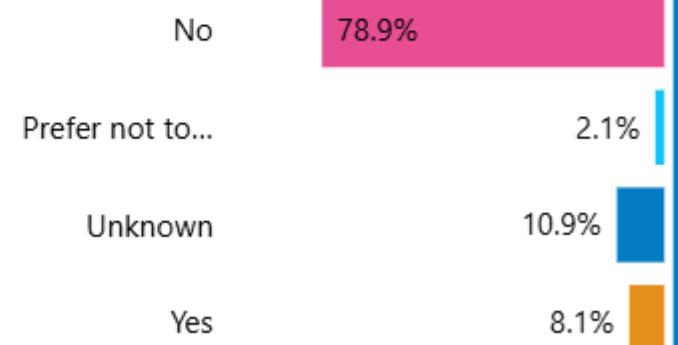
Sexual Orientation



Religion

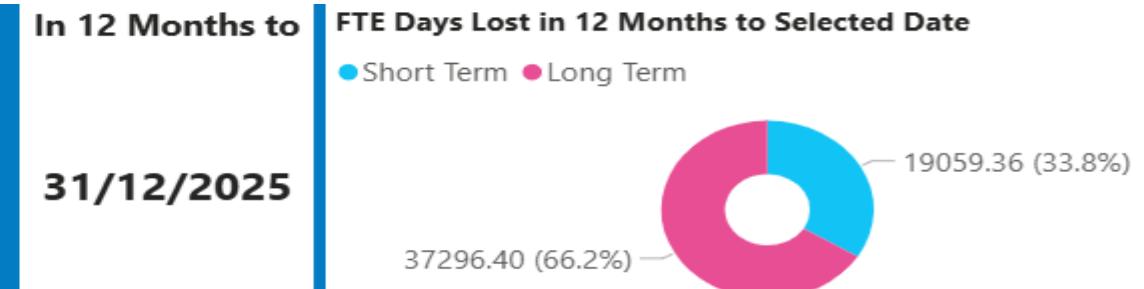
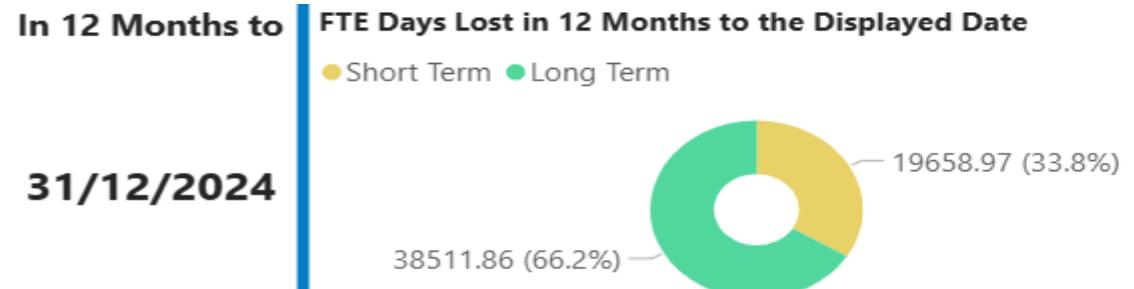


