



The Employment of Black Workers
in Local Government and Community
Schools in Wales and England
August 2016

THE EMPLOYMENT OF BLACK WORKERS IN LOCAL GOVERNMENT AND COMMUNITY SCHOOLS IN WALES AND ENGLAND

Why this research?

UNISON commissioned research from Labour Research in 2015 on the employment and pay of Black workers¹ in upper tier local authorities and community schools within those councils across regions in England and Wales. We wanted to fill a gap in our knowledge and understanding of their employment situation and to help us bargain and campaign more effectively with them.

The survey is based on the results of a Freedom of Information questionnaire sent by Labour Research to 174 'upper tier'² councils which employ over 600,000 council employees and 478,000 school workers. We want to refine our strategy for tackling race discrimination and campaigning to improve the employment, pay and conditions of Black workers. We hope that this work can be replicated in Scotland and Northern Ireland in the future too.

Complying with Equality Duties

The general Public Sector Equality Duties (PSED) in England and Wales are founded in the Equality Act 2010. They require public authorities to have due regard to the aim of the general equality duty when making decisions, setting policies and deciding whether their functions are relevant to – in this case – Black workers. They are intended to promote action to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between those who share a protected characteristic and those who did not – in this report, Black council and community school workers - and white workers.

England, Scotland and Wales all have specific equality duty requirements, intended to support compliance with the general PSED. The English Local Government Association (LGA) also has an Equality Framework for Local Government with five 'performance areas', including 'responsive services and customer care' and 'a skilled and committed workforce'. It outlines the steps that councils must take to achieve the aims of those performance areas. High quality information is essential to both.

It is clear that to provide effective and responsive public services, councils, schools and public bodies need workforces which reflect the diverse composition of the populations they serve. Despite this, pay and workforce data collected by the LGA and provided to UNISON for sector-wide collective bargaining across England, Wales and Northern Ireland does not cover all councils and does not analyse the

¹ UNISON employs the term 'Black' to cover all those described as Black and Minority Ethnic (BAME) in the census and other official data. This is to convey the political reality of the discrimination faced by those groups rather than their racial origins. The UNISON survey asked councils for numbers of employees according to Black and Asian minority, white and unknown categories.

² 'Upper tier' councils include county, metropolitan districts, unitary councils and London boroughs. They all provide social services and are education authorities. Many schools are now outside of these councils as a result of academisation, so the figures in this report relate only to community local authority schools.

gender, pay, type of employment or working hours of Black workers. Earlier research for UNISON's Black Members' Committee highlighted a disproportionate impact of redundancies on Black workers in London.

UNISON believes that there is a need for the provision of more regular, detailed and systematic data from national, regional and local government bodies on the employment, pay and working patterns of Black workers. The impact of 'devolution' on local government and academisation of schools means that new bodies such as combined authorities and academies will also need to ensure that they are complying with the equality duties and monitoring their workforces. In the meantime, we have carried out our own research with Labour Research, which we intend to follow up. Further research is required and in those councils of concern, we will be working with our branches and organisers to establish race equality action plans.

- **Appendices**

Appendix 1: Pages 18 to 38	Tables referred to in the text
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Appendix 4: Pages 42 to 49	Digest of key findings

KEY FINDINGS OF OUR RESEARCH

The following are the key findings of our research. A digest of key findings can be found at Appendix 4.

Lack of information

Not all councils were able to give us information on Black workers, suggesting that they do not collect data in a form which would enable them to comply fully with the relevant PSED's. In some cases workers themselves may have chosen not to identify their ethnicity. The background of 12% of council employees overall was not known, though this ranged from 7.4% in London to 21.3% in Wales. In the recent LGA Local Government Earnings Survey 2014/15, covering 51% of councils in England and Wales, the ethnicity of 16% of employees in English and 31% in Welsh councils was unknown. However, in UNISON's research for both councils and schools the background of women workers was much less likely to be known than of male employees.

- **Black workers in councils**

Black and ethnic minority (BAME) people made up 14.8% of the total population in England and Wales in the 2011 Census, with great regional variation – from 41.5% in London to less than 5% in the North East, Wales and the South West.³ The total employment of Black workers in councils revealed in our survey fell short of the average proportion of Black people in the population across England and Wales in the Census – 11.4% compared to 14.8%. **This was the case in every region**, although in Eastern, East Midlands, West Midlands and London - regions with large Black populations – Black employment levels were close to population levels. **Table 1a outlines the findings.**

Overall the proportion of Black employees in 83% of councils fell short of the proportion of BAME people in the population in the 2011 Census. In only three councils did community schools employee the same proportion of Black workers as there were BAME people in the 2011 Census population.

The number of 'staff of unknown ethnicity' in our survey was higher than the number of known Black staff – 73,276 compared to 69,053. Not all of the former will be Black, but some certainly will be. This means that Black employment is under-reported in the responses to our survey and councils and schools do not have a clear picture of their workforces. This has implications for employment practice and provision of services.

Overall, 12% of employees were of 'unknown ethnicity'. London had the lowest level of council workers in this category – 7.4%, compared to 13.5% in the North East, 15.4% in the North West and 21.3% in Wales at the other extreme. While some under-reporting may have arisen from employees not

³ It should be noted that the 'Black and minority ethnic – BAME' category in the Census also included people from white minorities.

wishing to identify themselves in terms of their ethnicity, such high numbers suggest that employers are not being rigorous in the monitoring of their workforces. This means that they are not complying with the PSED's either.

- **Councils with disproportionately low employment of Black workers**

Five of the ten councils with the lowest levels of known Black employment compared to large local Black populations were in London – Barking and Dagenham, Harrow, Hillingdon, Newham and Redbridge. In the North West, Blackburn with Darwen, Manchester and Oldham fell into this category. The other two councils were Luton in the Eastern region and Leicester City in the East Midlands. **The gap between the local Black population and the employment of Black workers whose background was known by the council was almost 20% in Luton, 18% in Redbridge and 17% in LB Newham.** This figure naturally increased when compared to all staff, including those whose background was not known by the council. **Table 1b outlines these findings.**

Black people were also under-represented in some local authorities with smaller Black populations, such as Gwynedd in Wales, where the proportion of Black workers in the workforce is just 0.3%, compared to 3.5% of the local population.

- **Black workers in schools**

Fewer councils were able to provide data on school employees and the proportion of employees in schools whose ethnic background was not known was higher. The background of almost 21% of school employees was unknown, compared to 12% in councils, ranging from 6.3% in the South East to 44.3% in the South West.

The number of employees “of unknown ethnicity” in schools across England and Wales was almost three times the number of known background – 99,313, compared to 34,858. This raises the same questions about compliance with the PSED's as for councils although some caution needs to be exercised, as explained above in relation to the accuracy of council information on schools. **Table 1c** gives figures for school and council workers combined in each region.

There is a larger gap between the proportion of Black people in the population of England and Wales and those of known ethnic origin employed in schools than is the case for councils – 6.4%, compared to 5.4% of the population in those local authorities which responded. 7.3% of staff of known ethnicity were black compared to 13.7% BAME in census. See **Table 1d.**

Only in London and the West Midlands was the proportion of known Black employees in schools more than 50% of the proportion of BAME people in the 2011 Census population. So 28.4% of known employees in London schools were Black, compared to 40.4% of the Census population. In the West

Midlands, 9.6% of the workforce of known ethnicity was Black, compared to 16.6% of BAME people in the Census. In schools in the North East, Wales and the South West, where less than 5% of the population was BAME in the 2011 Census, just over 1% of employees were black.

- **Employment in councils by race and gender**

Overall the ethnicity of 4.5% of male and 8% of female employees in councils was unknown, with Wales and the North East unable to give figures for 8.9% of women and 6.6% of men. The ethnicity of over 10% of women was unknown in the North West and South West, rising to 12.4% in Wales. More work needs to be done to understand the lack of information on the ethnicity of council employees and the absence of data needs to be rectified.

Of those whose ethnicity was known across England and Wales, 3.6% of council workers were Black men and 7.5% were Black women. 52.5% were white women and 23.9% white men as **Table 2a shows**.

- **Employment in schools by race and gender**

The ethnicity of a higher proportion of school staff was unknown by councils. This may reflect the weakened relationship between local authorities and schools – even the community schools covered in the survey. Councils in the South West, North West and Eastern regions were least able to provide the ethnic background of school employees.

The proportion of unknown ethnicity for women was very high - 39% in the South West, 32.4% in the North West and 29.2% in Eastern, compared to an average of 18.1% across England and Wales. The proportion of men whose ethnicity was unknown was 3.2% overall – significantly lower than for women. However, this rose to 7.8% in Wales, 5.3% in the South West and 3.9% in the Eastern region.

Almost 70% of school employees whose background was known were women – 63% of them white and 6.4% Black. Black men comprised less than 1% of school staff, while 8.4% were white men. This is a significant finding at a time when the need for Black men in teaching and other school roles is widely recognised. It requires further investigation. These findings are shown at **Table 2b**.

- **Pay in local authorities**

Local authorities were asked to provide separate data on the pay of employees in councils (and schools) in four ranges. These were:

Pay range 1	Up to £15,207 a year
Pay range 2	£15,208 - £24,472
Pay range 3	£24,473 - £29,558
Pay range 4	£29,558 and above

Table 3a gives the data for each pay range.

Again, a high proportion of local authorities were unable to provide the ethnic background of employees, especially in the most populated – and lowest - pay ranges 1 and 2. In pay range 1 this ranged from 8.6% in Eastern region to 32.4% in the North West and 43.3% in Yorkshire and Humberside. In pay range 2, the proportion of employees of unknown ethnic origin was even higher – over 50% in Eastern, North East and South West, over 40% in East Midlands, West Midlands, Wales and South East and just under 40% in North West, Yorkshire and Humberside and London. It is hard to see how employers can identify and rectify pay discrimination without such data.

Pay range 1

There was a higher proportion of white workers than Black workers in the lowest pay range 1 – paid less than £15,207 a year – in five regions, East Midlands, West Midlands, North West, North East and South East although the difference in West Midlands and North West was small. In Eastern, Wales, Yorkshire and Humberside, South West and London, the position was reversed. The greatest discrepancy in the pay of Black and white workers – 6.5% - was in the South West. A far smaller proportion of all employees were paid at pay range 1 in London and Eastern region than elsewhere, probably reflecting the high cost of living and higher London pay rates, which include London weighting.

There were some significant differences in pay in pay range 1 in some individual councils – shown in **Table 3b** in the full report. They include Coventry and Carmarthenshire, where the proportion of known Black workers in the lowest pay range exceeded white employees by over 20%. In Bedford, the proportion was over 18%, in Bolton and Darlington over 15%. The figure was 14.2% in LB Barnet and almost 14% in Blackburn with Darwen.

Pay range 2

Pay range 2 - £15,208 - £24,472 was the most populated overall. Over 40% of all employees whose ethnicity was known in every region fell into pay range 2, except in London and Eastern, where the proportion was just under 40%. The proportion of Black and white workers in pay range 2 was fairly equal in all regions, although the proportion of white workers just exceeded their Black colleagues everywhere, except the East Midlands and London. In those regions Black workers exceeded white, but by 5.1% and just 0.1% respectively. The difference was greatest in the North East, with 41.9% Black and 50.1% white workers on pay range 2.

