

Sandwell Council

Workforce Diversity By Ethnicity March 2023

*Excludes schools and Pupil Referral Units



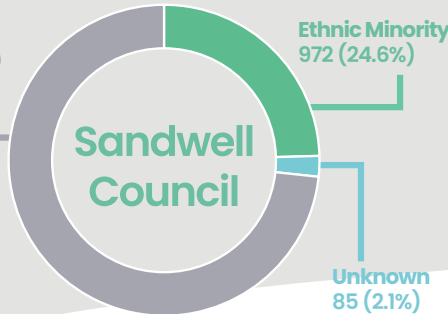
Overall Composition

Ethnic minority employees make up just under a quarter of the total workforce. This is about **17%** below the economically active ethnic minority population in the borough:

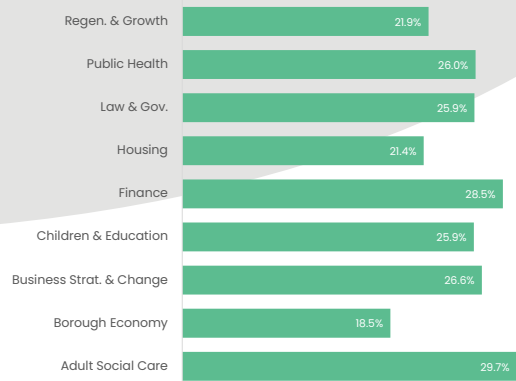
41.1%

Sandwell economically active population (Ages 16+)

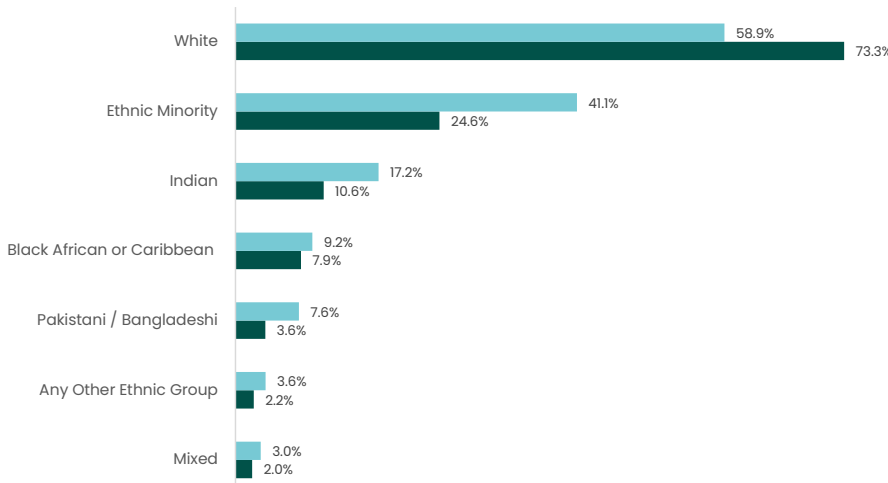
Source: ONS – Annual Population Survey (Jan 22 – Dec 22)



% Ethnic Minority Employees by Directorate



Ethnic Group Composition



% Sandwell Council Employees March 2023

% 16+ Economically Active Sandwell Residents

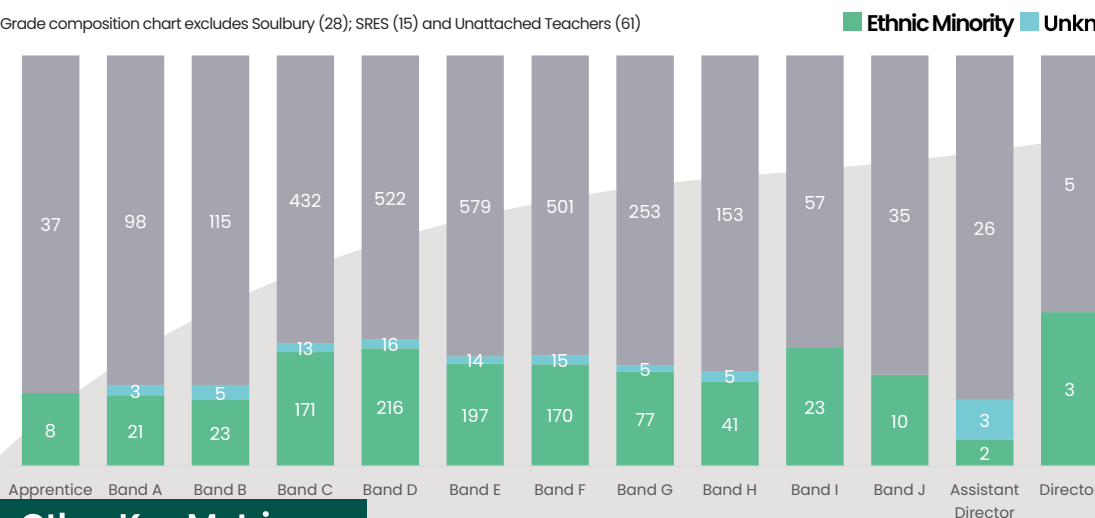
Employees from all ethnic minority groups are under-represented compared to the economically active population for the Borough.

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 (28); SRES (15) and Unattached Teachers (61)



Ethnic Minority Unknown White

Ethnic minority employees makeup around a quarter of grade bands:

Bands A-D (26.3%)
Bands E-G (24.5%)
Bands H-J (22.8%)

12.8% at service manager level and above are from ethnic minority groups.

Other Key Metrics

New Starters & Leavers

122 Ethnic Minority New Starters

Approximately 29.3% of the new starters to Sandwell Council last year (Apr-21 to Mar-22) were from ethnic minority groups.

96 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

47 Years Ethnic Minority

49 Years White

Length of Service

14 Years Ethnic Minority

16 Years White

Employee Engagement

72% Ethnic Minority

61% White

The 2023 Employee Engagement Survey results indicate that Ethnic Minority employees were more engaged than their white counterparts.

