



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: [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

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

Senior Manager Salary Structure:				
				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				£109,425
21		AD1		£104,056
33				£96,251
32				£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/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.

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

Other 338

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

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

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

Grade	Black Asian Minority Ethnic	Prefer not to state	Not declared	White	Totals*
SM	11	0		10	95
G10	6	1		6	72
G9	41	1		24	216
G8	50	1		30	325
G7	117	4		33	475
G6	134	5		31	521
G5	138	7		69	853
G4	124	7		52	611
G3	189	5		108	925
G2	37	1		29	223
G1	47	0		7	117

Other 54 1 64 219 338

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