Pay range 3

A higher proportion of Black workers than white fell into pay range 3 - £24,473 - £29,558, in every region, although this was most marked in the Eastern, North East and London regions. However, overall the proportion of Black and white workers in this pay range was very similar.

Pay range 4

This was also true for pay range 4 - those paid above £29,558. However, in London and the Eastern region, 6.4% and 5.5% more white workers than Black were in this pay range respectively. In the West Midlands, North West, North East and Yorkshire and Humberside regions, the proportion of Black workers exceeded white in this range. However, only in the North East was there a marked difference, with almost 5% more Black workers in this range than white.

The councils with the largest difference in the proportion of Black and white workers in pay range 4 are outlined in **Table 3c**. In these councils, the proportion of white workers in pay range 4 exceeds Black workers by more than 10%, contradicting the overall trend.

London councils feature strongly in this list. **In three London councils – Brent, Camden and Kensington and Chelsea – over 20% more white employees are in the highest pay range than Black. In Waltham Forest and the City of London, the difference is almost 19% and in Wandsworth and Lambeth, almost 18%.** Outside of London, Bedford, Blackburn with Darwen, Bristol, Milton Keynes and Newcastle upon Tyne all feature too.

- **The Living Wage⁴ in councils**

Councils were asked what proportion of their Black and white employees – excluding casual workers – were paid below the Living Wage - or the London Living Wage in London boroughs. **Table 4a** highlights the findings.

Overall, only 6.2% of council employees were paid below the Living Wage. 2.9% of Black employees were paid below the Living Wage, compared to 6% of white workers. This would accord with the finding that a higher proportion of white than Black workers are found in the lowest pay range (see above).

The North West, North East, Wales, South East and Yorkshire and Humberside all had higher than average proportions of all employees paid below the Living Wage. In the case of Yorkshire and Humberside, this was 12.2%, compared to the average of 6.2%.

While the average proportion of Black workers paid less than the Living Wage was just 2.9%, this figure rose to 10.7% in the North East and 14.6% in Yorkshire and Humberside – both significantly higher than the average. The North West, Wales, South East and South West also had higher than average proportions, with Eastern, East Midlands, West Midlands and London having lower than average proportions of Black employees paid below the Living Wage. In the case of London, just 0.5% fell into this category, with 0.9% of white staff earning less than the Living Wage.

⁴ Living Wage is the Living Wage as determined by the Living Wage Foundation – not the National Living Wage. London Boroughs were asked to give data for employees paid below the London Living Wage.

Table 4b details those councils with the highest overall proportion of all workers paid below the Living Wage. North Yorkshire and the Isle of Anglesey both had more than 35% of the overall workforce earning below the Living Wage, compared to 6.2% on average. North Lincolnshire had 30.6%, with Bury, Cheshire West and Cheshire, Sefton and St Helens in the North West with between 20% and 25% of employees below the Living Wage.

The councils with the largest gap in the proportion of Black and white employees below the Living Wage are detailed at **Table 4c**. This was most evident in Bradford council, where 34.6% Black employees were paid below the Living Wage, compared to 15.7% of their white counterparts – a disparity of almost 19%. In Cheshire West and Cheshire and the East Riding of Yorkshire, the gap was just above 10%, while in Bury, Newcastle upon Tyne, Shropshire, Somerset and South Tyneside, the gap ranged between 6.9% and 9.6%.

Some councils specifically mentioned that apprentices were paid below the Living Wage – presumably either at the statutory apprentice rate or something between that and the Living Wage.

- **School employees' pay**

Councils were unable to give details of a significant proportion of school employees' ethnicity alongside their pay range, especially in pay ranges 1 and 2. In the South West and West Midlands, the ethnicity of over 40% of pay range 1 employees was not known. This problem was even greater in pay range 2, where the background of over 50% of employees was not known in the North East and London, with over 60% unknown in East Midlands and the South East. The results for all pay ranges are in **Table 5a**.

Pay range 1

In all regions except West Midlands, Black school employees are more likely to be in the lowest pay range – earning less than £15,207 a year – than their white colleagues. This contrasts with the situation in councils, in which Black and white workers were more equally distributed across the pay ranges. The proportion of Black employees in pay range 1 spans from 19.4% in London to over 45% in Wales. This compares to 11.7% of white employees in London to 32.6% in the North East.

The disparity in the proportion of Black and white workers in pay range 1 was highest in Wales and Yorkshire and Humberside, with 19.5% and 17.3% more Black workers than white respectively at that pay level. However, both regions have slightly more Black workers than white in pay range 2.

In the lowest pay range, there are even greater differences in the proportion of white and Black staff in schools than in some individual councils, with the proportion of black workers exceeding white. These are listed at **Table 5b**.

In some, the number of Black employees is small and in some instances reflects the profile of the local population, In others, it does not. In Blackburn with Darwen, there are almost 40% more Black employees in the lowest pay range than white staff, although numbers are small, while in Cardiff the difference is almost 34% and in Nottinghamshire, nearly 30%. The proportion of Black workers exceeded white in the lowest pay range by 20% or more in Bradford, Bristol, Coventry, Doncaster, LB Kingston, Lincolnshire, Neath Port Talbot, Portsmouth and Torfaen.

Pay range 2

The proportions of Black and white employees in pay range 2 - £15,208 - £24,472 – was more equal, although there were more white than Black employees in schools in every region at this pay level except in West Midlands, North West, Wales and Yorkshire and Humberside. As with council workers, pay range 2 was the most populated range. In West Midlands over two thirds of Black school workers were in pay range 2, compared to 48.5% of white employees. More than half of Black school employees were in pay range 2 in East Midlands, North West, South East and London. The lowest proportion was in the Eastern region, with just 8.8% in pay range 2. More than half of white employees were in pay range 2 in the East Midlands, North West, South East, South West and London.

Pay range 3

With the exception of the Eastern region, much smaller proportions of both Black and white employees were found in pay range 3, earning £24,473-£29,558. This ranged from 3.5% of Black employees in the North West to 9.2% in London and 3.7% of white employees in the North East to 9.4% in London. The Eastern region stood out as having more Black and white employees combined in pay range 3 than any other range – 41%.

In the South West and East Midlands there were slightly more Black workers than white workers in pay range 3. In most other regions, the proportions were very similar. The largest differences were in the North West and Wales, where there were 3.3% and 2.2% more white workers than Black workers in this pay range.

Pay range 4

In pay range 4, above £29,558 a year, there was a higher proportion of white than Black workers in every region. In schools in the West Midlands, North West and Yorkshire and Humberside, the proportion of white workers exceeded Black workers by more than 10%, while in Wales it reached 19%. Schools in Eastern, Wales, Yorkshire and Humberside and London had the largest proportion of white staff in the top pay range – over 20%.

Table 5c shows the local authorities in which there are the greatest disparities in schools in the top pay range between Black and white school employees. In Cardiff, where Black workers significantly exceed white in the lowest pay

range, there were more than 30% more white school staff in the top pay range than Black. Almost 23% more highest paid staff were white than black in Kirklees, with between 15% and 20% more white workers than black in the top range in Blackburn with Darwen, Bury, Cheshire East, Gwynedd, Sunderland, Torfaen and the London boroughs of Camden, Kensington and Chelsea and Kingston.

- **The Living Wage in schools**

A much higher proportion of all school employees were paid below the Living Wage than council workers – 15.6%, compared to 6.2%. The proportion of Black school employees paid less than the Living Wage was smaller than the proportion of white staff – 10.3%, compared to 15.7%. This is shown in **Table 6a**.

The average figure of 15.6% of employees paid below the Living Wage disguises a wide range of pay practice across regions. For instance, in London only 2.8% of all school employees are paid below the Living Wage, compared to 23.1% in the South East, 22.2% in the South West, 20.8% in the North East and 19.9% in the Eastern region. The pattern of payment of the Living Wage in areas immediately outside London was very different despite the high cost of living in those areas.

However, while Black school employees are generally more likely to be paid the Living Wage than white employees, this is not the case in schools in every local authority area. **Table 6b** lists council areas within which the opposite could be seen.

Black employees in schools within Blackburn with Darwen fare worst, with over 71% of Black workers paid less than the Living Wage, compared to 29.2% of white workers, although the overall numbers are smaller than in several other councils. The gap is around 20% in Gwynedd, LB Kingston, Shropshire and Torfaen and between 15% and 20% in LB Bexley, Bournemouth, Hampshire, Leeds, Medway, North Yorkshire, Solihull and Wigan. In Bury, Derby City, Hertfordshire, Newcastle Upon Tyne, North Somerset, Oxfordshire, Staffordshire, Stockton on Tees, Sunderland, Warwickshire, West Sussex and Wiltshire, between 10% and 15% more Black workers fall below the Living Wage than their white counterparts.

- **Working hours of council employees**

Table 7a gives the working hours of Black and white council employees by full-time and part-time status. Across England and Wales, 57% worked full-time. The proportion was higher than this in Eastern, North East, South East and London – with over 73% of all council workers in the capital on full-time hours.

On average, Black workers were more likely to work full-time than their white colleagues. Almost 65% of Black council employees worked full-time, compared to 57% of white workers.

In the North East, Wales and London the opposite was the case, with a higher proportion of white workers on full-time hours than Black workers, although the difference was small in London and the North East. However, in Wales almost 7% more white workers than Black worked full-time.

The proportion of Black and white council workers on full-time contracts in some local authorities is the opposite of the overall trend in which Black workers are more likely to work full-time. Although the numbers of Black employees was small, Carmarthenshire had 24% more white employees on full-time contracts than black. In Hartlepool the gap was over 18% and in Blackburn with Darwen and Newcastle upon Tyne around 17%. In the London boroughs of Barnet, Newham and Waltham Forest between 10 and 15% more white than Black workers were employed on a full-time basis, along with Bolton, Cardiff, Coventry, Gateshead and St Helens. This is outlined at **Table 7b**.

- **Working hours of school employees**

School support staff overall were less likely to be employed on a full-time basis than council employees – 27% overall, compared to 57% of local authority staff. This reflects the fact that many school employees are on term-time only contracts, without pay for most of the school holidays and on annualised hours. Some jobs – such as lunchtime supervisor and school crossing patrol assistant- are very part-time. Just 23% of Black school employees were employed full-time, compared to 27.4% of their white colleagues. **Table 8a** gives these figures.

Only in London, the North West and Eastern regions were the proportions of Black employees on full-time contracts at – or above – the average. The highest proportion was in the Eastern region – 33%, London - 28.4%, North West – 27.3% and North East – 25.1%. The lowest incidence of full-time work amongst Black workers was in the West Midlands – 10.9%, East Midlands – 11.6% and Wales – 14.2%. The only region in which the proportion of Black workers on full-time contracts exceeded the proportion of white workers was in the South West, where the overall number of Black workers was very small.

In schools within some council areas, the disparity between the proportion of Black and white employees on full-time contracts was significantly higher than average. The difference was most pronounced in the London boroughs of Sutton and Redbridge, where over 50% more white employees than black worked full-time. In Cardiff the same disparity was 35.3%, in Gwynedd and Blackburn with Darwen almost 30% and in Sefton 22.2%. In the London boroughs of Newham and Camden, Sunderland, Kirklees, Manchester and Bury, the disparity was between 16.5% and 19.8%. See **Table 8b**.

