

\*Excludes schools and Pupil Referral Units

\*BAME = Black, Asian and Minority Ethnic

# Sandwell Council

## Workforce Diversity By Ethnicity April 2021



### Overall Composition

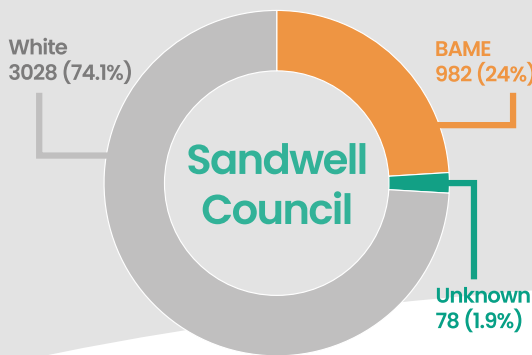
BAME employees make up just under a quarter of the total workforce.

This is about **13%** below the economically active ethnic minority population in the borough:

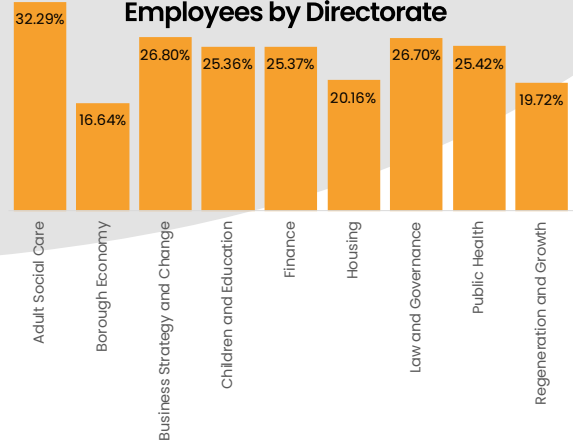
**37.4%**

economically active BAME residents.

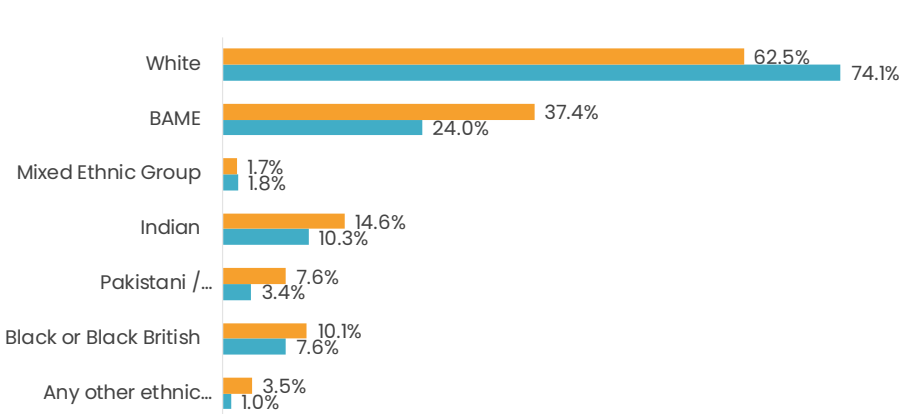
Source: ONS – Annual Population Survey extracted October 2019



### % Ethnic Minority Employees by Directorate



### Ethnic Group Composition



% Sandwell Council April 2021

% 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.

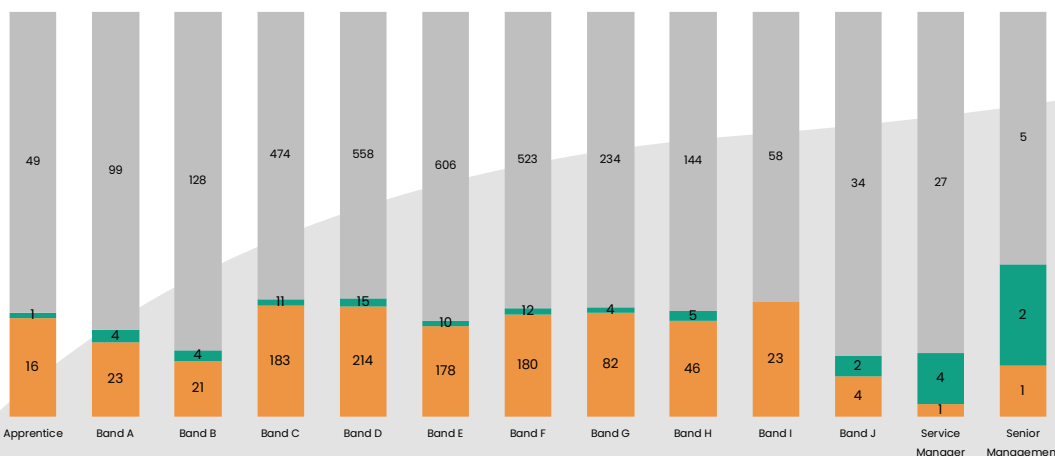
Source: ONS – Annual Population Survey extracted October 2019

(Percentages will vary slightly due to rounding)

### Grade Composition

(Grade composition chart excludes Soulbury and Unattached Teachers)

Unknown BAME White



BAME employees makeup around a quarter of grade bands,

- Apprentices (24.2%)
- Bands A-D (25.4%)
- Bands E-G (24.1%)
- Band H (23.6%)
- Band I (28.4%)

This then drops to 7.5% for grade Band J and above.

### Other Key Metrics

#### New Starters & Leavers

**68**  
BAME  
New Starters

Approximately 30% of the new starters to Sandwell Council last year (Apr-20 to Mar-21) were from BAME groups.

**64**  
BAME  
Leavers

Just under a quarter (24.4%) of leavers from Sandwell Council last year (Apr-20 to Mar-21) were from BAME groups.

#### Average Age

**46** Years  
BAME

**48** Years  
White

#### Length of Service

**13** Years  
BAME

**16** Years  
White

