

Sandwell Council

Workforce Diversity By Ethnicity April 2020

*Excludes schools and Pupil Referral Units

*BAME = Black, Asian and Minority Ethnic



Overall Composition

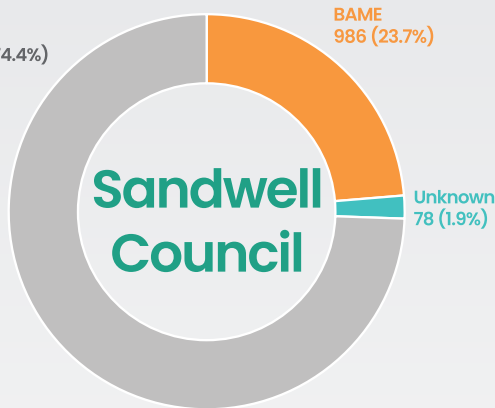
Black, Asian and Minority Ethnic (BAME) employees makeup just under a quarter of the total workforce.

This is approximately 14% below the economically active ethnic minority population in the borough:

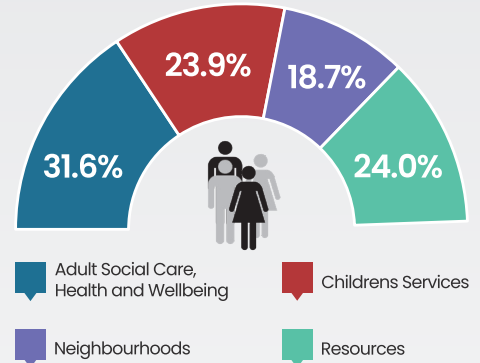
37.4%

economically active BAME residents.

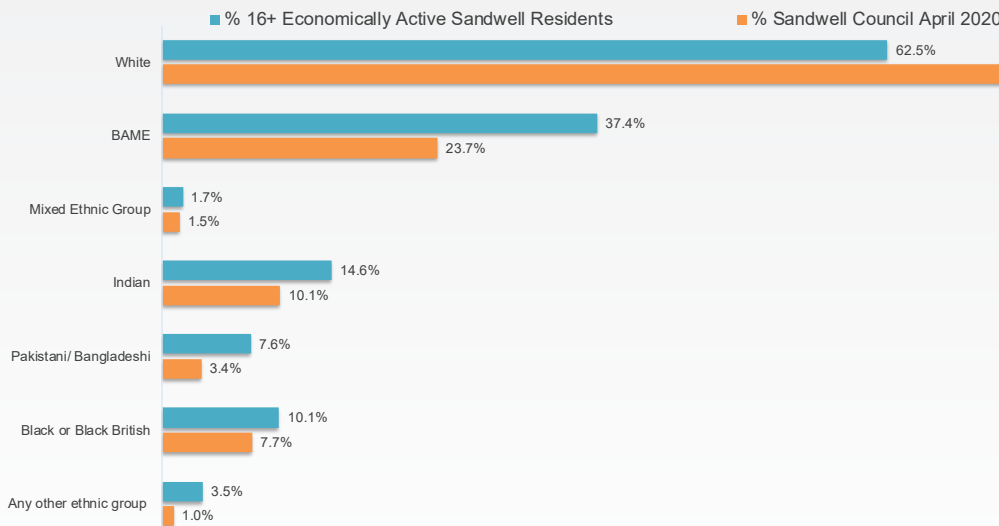
Source: ONS – Annual Population Survey extracted October 2019



% BAME Employees in each Directorate



Ethnic Group Composition



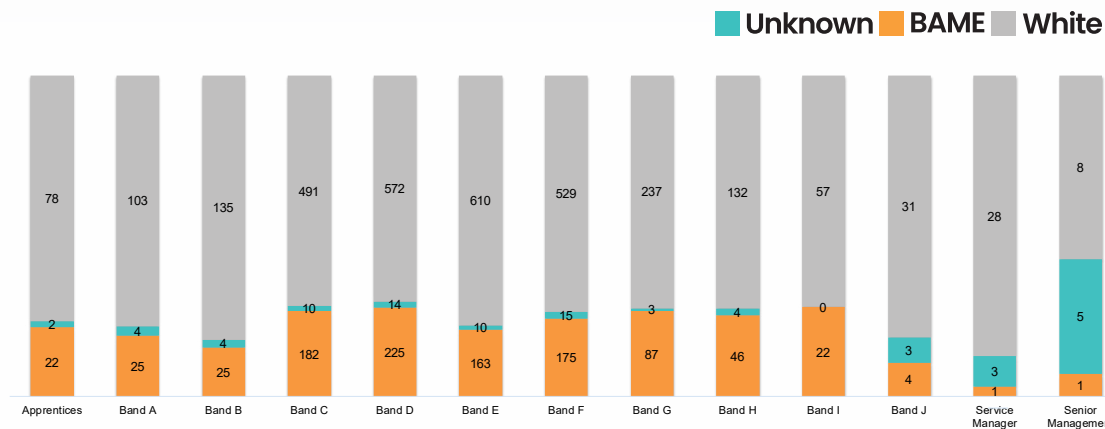
Employees from all ethnic minority groups are under-represented compared to the economically active population for the Borough.

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



BAME employees makeup around a quarter of the following grade bands:-

A-D (25.5%);
E-G (23.2%);
Band H (25.3%) and
Band I (27.8%).

The grade composition chart excludes Soulbury and Unattached Teachers, however, if these were included then the makeup of BAME employees in leadership positions (Band J equivalent and above) would be 7.4%.

Other Key Metrics

(Grade composition chart excludes Soulbury and Unattached Teachers)

New Starters & Leavers

98 BAME New Starters
Over a quarter (27.7%) of new starters to Sandwell Council last year were from BAME groups.

86 BAME Leavers
A quarter (25.1%) of leavers from Sandwell Council last year were from BAME groups. (Apr 2019 – Mar 2020)

Average Age

46 Years BAME
48 Years White
(April 2020)

Length of Service

13 Years BAME
16 Years White
(April 2020)

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%.