- **Employment status of council employees**

Table 9a highlights the proportion of Black and white local authority employees on permanent and fixed term contracts – excluding casual staff. Over 93% of both Black and white workers overall were on permanent contracts, although only in West Midlands and Yorks and Humberside was the proportion of Black workers on permanent contracts higher than white workers.

In some local authorities there was a significant difference in the proportion of Black and white workers in this category. Those councils where there more white than Black workers in permanent jobs ranged from Newport where the difference was 8%, Wigan 10.6% to Carmarthenshire 14.8%. Other councils in this group are listed in **Table 9b**.

- **Employment status of school employees**

Overall, school employees were less likely to be on permanent contracts than council workers – 86.4%, compared to 93%. However, there was no difference in the proportion of Black and white school workers on permanent contracts in schools – both 86.4%. This is shown at **Table 9c**.

- **Term-time only working and school employees**

Across England and Wales an average of 57.3% of school employees were reported as having term-time only contracts. This means receiving no – or little – pay for school holidays, despite being expected to return to work after school breaks. Pay for the whole year is generally divided between twelve monthly payments. Some local authority respondents were not sure about the nature of their contracts, but the pattern demonstrated is clear. And can be seen at **Table 10**.

There was a marked difference between the proportion of Black and white school workers on term-time contracts – 72.4% of Black workers compared to 57.5% of their white colleagues. Only in the East Midlands were Black employees less likely to be on term-time only contracts than their white colleagues – 48.1%, compared to 60.5%, while in the North West the proportion of black and white employees was the same at 47% and lower than the overall average of 57.3%. The gap between the proportion of Black and white staff on term-time only contracts was lower than average in Eastern, South East, South West and London.

In the North East and Wales, over 30% more Black workers were on term-time only contracts than white employees, 22% more in the West Midlands and over 18% more in Yorkshire and Humberside.

- **Casual workers in councils**

A number of councils were only able to provide the number of casual employees 'on the books', rather than the total employed during the period covered by the survey. Some councils provided the number of casual workers employed on a particular day. These particular findings should therefore be treated with some caution.

75,663 council workers in 128 councils were deemed to be on casual contracts in our survey. Of these, 7.2% were Black and 63% were white. The ethnicity of 30% was unknown. The results are given at **Table 11a**

- **Casual workers in schools**

74,744 casual workers were employed in schools in the 99 councils which provided data. Of these, 4.3% were Black and 66.9% white – a greater disparity than in councils. 28.8% were of unknown ethnicity. The results are given at **Table 11b**.

The difference in the employment levels of Black and white casual workers in both councils and schools suggests the need for further investigation.

- **Casual workers in councils and the Living Wage**

117 councils responded to this question. Those that were Living Wage employers were more likely to be able to provide data. The figures at **Table 11c** may therefore underestimate the numbers of employees paid below the Living Wage. There were far more white than Black casual workers employed – 43,716 compared to 5,108.

21.4% of all 68,068 employees were paid below the Living Wage. This average was skewed by significantly lower levels in East Midlands – 0.3%, South East – 11.4% and London 2.4%. Higher levels of employees below the Living Wage were found in Yorkshire and Humberside – 37.9%, North West 28.7% and Wales – 28.8%.

The average figure dropped to 10.9% for Black workers. 21.2% of white workers earned less than the Living Wage overall. This picture is not borne out in Eastern, West Midlands, North West, North East and Yorkshire and Humberside where the proportion of Black workers earning less than the Living Wage was higher than the average 10.9%. In North West and Yorkshire and Humberside, the proportions were 29.7% and 29.5% respectively. In both these Regions, the overall proportion of casual workers paid below the Living Wage was high – 28.7% in the North West and 37.9% in Yorkshire and Humberside. In Yorkshire and Humberside the proportion of white workers paid below the Living Wage was almost as high – 37.4%, while in the North West it was 25.7%.

- **Casual workers in schools and the Living Wage**

91 local authorities were able to provide data on casual workers and the Living Wage in schools. There were 69,867 employees on casual contracts – as shown at **Table 11d**. 19,170 – 27.4% - overall were paid below the Living Wage, with 731 Black and 12,476 white workers in this category. The ethnicity of almost a third of workers below the Living Wage was therefore unknown.

The overall average is significantly lowered by very low levels of employees below the Living Wage in Eastern – 14.1% and London – 10.1% regions. Over half of all casual workers in the West Midlands were paid below the Living Wage, over 40% in the South West and over 30% in North West, North East and Wales.

23.2% of Black and 26.9% of white casual workers were paid below the Living Wage. These figures disguise a noticeable disparity between regions. Over 40% of Black casual workers in West Midlands, North East and Yorkshire and Humberside were paid below the Living Wage, compared to below average levels in Eastern, East Midlands, Wales, and London. In North West the figure was over 30%. However, the figures in some regions are very small and the data does need to be treated with some caution.

Significantly higher than the average 26.9% of white school workers were paid below the Living Wage in some regions. In West Midlands this was 44%, with 38% in the South West and 37.5% in the North East. The greatest disparity between the proportion of Black and white workers below the Living Wage was in Yorkshire and Humberside, with 25.5% of white, compared to 43.6% of Black workers.

- **Local authority craft workers**

Local authority craft workers are employed in the traditional construction and housing maintenance trades. Historically they have been employed under the pay and conditions of the 'Red Book' collective agreement, although many have now been job evaluated and moved onto mainstream NJC 'Green Book' conditions, which cover the majority of council and school employees. Many have been outsourced to private contractors, but our research on the remaining 'in house' workers demonstrates a marked absence of Black employees.

Table 12 outlines the findings of our survey. Only 43 of the 156 councils surveyed now employ craft workers on 'Red Book' conditions. While 15.2% of people living in those councils areas described themselves as from Black or ethnic minority backgrounds in the 2011 Census, only 4.2% of craft workers were Black in our survey. This probably reflects traditional patterns of race segregation within the skilled manual 'trades' and access to apprenticeships for them.

- **Local authority youth and community workers**

Like craft workers, youth and community workers in local government have historically been employed under separate terms and conditions from the mainstream 'Green Book'. Their collective agreement – the 'Pink Book' – also covers fewer employees than in the past as more councils move them on to Green Book pay and conditions, under pressure from savage cuts to youth services and budget pressures.

As **Table 13** shows, 14.5% of residents in the 144 local authorities responding to this question were from Black or ethnic minority backgrounds in the 2011 Census. The proportion of Black youth and community workers in our survey was slightly higher – 15.7%. 58.7% were white, while the ethnicity of 25.6% of employees was not known. In London 49.9% were black and 33.7% white. The region with the next highest was West Midlands, with 25.3% and 53.8% white employees. As with other topics in our research survey, the lack of knowledge of the background of such a high proportion of employees is concerning and should be rectified.

APPENDIX 1: TABLES

Table 1a: Black employees as a proportion of all local authority employees on 01/04/2015

Region	2011 census BAME %	Total Staff	Black staff	Staff of unknown ethnicity	Black staff as % of all staff	Black staff as % of staff of known ethnicity
Eastern	10.5%	28,084	2,833	2,829	10.1%	11.2%
East Midlands	10.7%	53,112	5,417	5,002	10.2%	11.3%
West Midlands	17.3%	66,920	10,027	7,191	15.0%	16.8%
North West	9.8%	82,945	4,275	12,801	5.2%	6.1%
North East	4.8%	39,831	642	5,379	1.6%	1.9%
Wales	4.6%	51,041	777	10,859	1.5%	1.9%
Yorkshire and Humberside	11.2%	93,621	6,932	9,875	7.4%	8.3%
South East	9.6%	59,073	4,010	5,702	6.8%	7.5%
South West	4.6%	43,898	1,515	7,340	3.5%	4.1%
London	41.5%	85,136	32,625	6,298	38.3%	41.4%
England & Wales	14.8%	603,661	69,053	73,276	11.4%	13.1%

Based on data from 152 local authorities. The BAME census percentages here are based on these 152 local authorities.

Table 1b: Local authorities with the biggest gap between the 2011 Census and Black employees as a percentage of the workforce (excluding staff of unknown ethnicity)

Region	Council	2011 Census BAME %	Non-schools staff 01/04/15	Black	Black % of all staff	Black % of staff of known ethnicity
London	Barking and Dagenham	41.7%	3,570	1,019	28.5%	28.6%
North West	Blackburn with Darwen	30.8%	2,407	357	14.8%	16.4%
London	Harrow	57.8%	2,058	827	40.2%	43.9%
London	Hillingdon	39.4%	2,717	685	25.2%	26.6%
East Midlands	Leicester City	49.5%	6,334	2,152	34.0%	37.7%
Eastern	Luton	45.3%	2,877	667	23.2%	26.8%
North West	Manchester City	33.4%	7,175	1,394	19.4%	20.5%
London	Newham	71.0%	5,094	2,664	52.3%	54.2%
North West	Oldham	22.5%	2,364	211	8.9%	9.9%
London	Redbridge	57.5%	2,281	763	33.5%	39.9%

Table 1c: Black employees on 01/04/2015 – in schools and local authorities

Region	2011 census BAME %	Total Staff	Black staff	staff of unknown ethnicity	Black staff as % of all staff	Black staff as % of staff of known origin
Eastern	11.8%	56,483	3,658	13,367	6.5%	8.5%
East Midlands	11.2%	83,475	6,956	7,939	8.3%	9.2%
West Midlands	16.6%	123,297	14,800	18,551	12.0%	14.1%
North West	11.2%	114,162	5,483	26,665	4.8%	6.3%
North East	4.3%	59,104	870	9,989	1.5%	1.8%
Wales	5.0%	79,790	1,048	20,424	1.3%	1.8%
Yorkshire and Humberside	11.5%	176,759	11,920	19,908	6.7%	7.6%
South East	9.6%	104,364	5,150	7,748	4.9%	5.3%
South West	4.9%	68,997	1,631	20,829	2.4%	3.4%
London	40.4%	100,285	32,555	11,824	32.5%	36.8%
England & Wales	13.5%	966,716	84,071	157,244	8.7%	10.4%

Based on data from 117 local authorities. The census figures here are based on these 117 local authorities.

Table 1d: Black employees as a proportion of school employees on 01/04/2015

Region	2011 census BAME %	Total Staff	Black staff	staff of unknown ethnicity	Black staff as % of all staff	Black staff as % of staff of known origin
Eastern	13.1%	34,398	1,440	11,366	4.2%	6.3%
East Midlands	11.2%	34,001	1,738	4,375	5.1%	5.9%
West Midlands	16.6%	60,742	5,814	11,538	9.6%	11.8%
North West	11.4%	54,302	2,056	18,784	3.8%	5.8%
North East	4.3%	22,502	300	4,982	1.3%	1.7%
Wales	5.0%	35,332	358	10,044	1.0%	1.4%
Yorkshire and Humberside	11.5%	85,022	4,998	10,522	5.9%	6.7%
South East	9.8%	63,533	2,301	3,994	3.6%	3.9%
South West	4.9%	34,017	369	15,073	1.1%	1.9%
London	40.4%	54,557	15,484	8,635	28.4%	33.7%
England & Wales	13.7%	478,406	34,858	99,313	7.3%	9.2%

Based on data from 116 local authorities. The census figures here based on these 116 local authorities.

