

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

*represents number of appointments*

*Representing period 01 Oct 2023 - 31*

*Dec 2023 Or as at Dec 2023*

<b>Department</b>	<b>Mar-23 Ethnic Minority</b>	<b>Mar-23 No. Appts</b>	<b>Mar-23 Ethnic Minority %</b>	<b>Jun-23 Ethnic Minority</b>	<b>Jun-23 No. Appts</b>	<b>Jun-23 Ethnic Minority %</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>
Adult Social Care & Health	176	3757	4.68%	175	3656	4.79%	195	3590	5.43%	201	3598	5.59%
Childrens Services (Non Schools)	152	4373	3.48%	148	4374	3.38%	149	4366	3.41%	157	4359	3.60%
Childrens Services (Schools)	195	12069	1.62%	193	11888	1.62%	191	11286	1.69%	196	11287	1.74%
Commissioning Communities & Policy	56	1668	3.36%	56	1641	3.41%	54	1655	3.26%	52	1617	3.22%
Place	16	1404	1.14%	17	1400	1.21%	18	1400	1.29%	19	1386	1.37%
<b>OVERALL TOTAL</b>	<b>595</b>	<b>23271</b>	<b>2.56%</b>	<b>589</b>	<b>22959</b>	<b>2.57%</b>	<b>607</b>	<b>22297</b>	<b>2.72%</b>	<b>625</b>	<b>22247</b>	<b>2.81%</b>
<b>OVERALL TOTAL (exc Schools)</b>	<b>400</b>	<b>11202</b>	<b>3.57%</b>	<b>396</b>	<b>11071</b>	<b>3.58%</b>	<b>416</b>	<b>11011</b>	<b>3.78%</b>	<b>429</b>	<b>10960</b>	<b>3.91%</b>

*\* Ethnicity codes reflect 2021 Census Codes*

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