

Workforce Profile as at 31.08.2020

Basic salary band	Asian or Asian British	Black or Black British	Mixed	Other Ethnic Groups	White	BAME Overall
Up to £19,999 per annum	15.38%	30.77%	23.08%	0.00%	30.77%	69.23% * noting there are only 13 staff in this band
£20,000 to £39,999 per annum	8.76%	22.91%	4.14%	1.06%	63.14%	36.86%
£40,000 to £59,999 per annum	7.14%	21.18%	2.22%	0.74%	68.72%	31.28%
£60,000 to £79,999 per annum	10.64%	6.38%	0.00%	0.00%	82.98%	17.02%
£80,000 to £99,999 per annum	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
Over £100,000 per annum	0.00%	0.00%	0.00%	0.00%	100.00%	0.00% * noting there are only 6 staff in this band
Grand Total	8.39%	21.86%	3.63%	0.92%	65.19%	34.81%

Profile of leavers 01.09.2019 to 31.08.2020

Basic salary band	Asian or Asian British	Black or Black British	Mixed	Other Ethnic Groups	White	BAME Overall
Up to £19,999 per annum	0.00%	40.00%	0.00%	0.00%	60.00%	40.00%
£20,000 to £39,999 per annum	7.14%	23.47%	8.16%	1.02%	60.20%	39.80%
£40,000 to £59,999 per annum	3.33%	15.00%	5.00%	0.00%	76.67%	23.33%
£60,000 to £79,999 per annum	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
£80,000 to £99,999 per annum	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
Over £100,000 per annum	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grand Total	5.29%	20.00%	6.47%	0.59%	67.65%	32.35%

Profile of joiners (new starters to the borough) 01.09.19 to 31.08.2020

Basic salary band	Asian or Asian British	Black or Black British	Mixed	Other Ethnic Groups	White	Total BME
Up to £19,999 per annum	0.00%	20.00%	20.00%	0.00%	60.00%	40.00%
£20,000 to £39,999 per annum	11.88%	34.65%	2.97%	0.00%	50.50%	49.50%
£40,000 to £59,999 per annum	9.09%	31.82%	0.00%	0.00%	59.09%	40.91%
£60,000 to £79,999 per annum	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
£80,000 to £99,999 per annum	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Over £100,000 per annum	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grand Total	10.19%	31.85%	2.55%	0.00%	55.41%	44.59%

	Asian or Asian British	Black or Black British	Mixed	Other Ethnic Groups	White	Total BME
Overall Workforce Profile	8.39%	21.86%	3.63%	0.92%	65.19%	34.81%
Overall Leavers Profile	5.29%	20.00%	6.47%	0.59%	67.65%	32.35%
Overall Joining Profile	10.19%	31.85%	2.55%	0.00%	55.41%	44.59%

Overall profiles compared