Table 2a: Local authority employees on 01/04/15 by ethnicity and gender (excluding casuals)

Region	Staff 01/04/15	Black male	Black female	White male	White female	Unknown ethnicity male	Unknown ethnicity female
Eastern	28,084	2.9%	7.2%	23.0%	56.9%	3.2%	6.9%
East Midlands	53,112	3.2%	6.9%	22.3%	58.1%	3.0%	6.5%
West Midlands	66,920	4.2%	10.8%	21.6%	52.7%	3.8%	6.9%
North West	82,945	1.7%	3.5%	23.0%	56.4%	5.1%	10.3%
North East	35,007	0.5%	0.9%	27.0%	56.7%	6.6%	8.3%
Wales	51,040	0.5%	1.0%	27.7%	49.5%	8.9%	12.4%
Yorkshire and Humberside	93,621	2.6%	4.8%	25.8%	56.2%	3.6%	7.0%
South East	59,073	1.9%	4.9%	23.1%	60.5%	3.1%	6.5%
South West	43,898	1.4%	2.1%	25.7%	54.1%	5.9%	10.8%
London	77,700	12.6%	25.1%	21.9%	31.1%	3.8%	5.5%
England and Wales	591,400	3.6%	7.5%	23.9%	52.5%	4.5%	8.0%

Based on data from 149 local authorities

Table 2b: School employees on 01/04/15 by ethnicity and gender (excluding casuals)

Region	School staff 01/04/15	Black male	Black female	White male	White female	Unknown ethnicity male	Unknown ethnicity female
Eastern	34,398	0.5%	3.7%	6.2%	56.6%	3.9%	29.2%
East Midlands	34,001	0.4%	4.7%	6.5%	75.6%	1.5%	11.4%
West Midlands	60,743	0.7%	8.8%	6.8%	64.7%	2.4%	16.6%
North West	54,303	0.4%	3.4%	7.5%	51.5%	4.9%	32.4%
North East	20,923	0.1%	0.8%	7.8%	67.8%	3.0%	20.5%
Wales	35,331	0.1%	0.9%	12.7%	57.9%	7.8%	20.6%
Yorkshire and Humberside	85,022	0.8%	5.1%	10.6%	71.1%	1.8%	10.5%
South East	63,533	0.4%	3.2%	10.0%	80.1%	0.7%	5.6%
South West	34,017	0.2%	0.9%	5.9%	48.7%	5.3%	39.0%
London	54,557	3.9%	24.5%	7.5%	46.7%	3.7%	13.8%
England & Wales	476,828	0.9%	6.4%	8.4%	63.0%	3.2%	18.1%

Based on data from 115 local authorities

Table 3a: Local authority employees by pay range on 01/04/15 – by ethnicity and pay

Ethnicity	Staff 01/04/15	Pay range 1 (low)	%	Pay range 2	%	Pay range 3	%	Pay range 4	%
Eastern									
Black	2,514	187	7.4%	947	37.7%	833	33.1%	547	21.8%
White	18,403	891	4.8%	7,647	41.6%	4,837	26.3%	5,028	27.3%
n/k	2,584	221	8.6%	1,402	54.3%	419	16.2%	542	21.0%
East Midlands									
Black	5,410	595	11.0%	2,776	51.3%	885	16.4%	1,154	21.3%
White	42,307	8,180	19.3%	19,526	46.2%	5,375	12.7%	9,226	21.8%
n/k	4,961	1,095	22.1%	2,377	47.9%	557	11.2%	932	18.8%
West Midlands									
Black	10,027	1,629	16.2%	4,463	44.5%	1,418	14.1%	2,517	25.1%
White	49,707	8,571	17.2%	22,424	45.1%	6,775	13.6%	11,937	24.0%
n/k	7,178	1,825	25.4%	2,917	40.6%	1,047	14.6%	1,389	19.4%
North West									
Black	4,273	711	16.6%	1,922	45.0%	623	14.6%	1,017	23.8%
White	65,979	11,130	16.9%	30,433	46.1%	9,316	14.1%	15,100	22.9%
n/k	13,327	4,324	32.4%	5,096	38.2%	1,283	9.6%	2,624	19.7%
North East									
Black	644	95	14.8%	270	41.9%	103	16.0%	176	27.3%
White	33,814	5,408	16.0%	16,925	50.1%	3,894	11.5%	7,587	22.4%
n/k	5,378	1,046	19.4%	2,817	52.4%	655	12.2%	860	16.0%
Wales									
Black	778	164	21.1%	367	47.2%	99	12.7%	148	19.0%
White	40,168	7,168	17.8%	19,757	49.2%	4,573	11.4%	8,670	21.6%
n/k	9,485	2,580	27.2%	4,540	47.9%	882	9.3%	1,483	15.6%
Yorkshire and Humberside									
Black	5,925	1,507	25.4%	2,509	42.3%	723	12.2%	1,186	20.0%
White	70,408	16,663	23.7%	31,761	45.1%	8,222	11.7%	13,762	19.5%
n/k	9,252	4,004	43.3%	3,414	36.9%	783	8.5%	1,051	11.4%
South East									
Black	3,814	411	10.8%	1,645	43.1%	633	16.6%	1,125	29.5%
White	45,557	5,958	13.1%	18,872	41.4%	7,033	15.4%	13,694	30.1%
n/k	5,431	856	15.8%	2,579	47.5%	732	13.5%	1,264	23.3%
South West									
Black	1,524	261	17.1%	673	44.2%	248	16.3%	342	22.4%
White	35,135	3,719	10.6%	17,149	48.8%	4,962	14.1%	9,306	26.5%
n/k	7,360	1,157	15.7%	3,944	53.6%	863	11.7%	1,397	19.0%
London									
Black	24,841	1,753	7.1%	9,281	37.4%	5,480	22.1%	8,327	33.5%
White	38,363	1,892	4.9%	14,318	37.3%	6,836	17.8%	15,317	39.9%
n/k	5,650	640	11.3%	2,247	39.8%	947	16.8%	1,816	32.1%

Based on data from 144 local authorities

Table 3b: Councils with the largest gap between the proportion of Black and white employees in the lowest pay range

Council	Black staff 01/04/15	Black staff in lowest pay range	White staff 01/04/15	White staff in lowest pay range
Barking and Dagenham	1,019	19.4%	2,538	8.4%
Barnet	546	39.4%	1,048	25.2%
Bedford	215	29.3%	1,392	10.1%
Blackburn with Darwen	357	22.4%	1,815	8.7%
Bolton	396	30.8%	3,813	15.2%
Bristol	631	22.8%	5,043	8.2%
Cardiff	324	23.8%	5,646	13.1%
Carmarthenshire	34	52.9%	3,880	30.4%
Coventry	872	23.2%	3,792	11.3%
Darlington	33	27.3%	1,735	9.2%
Doncaster	83	28.9%	3,608	17.7%
East Riding of Yorks	52	44.2%	6,325	31.5%
Hartlepool	11	18.2%	1,194	4.9%

Table 3c: Councils with the largest gap between the proportion of Black and white employees in the highest pay range

Council	Black staff 01/04/15	Black staff in highest pay range	White staff 01/04/15	White staff in highest pay range
Barnet	546	24.9%	1,048	36.9%
Bedford	215	16.3%	1,392	27.2%
Blackburn with Darwen	357	19.0%	1,815	33.6%
Brent	1,068	52.5%	599	74.8%
Bristol	631	17.0%	5,043	27.7%
Camden	1,655	32.9%	2,391	53.3%
City of London	478	28.0%	1,881	46.8%
Ealing	1,171	27.2%	1,224	40.9%
Flintshire	15	13.3%	2,353	23.7%
Gwynned	11	9.1%	3,209	20.5%
Islington	1,798	31.0%	2,152	43.2%
Kensington and Chelsea	646	31.9%	1,206	54.4%
Kingston	217	35.0%	831	45.5%
Lambeth	1,340	50.3%	918	68.0%
Milton Keynes	235	20.0%	1,362	32.6%
Newcastle Upon Tyne	158	23.4%	4,483	33.7%
Richmond upon Thames	211	28.9%	883	40.8%
Torbay	12	25.0%	994	35.9%
Tower Hamlets	2,619	31.5%	1,960	47.8%
Waltham Forest	1,198	27.0%	947	45.6%
Wandsworth	1,047	34.0%	1,594	51.7%

Table 4a: Local authority employees on 01/04/15 earning less than the Living Wage/London Living wage by ethnicity (excluding casuals)

Region	Staff 01/04/15	Paid below LW	%	Black staff	Paid below LW	%	White staff	Paid below LW	%
Eastern	28,084	464	1.7%	2,833	31	1.1%	22,422	404	1.8%
East Midlands	52,742	1,589	3.0%	5,410	72	1.3%	42,342	950	2.2%
West Midlands	66,920	3,555	5.3%	10,027	228	2.3%	49,702	2,842	5.7%
North West	82,945	5854	7.1%	4,275	244	5.7%	65,869	4,386	6.7%
North East	39,831	3,672	9.2%	642	69	10.7%	33,810	2,982	8.8%
Wales	51,698	3,851	7.4%	766	34	4.4%	37,604	2,570	6.8%
Yorkshire and Humberside	93,621	11,391	12.2%	6,932	1,010	14.6%	76,814	7,913	10.3%
South East	54,961	4,129	7.5%	3,818	203	5.3%	45,602	3,590	7.9%
South West	43,898	2,052	4.7%	1,515	58	3.8%	35,043	1,497	4.3%
London	85,136	715	0.8%	32,625	155	0.5%	46,213	409	0.9%
England & Wales	599,836	36,978	6.2%	68,843	2,028	2.9%	455,421	27,391	6.0%

Based on data from 150 local authorities

Table 4b: Local authorities with the highest proportion of all employees paid below the Living Wage

Council	Staff 01/04/15	Paid below Living Wage	%
Bury	3,525	786	22.3%
Carmarthenshire	4,173	998	23.9%
Cheshire West and Chester	4,158	863	20.8%
Isle of Anglesey	1,541	547	35.5%
North Lincolnshire	3,383	1,034	30.6%
North Yorkshire	11,147	3,996	35.8%
Sefton	3,026	694	22.9%
Shropshire	3,972	978	24.6%
South Tyneside	2,598	574	22.1%
St Helens	3,063	715	23.3%

Table 4c: Local authorities with largest gap between the proportion of white staff and Black employees paid below the Living Wage

Council	Staff 01/04/15	Paid below LW	%	Black staff 01/04/15	Paid below LW	%	White staff 01/04/15	Paid below LW	%
Bradford	8,660	1,740	20.1%	1,775	615	34.6%	6,378	1,000	15.7%
Bury	3,525	786	22.3%	168	43	25.6%	2,796	518	18.5%
Cheshire West and Chester	4,158	863	20.8%	56	17	30.4%	3,862	781	20.2%
East Riding of Yorks	6,825	1,011	14.8%	52	13	25.0%	6,325	921	14.6%
Newcastle Upon Tyne	4,802	536	11.2%	158	31	19.6%	4,483	482	10.8%
Shropshire	3,972	978	24.6%	57	17	29.8%	3,411	745	21.8%
Somerset	4,668	498	10.7%	85	17	20.0%	4,179	434	10.4%
South Tyneside	2,598	574	22.1%	39	11	28.2%	2,150	458	21.3%

