

## **Workforce Profile - Ethnic Minorities\***

*represents number of appointments*

*Representing period 01 Apr 2024 - 30 Jun 2024 Or as at Jun 2024*

<b>Department</b>	<b>Sep-23 Ethnic Minority</b>	<b>Sep-23 No. Appts</b>	<b>Sep-23 Ethnic Minority %</b>	<b>Dec-23 Ethnic Minority</b>	<b>Dec-23 No. Appts</b>	<b>Dec-23 Ethnic Minority %</b>	<b>Mar-24 Ethnic Minority</b>	<b>Mar-24 No. Appts</b>	<b>Mar-24 Ethnic Minority %</b>	<b>Jun-24 Ethnic Minority</b>	<b>Jun-24 No. Appts</b>	<b>Jun-24 Ethnic Minority %</b>
Adult Social Care & Health	195	3590	5.43%	201	3598	5.59%	208	3572	5.82%	215	3571	6.02%
Childrens Services (Non Schools)	149	4366	3.41%	157	4359	3.60%	154	4131	3.73%	160	4038	3.96%
Childrens Services (Schools)	191	11286	1.69%	196	11287	1.74%	189	10572	1.79%	190	10481	1.81%
Commissioning Communities & Policy	54	1655	3.26%	52	1617	3.22%	53	1540	3.44%	53	1485	3.57%
Place	18	1400	1.29%	19	1386	1.37%	18	1324	1.36%	19	1287	1.48%
<b>OVERALL TOTAL</b>	<b>607</b>	<b>22297</b>	<b>2.72%</b>	<b>625</b>	<b>22247</b>	<b>2.81%</b>	<b>622</b>	<b>21139</b>	<b>2.94%</b>	<b>637</b>	<b>20862</b>	<b>3.05%</b>
<b>OVERALL TOTAL (exc Schools)</b>	<b>416</b>	<b>11011</b>	<b>3.78%</b>	<b>429</b>	<b>10960</b>	<b>3.91%</b>	<b>433</b>	<b>10567</b>	<b>4.10%</b>	<b>447</b>	<b>10381</b>	<b>4.31%</b>

*\* Ethnicity codes reflect 2021 Census Codes*

*Information taken from SAP BW only includes employees where information is available for Ethnicity*