

# Sandwell Council

## Workforce Diversity By Ethnicity March 2025

\*Excludes schools and Pupil Referral Units



### Overall Composition

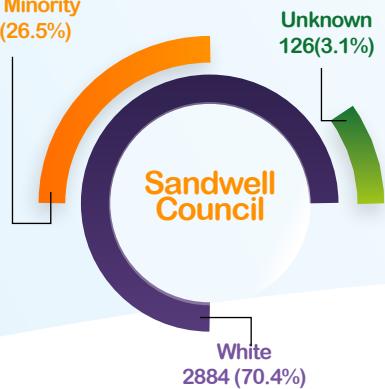
Ethnic minority employees make up just over a quarter of the total workforce. This is about 14% below the economically active ethnic minority population in the borough:

41.1%

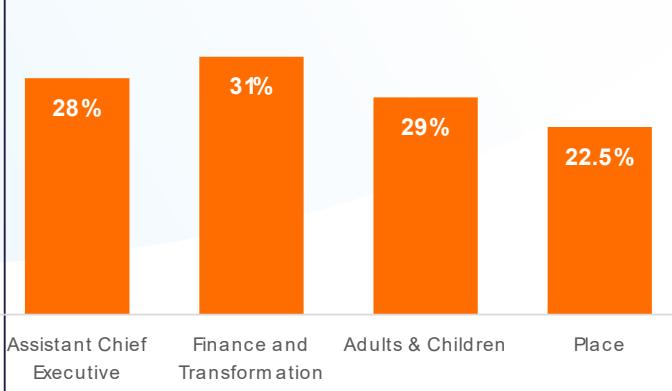
Sandwell economically active population (Ages 16+)

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

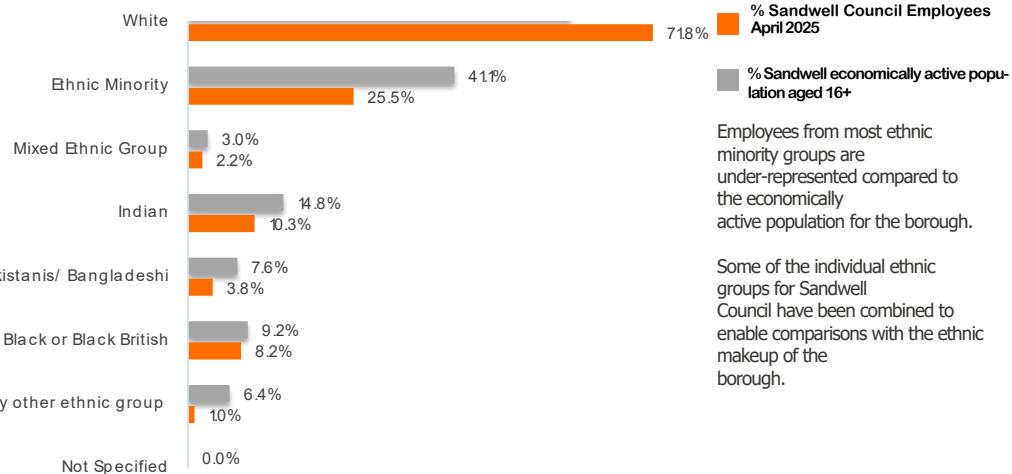
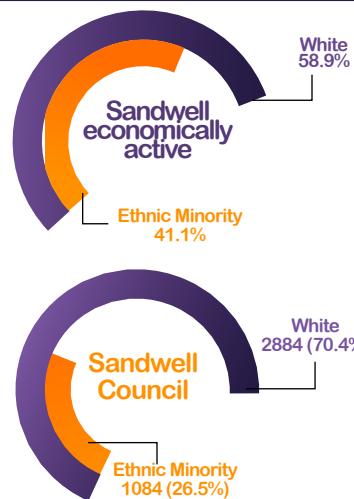
Ethnic Minority  
1084 (26.5%)



### % Ethnic Minority Employees by Executive Directorates



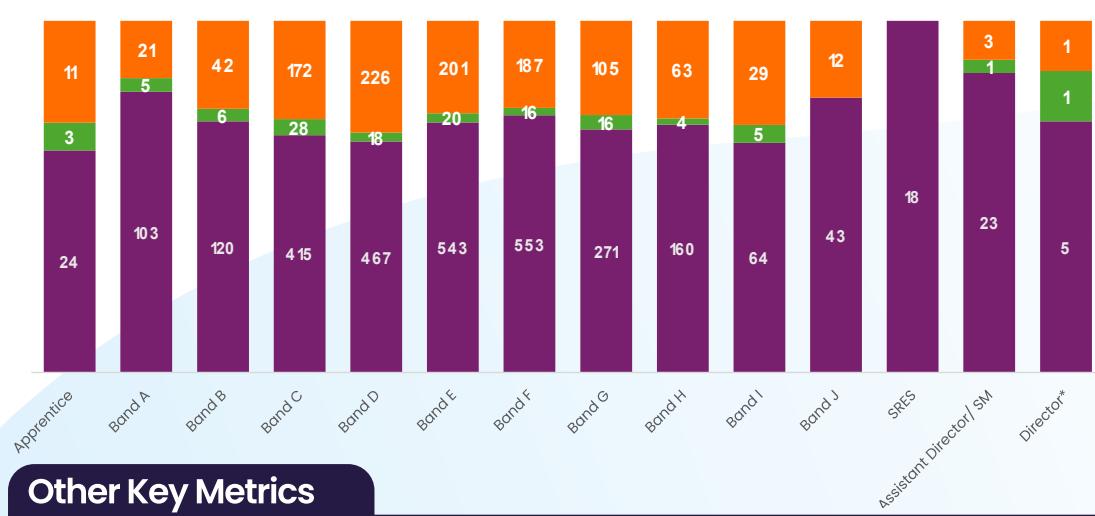
### Ethnic Group Composition



### Grade Composition

Grade composition chart excludes Soulbury (31); SRES (18) and Unattached Teachers (56)

■ Ethnic Minority ■ Unknown ■ White



### Other Key Metrics

#### New Starters & Leavers

113  
Ethnic Minority  
New Starters

Just under one third of the new starters to Sandwell Council last year (Apr-24 to Mar-25) were from ethnic minority groups.

89  
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

49 Years  
White

#### Length of Service

13 Years  
Ethnic Minority

16 Years  
White

#### Employee Engagement

72%  
Ethnic Minority

61%  
White

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

EQUALITY

DIVERSITY &

INCLUSION

A VOICE FOR EVERYONE