

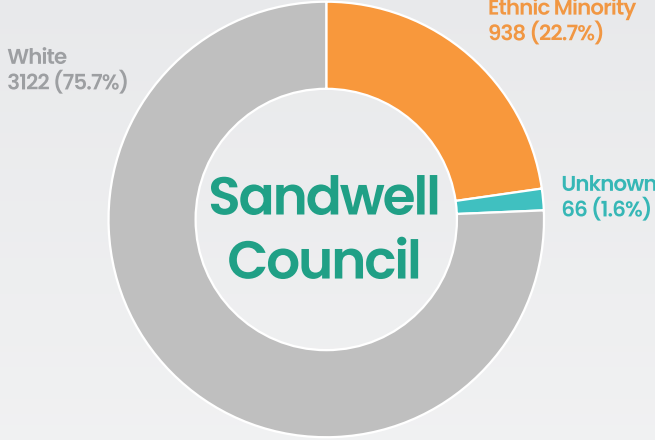
Sandwell Council

Workforce Diversity By Ethnicity April 2018



Overall Composition

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



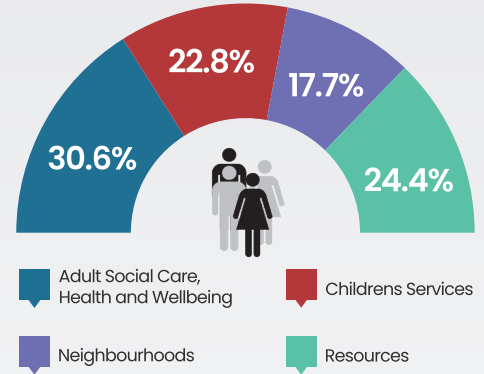
This is over 10% below the economically active ethnic minority population in the borough:

33.0%

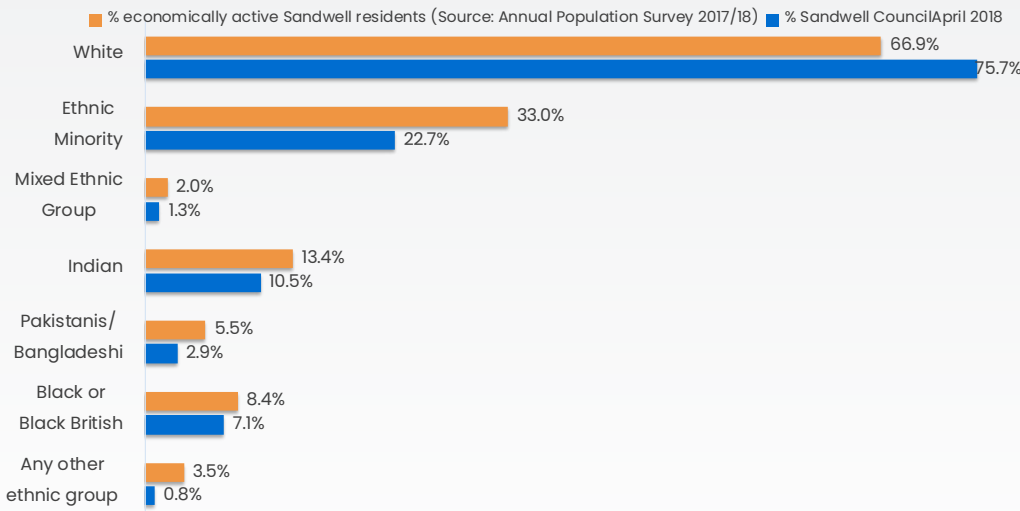
economically active ethnic minority residents.

source: ONS annual population survey 2017/18

% Ethnic Minority Employees in each Directorate



Ethnic Group Composition



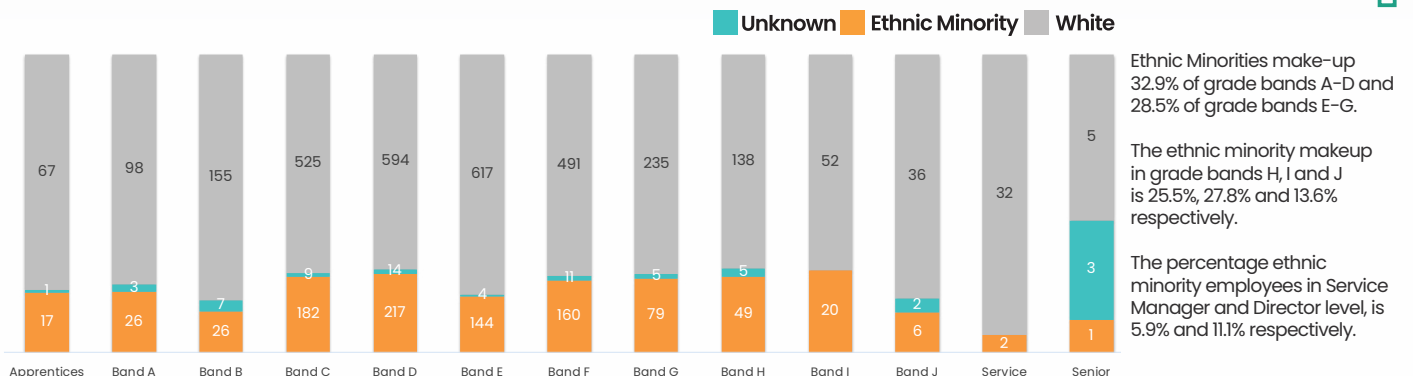
In terms of the individual ethnic minority groups, employees from all ethnic minority groups are under represented compared to their make-up in the economically active population for the Borough.

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



Ethnic Minorities make-up 32.9% of grade bands A-D and 28.5% of grade bands E-G.

The ethnic minority makeup in grade bands H, I and J is 25.5%, 27.8% and 13.6% respectively.

The percentage ethnic minority employees in Service Manager and Director level, is 5.9% and 11.1% respectively.

(Grade composition chart excludes Soulbury and Unattached Teachers)

Other Key Metrics

New Starters & Leavers*

29% Under a third of new starters to Sandwell Council last year were Ethnic Minority from ethnic minority groups.

24% Just under a quarter of leavers from Sandwell Council last Ethnic Minority year were from ethnic minority groups.

Average Age

45 Years Ethnic Minority
48 Years White

Length of Service

13 Years Ethnic Minority
16 Years White

Employee Engagement

69% Ethnic Minority
66% White
The 2017 Employee Engagement Survey rates for both ethnic minorities and white employees compare favourably with the public sector average of 61%.