



BGS Workforce Profile Comparison to East Midlands Region Demographics

The table below shows that the proportion of BAME population is increasing, having increased from 3.3% at 31/3/17 to 4.3% at 31/3/18. It also shows an improved rate of disclosure which reflects the results of a targeted campaign in October 2016 to encourage staff to declare their ethnicity. All staff who either withheld their ethnicity or had not completed it were contacted and encouraged to up-date their record which has resulted in an improvement from the previous disclosure rate of 83% in 2015.

Ethnic Origin 2017 Figures		Ethnic Origin 2018 Figures		ONS (Census) Figures	
Race/Ethnicity	Percentage of Overall BGS Staff	Percentage of Overall BGS Staff	Trend (Comparison to 2017)	Percentage of East Midlands Population	Trend (Comparison to Census)
Any Other Group	0.5%	0.6%	↑	0.6%	↔
Asian or Asian British - Bangladeshi	0.0%	0.2%	↑	0.0%	↑
Asian or Asian British - Indian	0.8%	0.9%	↑	3.7%	↓
Asian or Asian British - Pakistani	0.0%	0.0%	↔	1.1%	↓
Asian or Asian British - any other background	0.2%	0.3%	↑	1.1%	↓
Black or Black British - African	0.3%	0.5%	↑	0.9%	↓
Black or Black British - Caribbean	0.0%	0.2%	↑	0.6%	↓
Black or Black British - any other background	0.0%	0.0%	↔	0.2%	↓
Chinese	0.8%	0.9%	↑	0.5%	↑
Mixed - White and Asian	0.3%	0.3%	↔	0.5%	↓
Mixed - White and Black African	0.2%	0.2%	↔	0.2%	↔
Mixed - White and Black Caribbean	0.2%	0.0%	↓	0.9%	↓
Mixed - any other mixed background	0.0%	0.2%	↑	0.3%	↓
Not Stated	2.5%	2.3%	↓		
White - British	79.6%	78.0%	↓	84.2%	↓
White - Irish	0.9%	0.9%	↔	0.6%	↑
White - any other background	7.1%	6.9%	↓	3.2%	↑
Withheld	6.6%	7.7%	↑		
Rate of Disclosure	100.0%	100.0%	↔		