Table 5a: School employees by ethnicity and pay on 01/04/15

Ethnicity	Staff 01/04/15	Pay band 1 (low)	%	Pay band 2	%	Pay band 3	%	Pay band 4	%
Eastern									
Black	1,440	503	34.9%	127	8.8%	589	40.9%	221	15.3%
White	21,592	4,654	21.6%	3,057	14.2%	9,214	42.7%	4,667	21.6%
n/k	11,366	2,792	24.6%	4,284	37.7%	1,923	16.9%	2,367	20.8%
East Midlands									
Black	1,738	529	30.4%	1,054	60.6%	103	5.9%	52	3.0%
White	27,888	7,065	25.3%	17,638	63.2%	1,562	5.6%	1,623	5.8%
n/k	4,374	1,369	31.3%	2,767	63.3%	166	3.8%	72	1.6%
West Midlands									
Black	5,833	1,362	23.3%	3,900	66.9%	292	5.0%	279	4.8%
White	43,590	13,919	31.9%	21,141	48.5%	2,675	6.1%	5,855	13.4%
n/k	11,543	5,135	44.5%	5,081	44.0%	376	3.3%	951	8.2%
North West									
Black	2,061	749	36.3%	1,131	54.9%	73	3.5%	108	5.2%
White	33,867	8,993	26.6%	17,385	51.3%	2,294	6.8%	5,195	15.3%
n/k	18,859	5,238	27.8%	8,376	44.4%	1,162	6.2%	4,083	21.7%
North East									
Black	343	151	44.0%	136	39.7%	12	3.5%	44	12.8%
White	17,700	5,779	32.6%	8,146	46.0%	651	3.7%	3,124	17.6%
n/k	4,721	1,777	37.6%	2,430	51.5%	145	3.1%	369	7.8%
Wales									
Black	356	162	45.5%	151	42.4%	14	3.9%	29	8.1%
White	23,993	6,228	26.0%	9,785	40.8%	1,466	6.1%	6,514	27.1%
n/k	10,872	2,840	26.1%	4,271	39.3%	982	9.0%	2,779	25.6%
Yorkshire and Humberside									
Black	4,998	1,881	37.6%	2,218	44.4%	260	5.2%	639	12.8%
White	69,499	21,044	30.3%	27,004	38.9%	4,441	6.4%	17,010	24.5%
n/k	10,517	3,248	30.9%	4,928	46.9%	639	6.1%	1,702	16.2%
South East									
Black	2,221	611	27.5%	1,207	54.3%	128	5.8%	275	12.4%
White	52,185	9,789	18.8%	29,153	55.9%	3,182	6.1%	10,061	19.3%
n/k	3,947	782	19.8%	2,470	62.6%	154	3.9%	541	13.7%
South West									
Black	371	123	33.1%	172	46.4%	22	5.9%	54	14.6%
White	18,620	5,037	27.1%	9,718	52.2%	752	4.0%	3,114	16.7%
n/k	15,189	6,116	40.3%	7,329	48.2%	403	2.7%	1,342	8.8%
London									
Black	11,848	2,297	19.4%	6,276	53.0%	1,087	9.2%	2,188	18.5%
White	26,645	3,128	11.7%	15,022	56.4%	2,505	9.4%	5,990	22.5%
n/k	7,923	1,096	13.8%	4,113	51.9%	941	11.9%	1,773	22.4%

Based on data from 114 local authorities

Table 5b: Councils with the largest gap between the proportion of Black and white employees in the lowest pay range (schools)

Council	Black staff 01/04/15	Black staff in lowest pay range	White staff 01/04/15	White staff in lowest pay range
Bexley	103	40.8%	1,639	22.5%
Blackburn with Darwen	56	73.2%	144	33.3%
Bradford	1,581	53.1%	4,376	33.4%
Bristol	56	37.5%	912	21.3%
Cardiff	201	47.8%	5,572	13.9%
Coventry	441	50.1%	2,073	30.1%
Doncaster	26	34.6%	2,297	13.3%
Ealing	1,172	36.7%	1,412	21.4%
Gwynned	18	77.8%	2,332	45.5%
Hampshire	540	38.0%	24,099	22.2%
Kingston	122	42.6%	1,178	22.2%
Leeds City	1,349	35.0%	11,428	19.1%
Lincolnshire	32	40.6%	4,933	18.5%
Medway	122	48.4%	2,964	31.7%
Neath Port Talbot	15	73.3%	2,382	52.4%
Nottinghamshire	100	63.0%	4,419	33.4%
Poole	28	32.1%	947	16.8%
Portsmouth	99	56.6%	2,678	34.2%
Stoke On Trent	155	70.3%	2,726	53.8%
Sunderland	41	34.1%	2,427	18.3%
Torfaen	16	43.8%	2,055	18.1%

Table 5c: Schools with the largest gap between the proportion of Black and white employees in the highest pay range

Council	Black staff 01/04/15	Black staff in highest pay range	White staff 01/04/15	White staff in highest pay range
Blackburn with Darwen	56	12.5%	144	29.2%
Bury	139	17.3%	2,379	33.7%
Camden	542	21.4%	1,517	38.2%
Cardiff	201	8.5%	5,572	38.8%
Cheshire East	53	20.8%	3,173	36.1%
Gwynned	18	11.1%	2,332	31.0%
Kensington and Chelsea	162	17.9%	576	34.4%
Kingston	122	13.9%	1,178	29.4%
Kirklees	745	26.0%	5,019	48.7%
Sunderland	41	14.6%	2,427	31.4%
Torfaen	16	12.5%	2,055	30.6%

Table 6a: School employees on 01/04/15 earning less than the Living Wage/London Living wage by ethnicity (excluding casuals)

Region	Staff 01/04/2015	Paid below LW	%	Black staff	Paid below LW	%	White staff	Paid below LW	%
Eastern	34,398	6,843	19.9%	1,440	485	33.7%	21,592	4,539	21.0%
East Midlands	24,257	1,895	7.8%	1,645	163	9.9%	18,237	1,580	8.7%
West Midlands	60,742	9,770	16.1%	5,814	493	8.5%	43,390	6,563	15.1%
North West	54,302	6,379	11.7%	2,056	166	8.1%	33,462	3,726	11.1%
North East	21,142	4,401	20.8%	289	114	39.4%	16,506	3,101	18.8%
Wales	31,762	3,078	9.7%	346	18	5.2%	22,246	1,910	8.6%
Yorkshire and Humberside	85,022	15,277	18.0%	4,998	1,211	24.2%	69,502	12,694	18.3%
South East	60,154	13,914	23.1%	2,201	591	26.9%	54,552	12,707	23.3%
South West	34,017	7,563	22.2%	369	56	15.2%	18,575	3,431	18.5%
London	47,048	1,309	2.8%	14,628	196	1.3%	26,963	908	3.4%
England & Wales	452,844	70,429	15.6%	33,786	3,493	10.3%	325,025	51,159	15.7%

Based on data from 112 local authorities

Table 6b: Schools with the largest gap between the proportion of white and Black employees paid below the Living Wage

Council	School staff 01/04/15	Paid below LW/LLW	%	Black staff 01/04/15	Paid below LW/LLW	%	White staff 01/04/15	Paid below LW/LLW	%
Bexley	1,773	428	24.1%	103	40	38.8%	1,639	372	22.7%
Blackburn with Darwen	1,328	568	42.8%	56	40	71.4%	144	42	29.2%
Bournemouth	1,200	96	8.0%	30	7	23.3%	825	65	7.9%
Bury	3,882	720	18.5%	136	39	28.7%	2,382	444	18.6%
Derby City	2,695	913	33.9%	277	123	44.4%	2,255	736	32.6%
Gwynned	2,914	544	18.7%	18	7	38.9%	2,332	451	19.3%
Hampshire	24,984	5,646	22.6%	540	205	38.0%	24,099	5,354	22.2%
Hertfordshire	23,807	5,219	21.9%	1,374	484	35.2%	19,297	4,301	22.3%
Kingston	1,650	442	26.8%	122	54	44.3%	1,178	287	24.4%
Leeds City	13,727	2,639	19.2%	1,349	436	32.3%	11,428	2,016	17.6%
Medway	3,160	1,031	32.6%	122	59	48.4%	2,964	935	31.5%
Newcastle Upon Tyne	1,579	793	50.2%	109	68	62.4%	1,396	695	49.8%
North Somerset	1,984	545	27.5%	18	6	33.3%	1,137	244	21.5%
North Yorkshire	20,330	5,174	25.5%	138	54	39.1%	19,036	4,474	23.5%
Oxfordshire	6,400	1,330	20.8%	248	76	30.6%	5,400	1,074	19.9%
Shropshire	4,263	637	14.9%	19	7	36.8%	3,954	575	14.5%
Solihull	2,152	721	33.5%	157	74	47.1%	1,969	633	32.1%
Staffordshire	7,928	2,309	29.1%	209	73	34.9%	4,827	1,180	24.4%
Stockton on Tees	2,874	568	19.8%	48	15	31.3%	2,248	407	18.1%
Sunderland	2,652	491	18.5%	41	12	29.3%	2,427	436	18.0%
Torfaen	2,140	365	17.1%	16	6	37.5%	2,055	347	16.9%
Warwickshire	5,017	1,373	27.4%	236	75	31.8%	3,264	703	21.5%
West Sussex	8,948	1,815	20.3%	161	50	31.1%	8,049	1,599	19.9%
Wigan	3,817	842	22.1%	19	7	36.8%	3,052	602	19.7%
Wiltshire	4,934	1,349	27.3%	46	18	39.1%	2,552	660	25.9%

Table 7a: Local authority employees by ethnicity and full-time/part-time status on 01/04/15 (excluding casuals)

Region	Staff 01/04/15	Full-time	% FT	Black staff 01/04/15	Black FT	% FT	White staff 01/04/15	White FT	% FT
Eastern	28,044	16,793	59.9%	2,828	1,785	63.1%	22,390	13,436	60.0%
East Midlands	52,743	26,332	49.9%	5,412	3,119	57.6%	42,341	20,573	48.6%
West Midlands	67,033	36,228	54.0%	10,039	5,694	56.7%	49,803	26,744	53.7%
North West	81,261	44,676	55.0%	4,233	2,559	60.5%	64,882	36,275	55.9%
North East	40,114	23,680	59.0%	657	381	58.0%	34,030	19,928	58.6%
Wales	51,000	29,115	57.1%	775	403	52.0%	40,861	23,973	58.7%
Yorkshire and Humberside	92,445	47,401	51.3%	6,787	3,703	54.6%	75,999	39,746	52.3%
South East	58,882	35,645	60.5%	4,000	2,677	66.9%	49,221	29,528	60.0%
South West	44,019	24,967	56.7%	1,523	892	58.6%	35,141	20,034	57.0%
London	75,294	55,141	73.2%	27,957	20,284	72.6%	41,394	30,472	73.6%
England & Wales	590,835	339,978	57.5%	64,211	41,497	64.6%	456,062	260,709	57.2%

Based on data from 148 local authorities

Table 7b: Local authorities with largest gap between the proportion of white and Black employees on full-time contracts

