

Race at Work

A SUSTAINED RESPONSIBLE BUSINESS APPROACH TO RACE

www.bitc.org.uk/race

CHARITIES

Inclusive Boards¹ found that of the 66% of identified Trustees from the top 500 charities, only



6.6%

were from Black, Asian and Minority Ethnic (BAME) backgrounds – a 0.3% increase from 2016

62%

of the top charities (by income) have all white boards. By contrast, there are only four all-BAME boards – a 50% reduction from 2016

¹Inclusive Boards 2018

JUDICIARY

1%

Out of a total of 2796 judges, 30 are black – roughly 1%. This excludes 441 judges with unknown ethnicity. There are no High Court Judges (out of 39), no Court of Appeal Judges (out of 30) and only one Deputy District magistrate (out of 80) of a black ethnic background

POLITICIANS



There is a severe lack of black representation among MPs. Unfortunately, this lack of diversity has contributed to the Government's slow response to the disproportionate COVID-19 deaths among the BAME (Black, Asian and Minority Ethnic) population



10%

of MPs are from a BAME background – the ethnic make-up is unclear due to a lack of data

EDUCATION

1%

of heads are black, 2.2% of teachers. (Roughly translates to 224 heads out of 16,800, and around 10,999 teachers)

5.5% of primary school children and 6% of secondary school children are black



< 1%

of academics are black

FTSE 100

Analysis by Green Park² demonstrates that only



1.4%

of FTSE 100 leaders in one of the top three positions (CEO, Chair and CFO) are black

²Leadership 10,000 2019

POLICE FORCE



Only 1%

of officers in England and Wales are of Black African or Caribbean origin

JOURNALISM



< 1%

of journalists are black; consistent since 2002

CIVIL SERVICE



1%

of senior civil service staff are black. That is 70 out of 4,950 employees with known ethnicity (increases to 5,970 without known ethnicity)