Disability

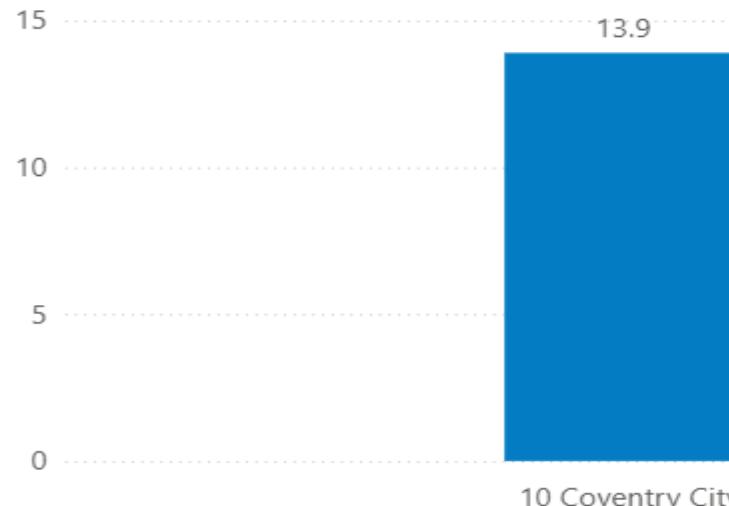


Religion

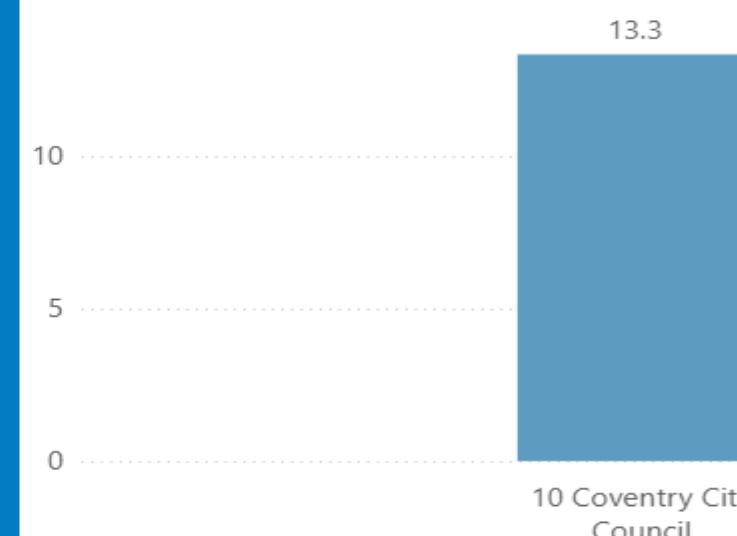
Two Year Absence Comparison



Days Lost per FTE in 12 Months to the Displayed Date



Days Lost per FTE in 12 Months to Selected Date



Date

31/12/2025

Course attendance 1st April 2024 – 31st March 2025

Learning and Development



Top Attended Courses



Diversity & Inclusion



Learning & Development Opportunities

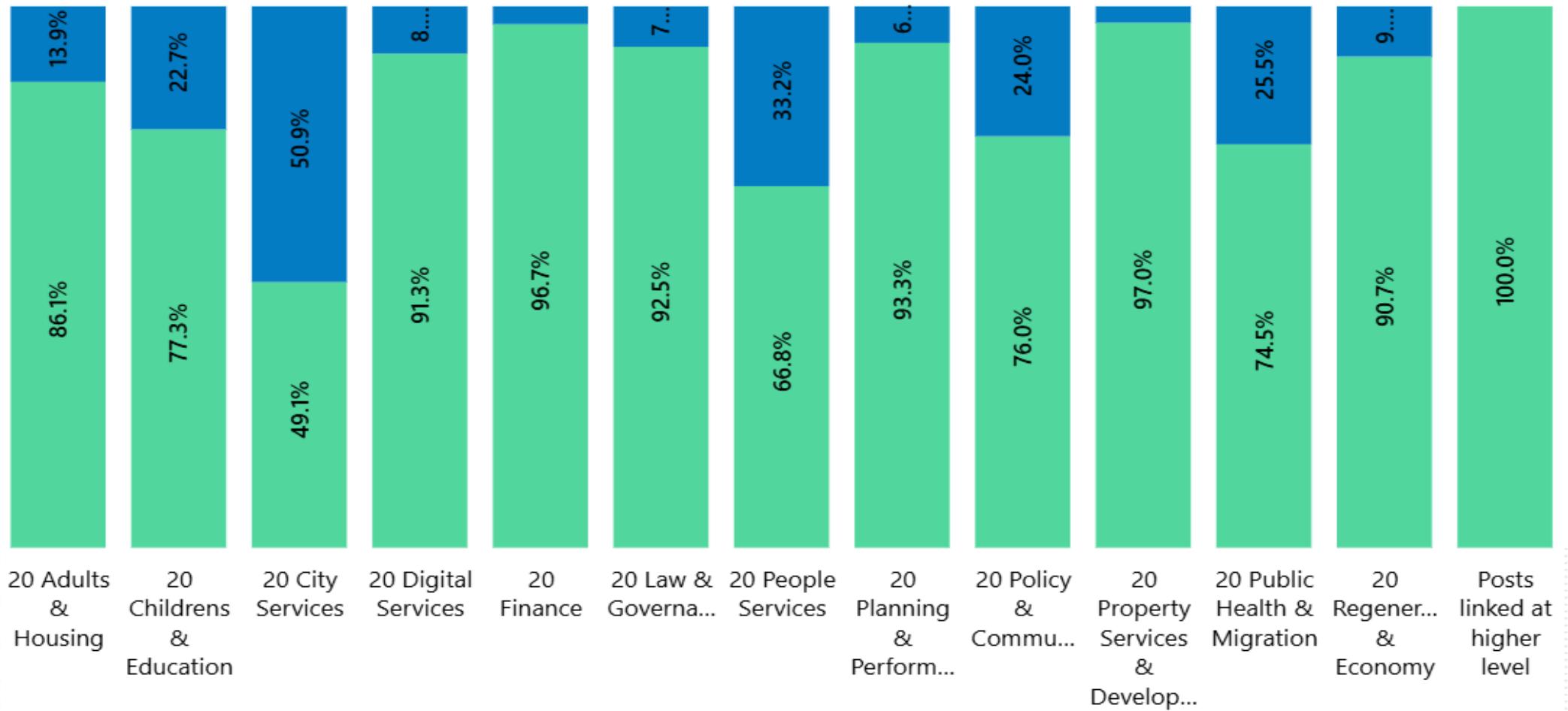


Breakdown of employed apprentices in post on 15/03/22 by Apprenticeship Standard and Level

Apprenticeship Title and Level	Number
Accountancy Taxation Professional – Level 7	5
Social Worker (Degree) – Level 6	33
Adult Care Worker – Level 2	11
Chartered Town Planner – Level 7	6
Coaching Professional – Level 5	13
Data Analyst – Level 4	28
Data Technician – Level 3	25
Leader in Adult Care – Level 5	7
Operations / Departmental Manager (CMI) – Level 5	25
Outdoor Learning Specialist – Level 5	16
Team Leader / Supervisor (CMI) – Level 3	13
Senior Leader (Master's) – Level 7	8
Solicitor – Level 7	11
Children, Young People & Families Practitioner – Level 4	31
Children, Young People & Families Manager – Level 5	5
Teacher – Level 6	10
39 other Apprenticeship Standards with less than 5 people on each	68
Total	315

Corporate Mandatory Training Completion (including Data Protection Training) by Services Group as of 31st December 2025

● Complete ● Not Complete



Recruitment Information

Services Group	Jobs Available	Positions Available	Complete Applications	Applications to Interview	Hired Applications
