

Sandwell Council

Workforce Diversity By Ethnicity March 2024



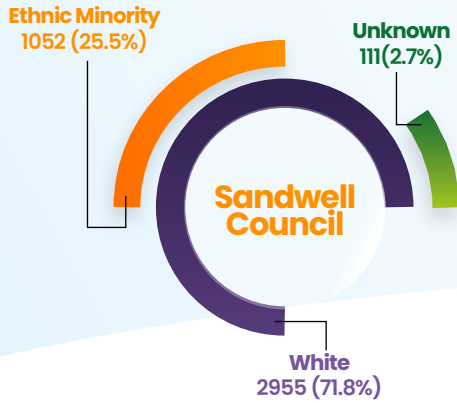
Overall Composition

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:

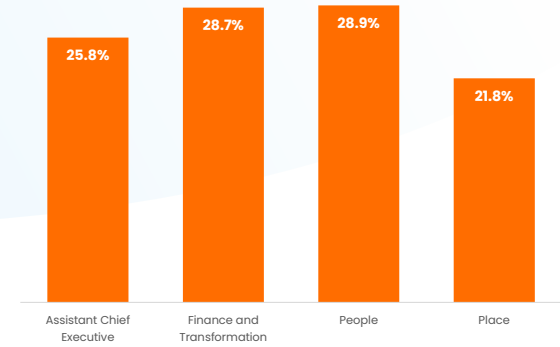
41.1%

Sandwell economically active population (Ages 16+)

Source: ONS - Census 2021 (Economically Active population Aged 16+)

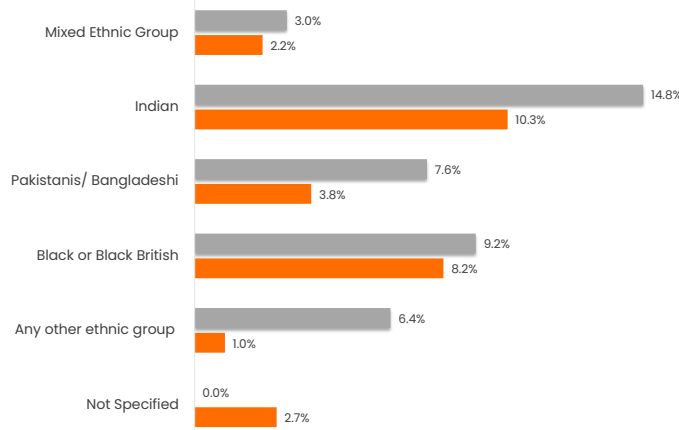
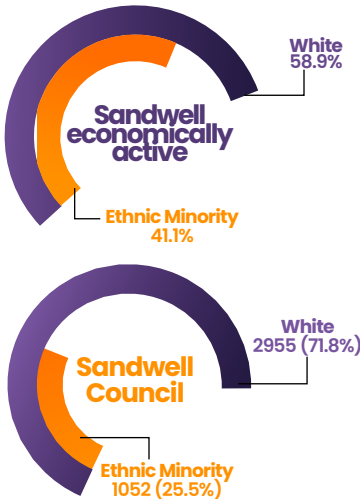


% Ethnic Minority Employees by Executive Directorates



Ethnic Group Composition

* Any other ethnic group includes Arab, Yemeni, Oriental and any other ethnic groups.



Legend: % Sandwell Council Employees April 2022 (Orange), % Sandwell economically active population aged 16+ (Grey)

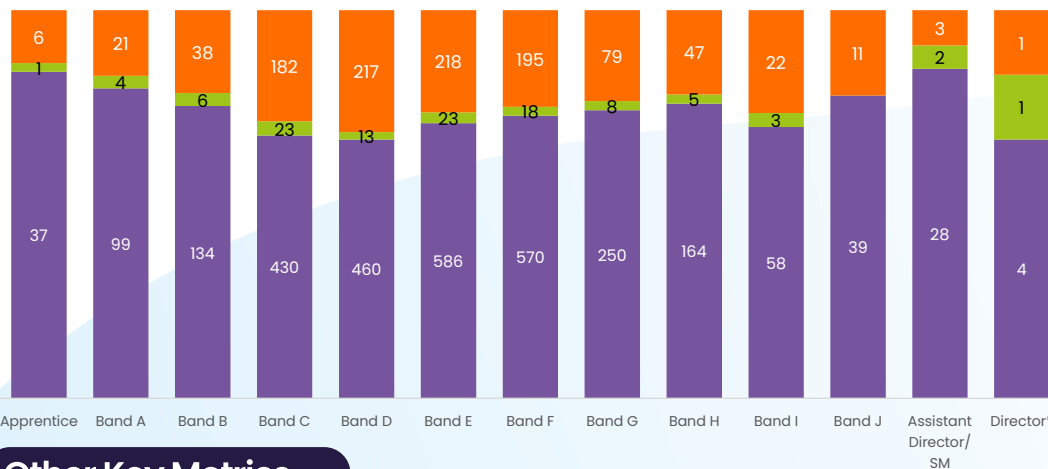
Employees from most ethnic minority groups are under-represented compared to the economically active population for the Borough.

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

Grade Composition

Grade composition chart excludes Soulbury (32); SRES (29) and Unattached Teachers (51)

Legend: Ethnic Minority (Orange), Unknown (Green), White (Purple)



Ethnic minority employees makeup around a quarter of grade bands:

Bands A-D (28.1%)
Bands E-G (25.3%)
Band H-J (22.9%)

Representation at Assistant Director/ Service Manager Level and above for ethnic minority employees is 10% compared to 7.3% in 2022.

Other Key Metrics

New Starters & Leavers

175
Ethnic Minority New Starters

Just under one third of the new starters to Sandwell Council last year (Apr-23 to Mar-24) were from ethnic minority groups.

97
Ethnic Minority Leavers

Approximately, a quarter (26%) of leavers from Sandwell Council last year (Apr-23 to Mar-24) were from Ethnic Minority groups.

Average Age

47 Years
Ethnic Minority

48 Years
White

Length of Service

13 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.

