

Appendix B Employment Committee, 22 June 2023

Further update on Ethnicity Reporting

There are currently 2 separate ethnicity fields in Agresso, which allow the employee to self - select a broad ethnic category and a more detailed ethnic group.

Current declarations as of 09 May 2023 are as follows:

Broad Ethnic Group:

Broad Ethnic Group	% of workforce
Asian or Asian British	16.31%
Black or Black British	5.18%
Chinese or Other ethnic Group	0.48%
Mixed	0.77%
Undisclosed	57.97%
White	19.29%

Nearly 60% of employees have not disclosed a broad ethnic group. The categories follow the recent government guidance around collecting ethnicity data for the purposes of employer profiles and voluntary ethnicity pay gap reporting. The guidance recommends organisations **do not** use binary options (i.e. “BAME” and White/White British), which are out-dated and do not help to understand the many difference between ethnic groups. It recommends detailed groups, based on self-identification, wherever possible but recognises that the many options of how people identify their ethnicity make this more complicated when looking at how to present pay information.

Detailed Ethnic Group

Detailed Ethnicity Group	% of workforce
African	4.30%
Caribbean	2.70%
Indian	10.80%
Pakistani	10.30%
Polish	2.10%
Sikh	2%
White British	33.40%
Other (amalgamated)	10.40%
Undisclosed	24%

Around 75% of employees have selected a “detailed ethnicity” which they self-identify with. This is from an extensive list of options, reflective of the super – diversity of Slough, both as a town and workplace. Where at least 2 % of the workforce has self-declared an ethnicity, this category has been stated.

Where an identity makes up less than 2% of the workforce (and in practice most of these comprise just 1 or 2 employees), this has been amalgamated in to the “Other” category. This category currently makes up c. 10% of employees. The largest self-defined detailed ethnicity is White British, followed by Indian and Pakistani. Almost 55% of the workforce self-identifies as one of these three ethnicities.