<input type="checkbox"/> 20 Adults & Ho... <input type="checkbox"/> 20 Childrens & ... <input type="checkbox"/> 20 City Services <input type="checkbox"/> 20 Digital Servic... <input type="checkbox"/> 20 Finance <input type="checkbox"/> 20 Human Reso... <input type="checkbox"/> 20 Law & Gover... <input type="checkbox"/> 20 People Servic... <input type="checkbox"/> 20 Planning & P... <input type="checkbox"/> 20 Policy & Co... <input type="checkbox"/> 20 Property Ser... <input type="checkbox"/> 20 Public Health... <input type="checkbox"/> 20 Public Health... <input type="checkbox"/> 20 Regeneration...	1625	3009	53951	10577	1989
Complete Applications					
	Grade 1	54%	33%		
	Grade 2	61%	34%		
	Grade 3	61%	29%		
	Grade 4	57%	35%		
	Grade 5	60%	31%		
	Grade 6	60%	29%		
	Grade 7	49%	23%	25%	
	Grade 8	44%	21%	32%	
	Grade 9	51%	39%		
	Grade 10	26%	36%	36%	
	SM	31%	22%	44%	
	Apprentices...	39%	16%	44%	
	Soulbury	30%	22%	45%	
	Lecturer	54%	23%	21%	
	Teacher	27%	18%	53%	
	Other	29%	69%		
Applications to Interview					
	Grade 1	63%	35%		
	Grade 2	54%	44%		
	Grade 3	66%	33%		
	Grade 4	56%	42%		
	Grade 5	58%	39%		
	Grade 6	56%	42%		
	Grade 7	51%	47%		
	Grade 8	43%	55%		
	Grade 9	44%	53%		
	Grade 10	34%	63%		
	SM	34%	63%		
	Apprentices...	48%	50%		
	Soulbury	19%	77%		
	Lecturer	60%	38%		
	Teacher	13%	83%		
	Other	100%			
Hired Applications					
	Grade 1	70%	30%		
	Grade 2	29%	63%		
	Grade 3	45%	53%		
	Grade 4	41%	57%		
	Grade 5	40%	58%		
	Grade 6	42%	55%		
	Grade 7	37%	61%		
	Grade 8	33%	66%		
	Grade 9	18%	78%		
	Grade 10	22%	76%		
	SM	28%	72%		
	Apprentices...	40%	60%		
	Soulbury	33%	67%		
	Lecturer	55%	45%		
	Teacher	13%	80%		
	Other	100%			