



Information Governance Team

Postal Address:
Coventry City Council
PO Box 15
Council House
Coventry
CV1 5RR

www.coventry.gov.uk

E-mail: infogov@coventry.gov.uk

Phone: 024 7697 5408

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Dear Sir/Madam

Freedom of Information Act 2000 (FOIA)

Request ID: FOI516176560

Thank you for your request for information relating to employee data.

You have requested the following information:

- 1. Employee ethnicity data (whole organisation and service area break-down if available)**
- 2. Employee age data (whole organisation and service area break-down if available)**
- 3. Employee length of employment data (whole organisation and service area break-down if available)**

For Questions 1 to 3, please see the attached spreadsheet.

4. Organisation structure and list of service areas.

Following careful consideration, the information you requested falls under the exemption(s) in Section 21 of the Freedom of Information Act 2000, which relates to 'information reasonably accessible to the applicant by other means.'

The exemption applies as the information is published and publicly available to view by accessing the Council website, please use the following link:

<https://www.coventry.gov.uk/downloads/download/1994/structure-chart>

This exemption is not subject to the public interest test.

5. Whether each service area has a strategy and access/location to these. I would like to know a list of the service areas there are at Coventry Council and which of these service areas have a strategy and if any don't. I would like access to each of these strategies please.

Clarification:

What I would like is an organisational chart showing all the different service areas. I would then like to know whether each service area has their own service strategy, which then links to the one Coventry strategy i.e. employment and skills service area has the skills strategy.

Please see the attached document.

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

1. Employee ethnicity data

Ethnicity Long Description	% of employees
Arab	0.19%
Asian Bangladeshi	0.48%
Asian Chinese	0.38%
Asian Indian	8.34%
Asian Pakistani	1.50%
Black African	3.69%
Black Caribbean	1.92%
Mixed White/Asian	0.77%
Mixed White/Black African	0.08%
Mixed White/Black Caribbean	1.06%
Other Asian Background	0.88%
Other Black Background	0.38%
Other Ethnic Background	0.27%
Other Mixed Background	0.42%
Other White Background	2.92%
Prefer not to say	0.73%
Unknown	9.20%
White Eng/Welsh/Scot/Nr Irish/British	65.16%
White Gypsy or Irish Traveller	0.04%
White Irish	1.61%
Total	100.00%

2. Employee age data

Age Bands	% of employees
16-24	3.36%
25-34	16.08%
35-44	21.66%
45-54	25.71%
55-64	28.07%
65+	5.13%
Total	100.00%

3. Employee length of employment data

Length of Service	% of employees
Less than 2 years	21.34%
Between 2 and 5 years	18.71%
Between 5 and 10 years	15.31%
10 years+	44.64%
Total	100.00%