Council	Black staff 01/04/15	FT	% FT	White staff 01/04/15	FT	% FT
Barnet	546	300	54.9%	1,048	704	67.2%
Blackburn with Darwen	357	182	51.0%	1,815	1,241	68.4%
Bolton	396	176	44.4%	3,813	2,078	54.5%
Cardiff	324	151	46.6%	5,646	3,453	61.2%
Carmarthenshire	34	13	38.2%	3,893	2,425	62.3%
Coventry	872	375	43.0%	3,792	2,049	54.0%
Gateshead	63	26	41.3%	4,697	2,484	52.9%
Hartlepool	11	5	45.5%	1,194	762	63.8%
Newcastle Upon Tyne	158	78	49.4%	4,483	2,966	66.2%
Newham	2,664	1,672	62.8%	2,254	1,642	72.8%
St Helens	27	11	40.7%	2,930	1,595	54.4%
Waltham Forest	1,198	641	53.5%	947	633	66.8%

Table 8a: School-based employees on 01/04/15 by ethnicity and full-time/part-time status (excluding casuals)

Region	Staff 01/04/15	Full-time	% FT	Black staff 01/04/15	Black FT	% FT	White staff 01/04/15	White FT	% FT
Eastern	34,398	11,010	32.0%	1,440	476	33.1%	21,592	7,229	33.5%
East Midlands	34,001	5,968	17.6%	1,738	201	11.6%	27,888	5,199	18.6%
West Midlands	60,812	12,252	20.1%	5,815	635	10.9%	43,458	9,535	21.9%
North West	54,808	19,315	35.2%	2,088	569	27.3%	33,799	11,037	32.7%
North East	22,481	7,634	34.0%	299	75	25.1%	17,199	6,460	37.6%
Wales	33,413	11,212	33.6%	353	50	14.2%	23,698	8,200	34.6%
Yorkshire and Humberside	85,014	23,712	27.9%	4,998	1,010	20.2%	69,499	19,612	28.2%
South East	57,824	11,327	19.6%	2,202	407	18.5%	51,767	10,405	20.1%
South West	34,087	4,936	14.5%	369	80	21.7%	18,628	3,162	17.0%
London	54,557	19,478	35.7%	15,484	4,390	28.4%	30,438	11,850	38.9%
England & Wales	471,395	126,844	26.9%	34,786	7,893	22.7%	337,966	92,689	27.4%

Based on data from 115 local authorities

Table 8b: Schools with the largest gap between the proportion of white and Black employees on full-time contracts

Council	Black staff 01/04/15	FT	% FT	White staff 01/04/15	FT	% FT
Blackburn with Darwen	56	7	12.5%	144	60	41.7%
Bury	139	30	21.6%	2,441	1,019	41.7%
Camden	542	159	29.3%	1,517	713	47.0%
Cardiff	201	21	10.4%	5,552	2,514	45.3%
Gwynned	18	2	11.1%	2,332	916	39.3%
Kirklees	745	160	21.5%	5,019	1,926	38.4%
Manchester City	1,153	371	32.2%	3,873	1,971	50.9%
Newham	3,635	1,084	29.8%	3,792	1,753	46.2%
Redbridge	1,613	117	7.3%	2,638	1,678	63.6%
Sefton	15	0	0.0%	2,111	469	22.2%
Sunderland	41	12	29.3%	2,427	1,360	56.0%
Sutton	70	19	27.1%	801	637	79.5%

Table 9a: Local authority employees on 01/04/15 by ethnicity and permanent/fixed term contract status (excluding casuals)

Region	Staff 01/04/15 BAME permanent	Black fixed term	% permanent	Staff 01/04/15 white permanent	White fixed term	% permanent
Eastern	2,589	240	91.5%	21,172	1,219	94.6%
East Midlands	4,678	643	87.9%	36,989	5,057	88.0%
West Midlands	9,557	459	95.4%	46,925	2,739	94.5%
North West	4,025	197	95.3%	61,490	2,974	95.4%
North East	549	46	92.3%	29,252	1,841	94.1%
Wales	656	112	85.4%	35,676	4,723	88.3%
Yorkshire and Humberside	6,273	251	96.2%	66,984	3,601	94.9%
South East	3,567	325	91.6%	43,661	2,711	94.2%
South West	1,391	99	93.4%	31,694	2,026	94.0%
London	24,224	1,786	93.1%	37,301	2,140	94.6%
England & Wales	57,509	4,158	93.3%	411,144	29,031	93.4%

Based on data from 145 local authorities

Table 9b: Local authorities with largest gap between the proportion of white and Black employees on permanent contracts

Council	Black staff 01/04/15 permanent	Fixed term	% permanent	White staff 01/04/15 permanent	Fixed term	% permanent
Bournemouth	52	10	83.9%	1,815	130	93.3%
Calderdale	173	38	82.0%	2,414	221	91.6%
Carmarthenshire	25	9	73.5%	3,445	456	88.3%
Herefordshire	20	3	87.0%	874	42	95.4%
Newport	98	29	77.2%	2,200	382	85.2%
West Berkshire	55	8	87.3%	1,302	36	97.3%
Wigan	57	13	81.4%	3,358	293	92.0%
Wirral	68	14	82.9%	3,132	267	92.1%

Table 9c: School-based employees on 01/04/15 (excluding casuals) by ethnicity and permanent/fixed term contract status

Region	Staff 01/04/15 BAME permanent	Black fixed term	% permanent	Staff 01/04/15 white permanent	White fixed term	% permanent
Eastern	1,139	301	79.1%	18,066	3,526	83.7%
East Midlands	1,573	165	90.5%	24,442	3,413	87.7%
West Midlands	5,123	665	88.5%	37,792	5,401	87.5%
North West	1,693	346	83.0%	28,973	4,680	86.1%
North East	238	47	83.5%	14,327	1,857	88.5%
Wales	261	85	75.4%	19,456	3,501	84.7%
Yorkshire and Humberside	3,992	681	85.4%	52,272	8,416	86.1%
South East	1,412	296	82.7%	40,616	7,616	84.2%
South West	325	40	89.0%	15,091	2,500	85.8%
London	9,836	1,397	87.6%	22,537	2,181	91.2%
England & Wales	25,592	4,023	86.4%	273,572	43,091	86.4%

Based on data from 109 local authorities

Table 10: School-based employees on term-time contracts, Q1 2015 by ethnicity

Region	Schools staff 01/04/15	Term-time only	%	Black staff 01/04/15	Term-time only	%	White staff 01/04/15	Term-time only	%
Eastern	34,398	17,550	51.0%	1,440	969	67.3%	21,592	12,394	57.4%
East Midlands	33,811	20,197	59.7%	1,723	829	48.1%	27,741	16,774	60.5%
West Midlands	60,742	33,782	55.6%	5,814	4,325	74.4%	43,390	22,714	52.3%
North West	54,302	25,045	46.1%	2,056	968	47.1%	33,462	15,806	47.2%
North East	22,502	11,389	50.6%	300	231	77.0%	17,220	7,831	45.5%
Wales	31,762	15,316	48.2%	346	268	77.5%	22,246	10,468	47.1%
Yorkshire & Humberside	85,022	48,528	57.1%	4,998	3,652	73.1%	69,502	38,066	54.8%
South East	60,872	43,959	72.2%	1,837	1,458	79.4%	55,302	39,591	71.6%
South West	28,285	15,478	54.7%	248	187	75.4%	15,628	9,611	61.5%
London	46,451	31,379	67.6%	11,849	9,287	78.4%	26,646	17,962	67.4%
England & Wales	458,147	262,623	57.3%	30,611	22,174	72.4%	332,729	191,217	57.5%

Based on data from 116 local authorities

Table 11a: Local authority casual employees employed in quarter 1 2015 by ethnicity

Region	2011 Census BAME	Casual staff 2015 Q1	Black	%	White	%	Unknown ethnicity	%
Eastern	10.4%	1,748	150	8.6%	1,266	72.4%	332	19.0%
East Midlands	11.2%	7,607	746	9.8%	5,919	77.8%	942	12.4%
West Midlands	16.5%	6,518	636	9.8%	4,313	66.2%	1,606	24.6%
North West	9.8%	15,165	607	4.0%	8,039	53.0%	6,519	43.0%
North East	4.5%	2,111	51	2.4%	1,436	68.0%	624	29.6%
Wales	4.9%	10,684	148	1.4%	6,923	64.8%	3,613	33.8%
Yorkshire and Humberside	11.6%	13,221	651	4.9%	10,262	77.6%	2,308	17.5%
South East	11.6%	6,826	548	8.0%	4,415	64.7%	1,863	27.3%
South West	5.3%	4,527	169	3.7%	2,567	56.7%	1,791	39.6%
London	43.3%	7,256	1,729	23.8%	2,532	34.9%	2,995	41.3%
England & Wales	15.2%	75,663	5,435	7.2%	47,672	63.0%	22,593	29.9%

Based on data from 128 local authorities

Table 11b: School-based casual employees employed in quarter 1 2015 by ethnicity

Region	2011 Census BAME	Casual staff 2015 Q1	Black	%	White	%	Unknown ethnicity	%
Eastern	13.0%	2,367	81	3.4%	1,072	45.3%	1,214	51.3%
East Midlands	11.8%	9,471	535	5.6%	6,753	71.3%	2,183	23.0%
West Midlands	15.8%	9,221	362	3.9%	6,338	68.7%	2,521	27.3%
North West	11.4%	8,665	165	1.9%	3,450	39.8%	5,050	58.3%
North East	4.6%	1,707	28	1.6%	1,111	65.1%	568	33.3%
Wales	5.4%	7,863	78	1.0%	4,003	50.9%	3,782	48.1%
Yorkshire and Humberside	11.3%	18,232	553	3.0%	14,847	81.4%	2,832	15.5%
South East	12.1%	10,622	297	2.8%	9,074	85.4%	1,251	11.8%
South West	6.2%	1,238	18	1.5%	703	56.8%	517	41.8%
London	38.3%	5,358	1,098	20.5%	2,656	49.6%	1,604	29.9%
England & Wales	14.2%	74,744	3,215	4.3%	50,007	66.9%	21,522	28.8%

Based on data from 99 local authorities

Table 11c: Casual employees in local authorities paid below the Living Wage/London Living Wage, Quarter 1 2015

Region	Casual staff	Paid below LW/LLW	%	Black	Paid below LW/LLW	%	White	Paid below LW/LLW	%
Eastern	1,748	341	19.5%	150	22	14.7%	1,266	287	22.7%
East Midlands	7,075	23	0.3%	724	3	0.4%	5,724	20	0.3%
West Midlands	5,657	1,105	19.5%	628	77	12.3%	3,748	703	18.8%
North West	12,086	3,463	28.7%	552	164	29.7%	7,063	1,812	25.7%
North East	1,099	217	19.7%	19	3	15.8%	590	97	16.4%
Wales	10,684	3,079	28.8%	148	14	9.5%	6,923	1,523	22.0%
Yorkshire and Humberside	12,816	4,857	37.9%	620	183	29.5%	9,932	3,713	37.4%
South East	5,249	597	11.4%	397	38	9.6%	3,389	450	13.3%
South West	4,527	724	16.0%	169	13	7.7%	2,567	561	21.9%
London	7,127	170	2.4%	1,701	38	2.2%	2,514	106	4.2%
England & Wales	68,068	14,576	21.4%	5,108	555	10.9%	43,716	9,272	21.2%

Based on data from 117 local authorities

Table 11d: Casual employees in schools paid below the Living Wage/London Living Wage, Quarter 1 2015

