

Sandwell Council

Workforce Diversity By Ethnicity April 2022

*Excludes schools and Pupil Referral Units

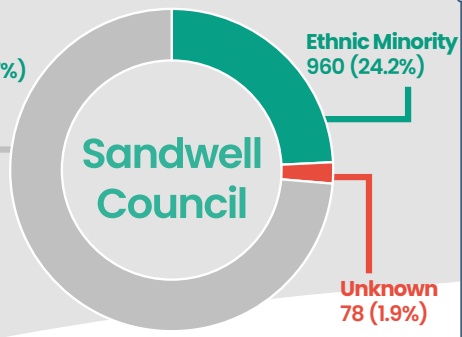


Overall Composition

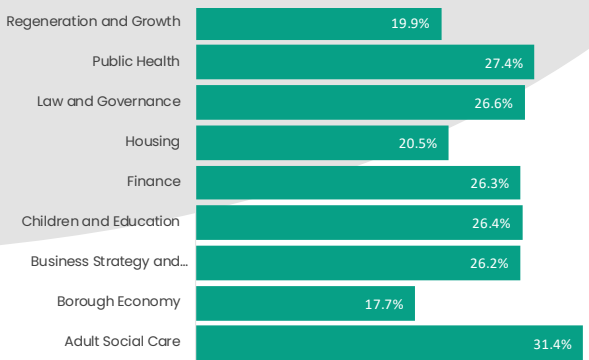
Ethnic minority employees make up just under a quarter of the total workforce. This is about **10%** below the economically active ethnic minority population in the borough:

34.5%
Sandwell economically active population (Ages 16+)

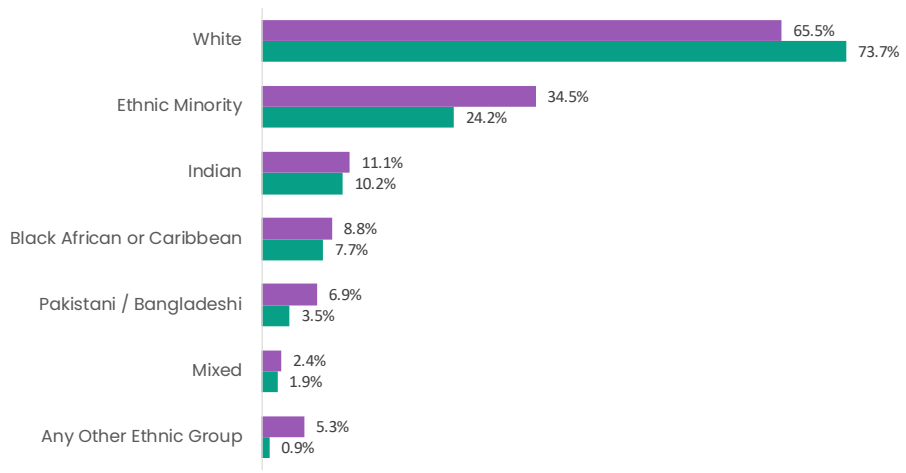
Source: ONS – Annual Population Survey (Jan 21 – Dec 21)



% Ethnic Minority Employees by Directorate



Ethnic Group Composition



Legend:
■ % Sandwell Council Employees April 2022
■ % 16+ Economically Active Sandwell Residents

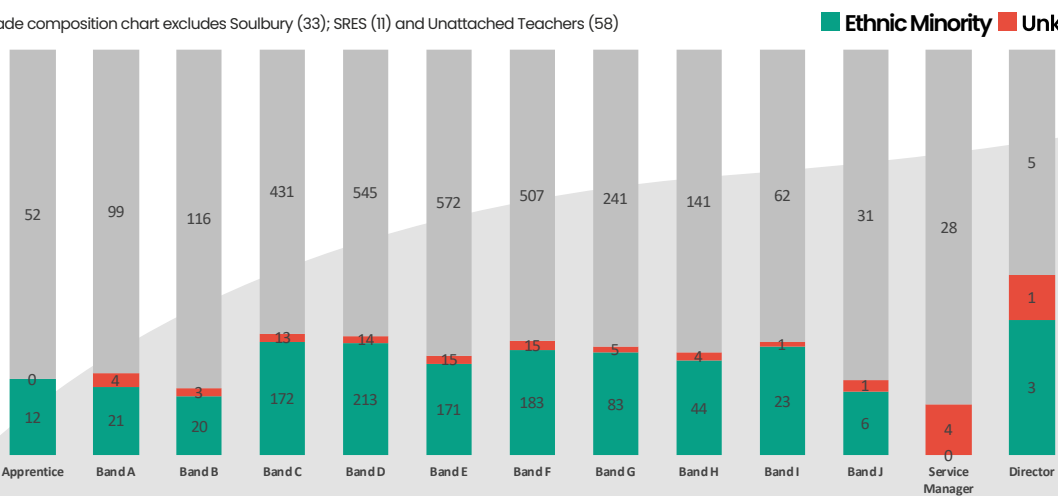
Employees from all ethnic minority groups are under-represented compared to the economically active population for the Borough.

Some of the individual ethnic groups for Sandwell Council have been combined to enable comparisons with the ethnic makeup of the borough.

Source: ONS – Annual Population Survey Jan 21 – Dec 21

Grade Composition

Grade composition chart excludes Soulbury (33); SRES (11) and Unattached Teachers (58)



Legend:
■ Ethnic Minority
■ Unknown
■ White

Ethnic minority employees makeup around a quarter of grade bands:

Bands A-D (24.2%)
 Bands E-G (24.4%)
 Band H-J (23.3%)

There were no ethnic minority employees at service manager level. However 3 out of the 9 Directors are from ethnic minority groups of which 2 have been recently appointed to the newly formed Senior Leadership Team.

Other Key Metrics

New Starters & Leavers

71 Ethnic Minority New Starters
 Approximately 29% of the new starters to Sandwell Council last year (Apr-21 to Mar-22) were from ethnic minority groups.

83 Ethnic Minority Leavers
 Just under a quarter (24.1%) of leavers from Sandwell Council last year (Apr-21 to Mar-22) were from Ethnic Minority groups.

Average Age

46 Years Ethnic Minority
48 Years White

Length of Service

14 Years Ethnic Minority
17 Years White

Employee Engagement

74% Ethnic Minority
64% White
 42% Prefer not to say

The 2022 Employee Engagement Survey results indicate that Ethnic Minority employees were more engaged than their white counterparts.

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DIVERSITY & INCLUSION
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