



Information Governance Team

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Dear Sir/Madam

Freedom of Information Act 2000 (FOIA)

Request ID: FOI535705975

Thank you for your request for information relating to Recruitment.

You have requested the following information:

Please could you advise on the following questions for the period 1st April 2021 - 31st March 2022:

1. How many external hires were made at your Council over this period (all vacancies)?
819.

2. What was your total recruitment spend for this period (all vacancies)?

We are advising you as per Section 1(1) of the Act that this information is not held. To clarify, this information is not specifically recorded or easily answered. The Council do not collate data on internal costs of recruitment and operationally, as many different areas contribute to recruitment, it is not easy to identify.

3. How much of this budget was spent on external agencies (all vacancies)?

The spend for April 2021 to March 2022 via Master Vendor Agency spend was £7.2k.

4. Who are these agencies and what was their total cost per agency?

Hays Agency is our Master Vendor Agency.

5. Who is the senior responsible officer in relation to this budget?

Head of People and Culture - Grace Haynes.

6. Do you have a centralised recruitment team at your Council or are your recruitment budgets and responsibility managed by your service leads?

Yes, we have a centralised recruitment team. However, service areas are responsible for their own vacancy, agency spend and budgets.

7. Who are these recruitment and/or service lead(s)?

Recruitment and Resourcing Manager and Resourcing Leads.

8. What is the organisational structure within your recruitment and HR teams at your Council?

See attached.

Please note this is a redacted structure chart as the information you have requested is the personal data of another person. This has been done as the Council considers that this information meets the definition for personal data set out in Section 3(2) and 3(3) of the Data Protection Act 2018 (DPA) as:

(2) personal data means any information relating to an identified or identifiable living individual (subject to subsection (14)(c))”

(3) “Identifiable living individual” means a living individual who can be identified, directly or indirectly, in particular by reference to –

*(a) an identifier such as a name, an identification number, location data or an online identifier, or
(b) one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of the individual.”*

The Council thus considers that the requested information is caught by the exemption to disclosure contained in Section 40 (2) of the FOI Act and the related first condition of Section 40 (3).

A disclosure made under FOIA is judged to be to the wider world. The individuals involved, with the exception of senior officers, would not reasonably expect that their details would be disclosed in this way. It may also constitute a breach of the DPA principles.

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



HR – Sue Newing

Sue Newing
Chief Operating Officer
(HR – ICT)

Executive Support
Officer

Nicole Powell
Employee Relations
Lead

Amanda Durrant
Head of People &
Business

Grace Haynes
Head of People and
Culture

Angela White
Occupational Health,
Safety and Wellbeing
Services Manager

Paul Ward
Director of Digital
Services

HR Business Partner

HR Business Partner

Payroll, Pensions &
Benefits Manager

Organisational Talent &
Change Lead

Senior Occupational
Health Advisor

Systems Lead)

HR Business Partner

HR Business Partner

HR OD – Digital
Transformation
Manager

Recruitment &
Resourcing Business
Partner

Medical Officers (weekly
sessions)

Lead Architect

HR Business Partner

Ergonomic Assessor

Engagement Lead

H&S Team Leader

Network Services Lead

Administrative Officer

Data Centre Services
Lead

Operational Lead¹⁴