Region	Casual staff	Paid below LW/LLW	%	Black	Paid below LW/LLW	%	White	Paid below LW/LLW	%
Eastern	2,367	333	14.1%	81	14	17.3%	1,072	256	23.9%
East Midlands	9,471	1,960	20.7%	535	31	5.8%	6,753	1,842	27.3%
West Midlands	6,711	3,398	50.6%	342	170	49.7%	4,493	1,985	44.2%
North West	8,665	2,665	30.8%	165	50	30.3%	3,450	932	27.0%
North East	1,428	533	37.3%	26	12	46.2%	842	316	37.5%
Wales	7,863	2,528	32.2%	78	4	5.1%	4,003	1,011	25.3%
Yorkshire and Humberside	16,727	4,309	25.8%	534	233	43.6%	13,853	3,536	25.5%
South East	10,056	2,385	23.7%	275	72	26.2%	8,638	2,010	23.3%
South West	1,238	518	41.8%	18	5	27.8%	703	267	38.0%
London	5,341	541	10.1%	1,095	140	12.8%	2,649	321	12.1%
England & Wales	69,867	19,170	27.4%	3,149	731	23.2%	46,456	12,476	26.9%

Based on data from 91 local authorities

Table 12: Local authority craft workers employed on 01/04/15 on 'Red Book' conditions by ethnicity

Region	2011 Census BAME %	Red book staff 01/04/15	Black	%	White	%	Unknown ethnicity	%
Eastern	10.2%	0	0	n/a	0	n/a	0	n/a
East Midlands	9.5%	100	3	3.0%	81	81.0%	16	16.0%
West Midlands	17.3%	373	19	5.1%	327	87.7%	27	7.2%
North West	10.1%	185	3	1.6%	129	69.7%	53	28.6%
North East	4.8%	914	9	1.0%	847	92.7%	58	6.3%
Wales	5.1%	322	6	1.9%	198	61.5%	118	36.6%
Yorkshire and Humberside	11.2%	738	24	3.3%	618	83.7%	96	13.0%
South East	11.2%	269	7	2.6%	223	82.9%	39	14.5%
South West	4.3%	285	15	5.3%	257	90.2%	13	4.6%
London	42.0%	591	73	12.4%	490	82.9%	28	4.7%
England & Wales	15.2%	3,777	159	4.2%	3,170	83.9%	448	11.9%

Based on data from 143 local authorities

Table 13: Local authority youth and community workers employed on 'Pink Book' conditions by ethnicity on 01/04/15

Region	BAME 2011 Census	Pink book staff	Black	%	White	%	Unknown	%
Eastern	9.9%	520	94	18.1%	385	74.0%	41	7.9%
East Midlands	10.8%	318	48	15.1%	214	67.3%	56	17.6%
West Midlands	18.7%	533	135	25.3%	287	53.8%	111	20.8%
North West	7.7%	786	65	8.3%	401	51.0%	320	40.7%
North East	4.8%	524	9	1.7%	347	66.2%	168	32.1%
Wales	5.1%	940	26	2.8%	610	64.9%	304	32.3%
Yorkshire and Humberside	11.2%	733	137	18.7%	388	52.9%	208	28.4%
South East	10.3%	382	43	11.3%	271	70.9%	68	17.8%
South West	4.3%	449	13	2.9%	320	71.3%	116	25.8%
London	41.1%	718	358	49.9%	242	33.7%	118	16.4%
England & Wales	14.5%	5,903	928	15.7%	3,465	58.7%	1,510	25.6%

Based on data from 144 local authorities

APPENDIX 2: FOI REQUEST

The FOI request asked about the number of employees employed on 1st April 2015 under the National Joint Council for Local Government Services National Agreement on Pay and Conditions of Service (Green Book) excluding casual staff by:

- Ethnicity
- Ethnicity and gender
- Ethnicity and broad pay range
- Ethnicity and part/time full-time status
- Ethnicity and contract type
- Number of staff earning less than the Living Wage/London Living Wage by ethnicity

The FOI request also asked for the period from January and March 2015:-

- Number of school-based staff on term-time only contracts by ethnicity
- Number of staff on zero-hours contracts by ethnicity
- Number of casual staff employed by ethnicity
- Number of casual staff earning less than the Living Wage/London Living Wage by ethnicity

The FOI request also asked for the number of staff employed:-

- under the Joint Negotiating Committee for Craft and Associated Employees ('Red Book') on 01/04/15 by ethnicity
- employed under The Joint National Committee Agreement for Youth and Community Workers (Pink book) by ethnicity
- as Chief Officers by ethnicity

APPENDIX 3: LIST OF COUNCILS IN SURVEY BY RESPONSE TO FOI

Eastern region	Walsall	Hartlepool
<i>Information provided</i>	Warwickshire	Middlesbrough
	Wolverhampton	Newcastle upon Tyne
	Worcestershire	Northumberland
Bedford	North West	Redcar and Cleveland
Cambridgeshire	<i>Information provided</i>	South Tyneside
Central Bedfordshire		Stockton on Tees
Essex	Blackburn with Darwen	Sunderland
Hertfordshire	Blackpool	Refused
Luton	Bolton	North Tyneside
Peterborough	Bury	
Southend on Sea	Cheshire East	
Suffolk	Cheshire West and Chester	Wales
Thurrock	Cumbria	<i>Information provided</i>
Refused	Knowsley	
Norfolk	Lancashire	Blaenau Gwent
East Midlands	Liverpool	Caerphilly
<i>Information provided</i>	Manchester City	Cardiff
	Oldham	Carmarthenshire
Derby City	Salford	Conwy
Derbyshire	Sefton	Denbighshire
Leicester City	St Helens	Flintshire
Leicestershire	Stockport	Gwynned
Lincolnshire	Trafford	Isle of Anglesey
Northamptonshire	Warrington	Merthyr Tydfil
Nottingham City	Wigan	Monmouthshire
Nottinghamshire	Wirral	Neath Port Talbot
Rutland	No information	Newport
West Midlands		Pembrokeshire
<i>Information provided</i>	Rochdale	Powys
	Tameside	Torfaen
Birmingham	Unusable information	Vale of Glamorgan
Coventry		Wrexham
Dudley	Halton	Refused
Herefordshire	North East	Bridgend
Sandwell	<i>Information provided</i>	Swansea
Shropshire		No information
Solihull	Darlington	
Staffordshire	Durham	Ceredigion
Stoke On Trent	Gateshead	Rhondda Cynon Taff
Telford and Wrekin		

Yorkshire and Humber

Information provided

Barnsley
Bradford
Calderdale
Doncaster
East Riding of Yorks
Hull City
Kirklees
Leeds City
North East Lincolnshire
North Lincolnshire
North Yorkshire
Rotherham
Sheffield
Wakefield
York City

South East

Information provided

Bracknell Forest
Brighton and Hove
East Sussex
Hampshire
Isle of Wight
Medway
Milton Keynes
Oxfordshire
Portsmouth
Reading
Slough
Southampton
Surrey
West Berkshire
West Sussex
Windsor and Maidenhead
Wokingham

No information

Kent

Unusable information

Buckinghamshire

South West

Information provided

Bournemouth
Bristol
Cornwall
Devon
Dorset
North Somerset
Poole
Somerset
South Gloucestershire
Swindon
Torbay
Wiltshire

Refused

Gloucestershire
Plymouth City

Unusable information

Bath and NE Somerset
Isles of Scilly

Greater London

Information provided

Barking and Dagenham
Barnet
Bexley
Brent
Camden
City of London
Croydon
Ealing
Enfield
Greenwich
Hackney
Haringey
Harrow
Havering
Hillingdon
Hounslow
Islington

Kensington and Chelsea
Kingston
Lambeth
Lewisham
Merton
Newham
Redbridge
Richmond upon Thames
Southwark
Sutton
Tower Hamlets
Waltham Forest
Wandsworth

Refused

Westminster

No information

Hammersmith & Fulham

Unusable information

Bromley

APPENDIX 4: DIGEST OF KEY FINDINGS OF THE SURVEY OF BLACK WORKERS IN UPPER TIER COUNCILS AND SCHOOLS IN ENGLAND AND WALES

DATA ON COUNCILS AND SCHOOL WORKERS

Data for council employees

1. Ethnicity of 12% of council employees unknown. Raises question of compliance with the PSEDs.
2. Number of 'staff of unknown ethnicity' higher than the number of known black staff 73,276 compared to 69,053 known.
3. Ethnic background of women in councils and schools less likely to be known
4. London had lowest level of workers of 'unknown ethnicity' in councils – compared to above average levels in North East, North West and Wales

Data for school employees

5. Ethnicity of almost 21% school workers unknown – higher than councils
6. Ranged from 6.3% in South East to 44.3% in South West
7. Number of employees of unknown ethnicity over three times number of those whose background was known - 99,313 compared to 34,858

EMPLOYMENT IN COUNCILS AND SCHOOLS

Data for councils by race and gender

8. Ethnicity of 4.5% men and 8% women employees unknown
9. This rose to over 10% of women in North West and South West and 12.4% in Wales

Data for schools by race and gender

10. Ethnicity of a higher proportion of staff unknown in schools than councils
11. Ethnicity of 18.1% of women unknown
12. Higher in South West, North West and Eastern – 39%, 32% and 29% respectively
13. Ethnicity of 3% men unknown
14. Higher in Wales, South West and Eastern regions – 8%, 5% and 4%

Employment in councils

15. Black employees in councils 11.4% workforce, compared to 14.8% population in England and Wales
16. Black employment close to 2011 Census data in Eastern, East Midlands, West Midlands and London
17. However, general picture disguises different picture in some councils: Black workers under-represented in LB's of Barking and Dagenham, Harrow, Hillingdon, Newham and Redbridge. Also Luton and Leicester
18. 17% LB Newham, 18% Redbridge, 20% Luton

Employment in schools

19. Only in London and West Midlands was the proportion of black employees in schools more than half of the proportion of BAME people in the 2011 Census
20. This was 30% compared to 40.4% in London and 11.8% compared to 16.6% in the West Midlands
21. Just over 1% school employees were black in North East, Wales and South West – where less than 5% of the population was BAME in the 2011 Census

Employment in councils by race and gender

22. 3.6% council workers were black men and 7.5% black women
23. 52.5% were white women and 23.9% white men

Employment in schools by race and gender

24. Almost 70% of employees of known ethnicity were women
25. 63% were white women and 6% black
26. **Fewer than 1% of school employees were black men**, compared to 8.4% of white men

PAY IN COUNCILS

Data on pay in councils

27. Ethnicity of high proportion of employees not known in pay ranges 1 and 2
28. In pay range 1, from 8.6% in Eastern to 43.3% in Yorkshire and Humberside
29. Even higher in pay range 2 – over 50% in Eastern, North East and South West, over 40% in East Midlands, West Midlands, Wales and South East and just under 40% in North West, Yorkshire and Humberside and London

Pay range 1 – less than £15,207 per annum

30. Higher proportion of white than black workers in pay range 1 in five regions – East Midlands, West Midlands, North West, North East and South East
31. The gap in West Midlands and North West was very small
32. In Eastern, Wales, Yorkshire and Humberside, South West and London the position was reversed
33. Much lower proportion of all employees paid at pay range 1 in London and Eastern than elsewhere – probably reflecting the high cost of living
34. Proportion of black workers significantly exceeded white workers in pay range 1 in Coventry, Carmarthenshire, Bedford, Bolton, Darlington, LB Barnet and Blackburn with Darwen

