

Sandwell Council

Workforce Diversity By Ethnicity April 2019

*Excludes schools and Pupil Referral Units

*BAME = Black, Asian and Minority Ethnic



Overall Composition

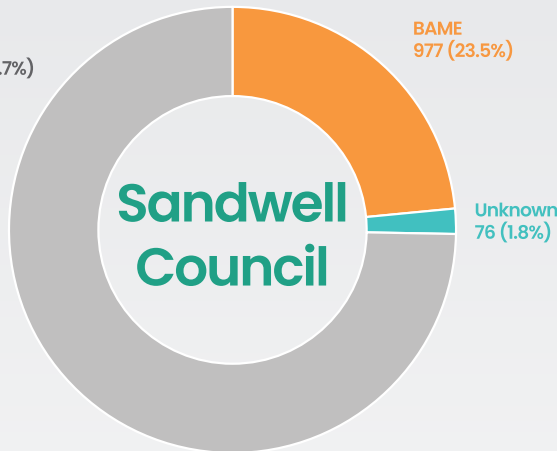
BAME employees make up just under a quarter of the total workforce.

This is about **10%** below the economically active ethnic minority population in the borough:

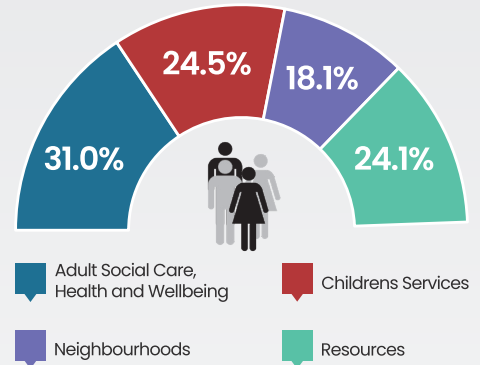
33.0%

economically active BAME residents.

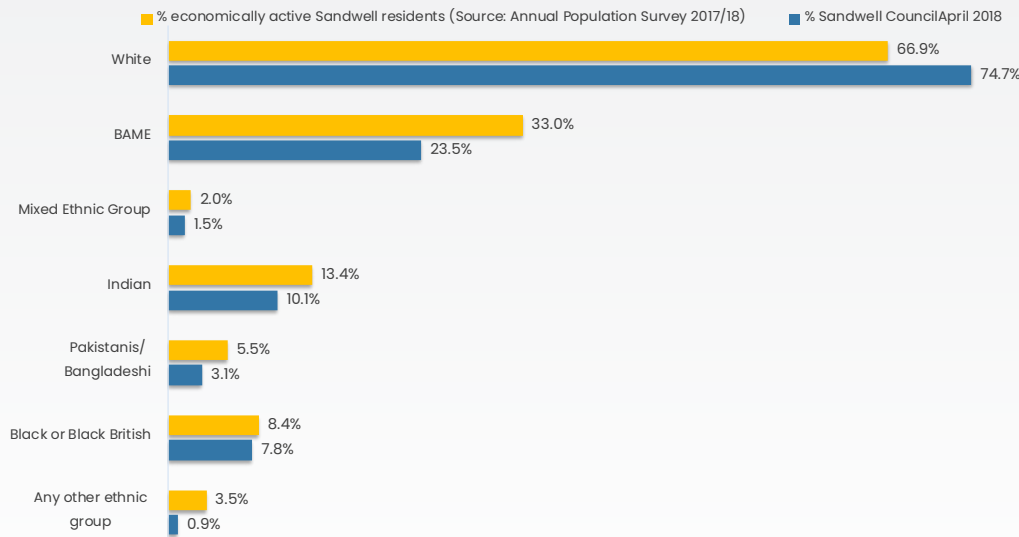
source: ONS annual population survey 2017/18



% BAME Employees in each Directorate



Ethnic Group Composition



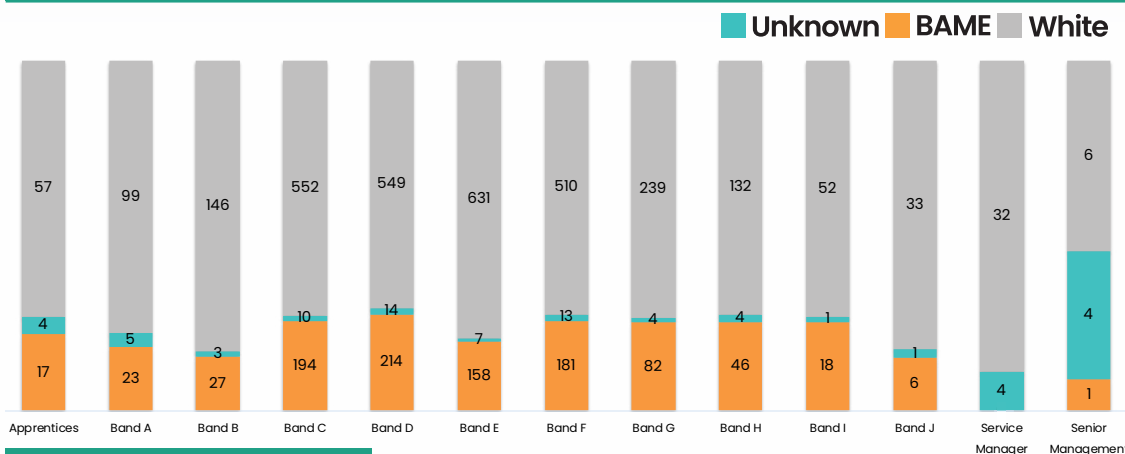
In terms of the individual ethnic minority groups, employees from all ethnic minority groups are under represented compared to their make-up in the economically active population for the Borough.

In order to enable comparisons to be made to the ethnic makeup of the Borough, some of the individual ethnic groups have been combined.

source: ONS annual population survey 2017/18

(Percentages will vary slightly due to rounding)

Grade Composition



BAME employees make up around a quarter of grade bands, A-D (24.9%); E-G (23.1%); Band H (25.3%) and Band I (25.4%).

This then drops to 15% at grade band J.

Other Key Metrics

(Grade composition chart excludes Soulbury and Unattached Teachers)

New Starters & Leavers

108
BAME
New Starters

Under a third (31%) of new starters to Sandwell Council last year were from BAME groups.

82
BAME
Leavers

Just under a quarter (23%) of leavers from Sandwell Council last year were from BAME groups.

Average Age

45 Years
BAME

48 Years
White

Length of Service

13 Years
BAME

16 Years
White

Employee Engagement

67%
BAME

69%
White

The 2018 Employee Engagement Survey rates for both BAME and white employees compare favourably with the public sector average of 63%.