Pay range 2 - £15,208 - £24,472

- 35. The most populated pay range – containing over 40% of all employees of known ethnicity, except in London and Eastern, where it was slightly lower
- 36. Proportion of black and white workers fairly equal in all regions, although proportion of white workers just exceeded black everywhere, except East Midlands and London

Pay range 3 - £24,473 - £29,558

- 37. Higher proportion of black than white workers in every region, though most marked in Eastern, North East and London
- 38. Overall though, the proportions of black and white workers in this pay range very similar

Pay range 4 – above £29, 558

- 39. Overall the proportion of black and white workers in this pay range was very similar
- 40. However, in London and Eastern regions, 6.4% and 5.5% more white than black workers
- 41. The proportion of black workers exceeded white by a small margin in West Midlands, North West, North East and Yorkshire and Humberside
- 42. Marked difference only in North East – 5% more black than white workers
- 43. London councils feature strongly in individual councils where the proportion of white staff exceeds black – Brent, Camden, Kensington and Chelsea, Waltham Forest, City of London, Wandsworth and Lambeth
- 44. All have 18% or more white than black employees in this range
- 45. Outside of London, Bedford, Blackburn with Darwen, Bristol, Milton Keynes and Newcastle Upon Tyne all have significantly more white than black staff in this pay range

Living Wage/London Living Wage in councils

- 46. Overall just 6.2% of employees paid below the LW
- 47. 2.9% black employees, compared to 6% white paid below LW
- 48. North West, North East, Wales, South East and Yorkshire all had above average proportions of all employees below LW
- 49. In Yorks and Humberside this was 12.2% compared to average 6.2%
- 50. Above average proportions of black staff paid below LW in North East and Yorks and Humberside – 10.7% and 14.6%
- 51. North West, Wales, South East and South West also had higher than average proportions of black employees below LW
- 52. In London just 0.5% black staff paid below LW
- 53. North Yorkshire and Isle of Anglesey councils both had more than 35% workers below LW – compared to average 6.2% - highest proportion
- 54. Bury, Cheshire West, Sefton and St Helens in North West all had between 20% and 25% of workers below LW

55. Councils with the largest gap in proportion of black and white workers below LW were Bradford -35% black compared to 16% white, Cheshire West and Cheshire and East Riding of Yorkshire where the gap was over 10%

PAY IN SCHOOLS

Data on pay in schools

56. Councils unable to give details of high proportions of employees ethnicity alongside pay – especially in pay ranges 1 and 2
57. In South West and West Midlands, ethnicity of over 40% of employees in pay range 1 unknown
58. In pay range 2, problem even greater: Ethnicity of over 50% employees unknown in North East and London and over 60% in East Midlands and South East

Pay range 1 – less than £15,207 per annum

59. Black school employees more likely to be in pay range 1 than white – unlike councils where distribution more equal
60. Proportion of black employees in pay range 1 ranges from 19.4% in London to over 44% in the North East and 45% in Wales, compared to 11.7% of white employees in London to 32.6% in the North East
61. Highest disparity in black and white workers in Wales and Yorks and Humberside – 19.5% and 17.3% more black workers than white respectively
62. Even higher disparities in schools in some councils- 40% in Blackburn with Darwen, 34% in Cardiff and almost 30% in Nottinghamshire
63. The proportion of black workers exceeded white by 20% or more in Bradford, Bristol, Coventry, Doncaster, LB Kingston, Lincolnshire, Neath Port Talbot, Portsmouth and Torfaen

Pay range 2 - £15,208- £24,472

64. Proportions of black and white employees more equal than in pay range 1
65. Pay range 2 was the most populated – the same as for council workers
66. **But** more white than black employees in schools in every region except West Midlands, North West, Wales and Yorkshire and Humberside
67. In West Midlands 66.9% of black school workers were in this pay range, compared to 48.5% white employees
68. More than half of all black and white employees in pay range 2 in East Midlands, North West, South East and London
69. The lowest proportion of black workers was in Eastern – just 8.8%

Pay range 3 - £24,473 - £29,558

70. Much smaller proportions of black and white workers in pay range 3 than any other pay range
71. Proportion of black employees ranged from 3.5% in North West to 9.2% in London

- 72. Proportion of white employees ranged from 3.7% in North East to 9.4% in London
- 73. More black and white employees in pay range 3 in Eastern than any other range – 41%

Pay range 4 – above £29,558

- 74. Higher proportion of white than black workers in every region
- 75. White workers exceeded black by more than 10% in West Midlands, North West and Yorkshire and Humberside
- 76. By 19% in Wales
- 77. Largest proportion of white staff in pay range 4 in Eastern, Wales, Yorkshire and Humberside and London – over 20%
- 78. Cardiff – 30% more white workers than black in top pay range, but significantly more black than white in pay range 1
- 79. Over 20% more white than black workers in Kirklees and 15-20% in Blackburn with Darwen, Bury, Cheshire East, Gwynedd, Sunderland, Torfaen and LB's of Camden, Kensington and Chelsea and Kingston

Living Wage/London Living Wage in schools

- 80. 15.6% all school employees paid below LW, compared to 6.2% in councils
- 81. In London only 2.8% school workers below LW, compared to 23.1% in South East, 22.2% in South West, 20.8% in North East and 19.9% in the Eastern region
- 82. 10.3% black workers paid below LW
- 83. 15.7% white workers
- 84. Within some council areas black school employees far less likely to be paid LW than white: Over 40% disparity in Blackburn with Darwen, 20% in Gwynedd, LB Kingston, Shropshire and Torfaen and between 15-20% in LB Bexley, Bournemouth, Hampshire, Leeds Medway, North Yorkshire, Solihull and Wigan

WORKING HOURS

Working hours of council workers

- 85. 57% all council workers employed full-time
- 86. Higher proportion in Eastern, North East, South East and London
- 87. 73% London council workers are full-time
- 88. Black workers more likely to work full-time than white – 65% compared to 57%
- 89. Except in London, North East and Wales
- 90. In Wales almost 7% more white workers than black work full-time
- 91. Reverse of general trend, with more white workers than black full-time in some councils: Hartlepool 18% more white than black workers, Blackburn with Darwen and Newcastle upon Tyne 17%
- 92. In LB's of Barnet, Newham and Waltham Forest, between 10% and 15% more white than black workers full-time. Alongside Bolton, Cardiff, Coventry, Gateshead and St Helens

Working hours of school workers

- 93. 27% all employed full-time, compared to 57% council employees
- 94. Reflects high level of term-time working and part-time only jobs
- 95. In contrast to councils, black workers in schools less likely than average to work full-time
- 96. 23% black workers full-time, compared to 27.4% white
- 97. Only 23% or more full-time black workers in Eastern, London and North West
- 98. Lowest proportion in West Midlands – 10.9%, East Midlands – 11.6% and Wales – 14.2%
- 99. In some councils disparity between proportion of black and white employees much higher than average: LB's Stton and Redbridge – 50% more white than black, Cardiff – 35%, Gwynedd and Blackburn with Darwen almost 30% and Sefton 22%
- 100. Also large disparity in LBs of Newham and Camden, Sunderland, Kirklees, Manchester and Bury

EMPLOYMENT STATUS

Employment status of council workers

- 101. Over 93% all employees on permanent contracts
- 102. Only in West Midlands and Yorkshire and Humberside was there a slightly smaller proportion of black than white workers on permanent contracts
- 103. In some councils there was a higher proportion of white than black workers on permanent contracts than average – including Newport, Wigan and Carmarthenshire

Employment status of school workers

- 104. 86.4% of school workers on permanent contracts, compared to 93% in councils

Term-time only workers in schools

- 105. 57.3% of all school employees were on term-time only contracts
- 106. 72.4% of black workers were on term-time only contracts, compared to 57.5% of white
- 107. But in East Midlands, 60.5% white and 48.1% black workers were term-time only
- 108. The gap between the proportions of black and white workers on term-time only contracts was lower than average in Eastern, South East, South West and London.
- 109. In North East and Wales over 30% more black than white workers were on term-time contracts, 22% in West Midlands and 18% in Yorkshire and Humberside

CASUAL CONTRACTS

Data on casual contracts

Some councils could only give the number of casual employees 'on the books', rather than the total employed. Others provided the number of casual workers employed on one day. These figures need to be treated with some caution.

Council workers on casual contracts

- 110. 75,663 council workers in 128 councils were on casual contracts
- 111. 63% were white, 7.2% black
- 112. The ethnicity of the remainder was unknown

School workers on casual contracts

- 113. 74,744 casual workers were employed in schools in the 99 councils which provided data
- 114. 4.3% were black, 66.9% white
- 115. The ethnicity of the remainder was unknown

Casual workers in councils and the Living Wage

- 116. 117 councils responded of 174 surveyed
- 117. 21.4% of all employees were paid below the LW
- 118. Far lower levels were paid below the LW in East Midlands – 0.3%, South East – 11.4% and London – 2.4%
- 119. Higher proportions of employees were paid below the LW in North West – 28.7%, Wales - 28.8% and Yorkshire and Humberside – 37.9%
- 120. 10.9% of black workers were paid below the LW and 21.2% white workers
- 121. In eastern, West Midlands, North West, North East and Yorkshire and Humberside, higher than average proportions of black workers were paid below the LW
- 122. In North West and Yorkshire and Humberside, 29.7% and 29.5% of black workers – slightly above the overall average – were paid below the LW
- 123. The overall average was 28.7% in North West and 37.9% in Yorkshire and Humberside

Casual workers in schools and the Living Wage

- 124. 91 councils provided data on pay of casual workers in schools
- 125. There were 69,867 employees on casual contracts
- 126. 19,170 were paid below the LW
- 127. 27.4% were paid below the LW, compared to 21.4% in councils
- 128. 731 of these were black – 3.8%
- 129. 12,476 of these were white – 65%
- 130. The ethnicity of almost one third of those below the LW was unknown

- 131. Lower than average proportions of all employees earned less than the LW in Eastern – 14.1% and London – 10.1%
- 132. In contrast, over 50% of West Midlands casual employees in schools earned below the LW, over 40% in the South West and over 30% in the North West, North East and Wales
- 133. 23.2% of black and 26.9% of white casual workers were paid below the LW
- 134. But over 40% of black casual workers in the West Midlands were paid below the LW in West Midlands, North East and Yorkshire and Humberside
- 135. Over 30% were paid below in the North West
- 136. Higher than average proportions of white workers were paid below the LW in West Midlands – 44%, South West – 38% and North East – 37.5%
- 137. The greatest disparity between the proportion of black and white workers below the LW was in Yorkshire and Humberside – 43.6% of black and 25.5% of white workers

CRAFT WORKERS IN COUNCILS

- 138. Only 43 of 156 councils employed craft workers on traditional 'Red Book' conditions
- 139. Overall, 15.2% of people were from black and ethnic minority communities in these councils in the 2011 Census
- 140. But only 4.2% of craft workers were black in our survey

YOUTH AND COMMUNITY WORKERS IN COUNCILS

- 141. 5,903 youth and community workers were on traditional 'Pink Book' conditions across 144 councils
- 142. 14.5% of residents of those councils were from black or ethnic minority backgrounds in the 2011 Census
- 143. 15.7% of all youth and community workers in our survey were black
- 144. 58.7% were white
- 145. 25.6% were of unknown ethnicity

