

# BRIEFING

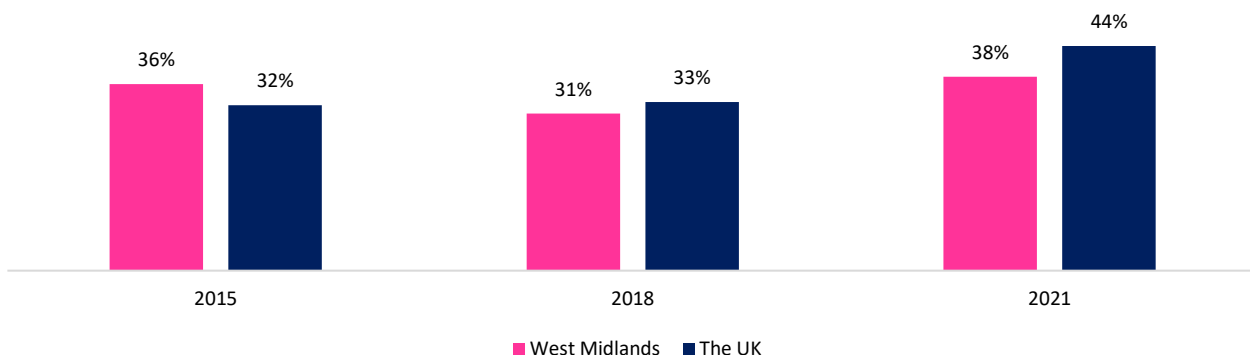
## RACE AT WORK 2021 SURVEY INSIGHTS PAPER: WEST MIDLANDS

24,638 people in the UK took part in the 2021 Race at Work (RAW) survey with 2,114 responses received from people living in the West Midlands. The information given in this insight paper is based on the responses from the YouGov statistically weighted panel of 5,183 workers, of which 472 (9%) were from the West Midlands. In this paper we compare the experiences of people in the West Midlands to those in the UK overall, as well as looking at trend data from the RAW surveys that took place in 2015 and 2018.

### Leadership in the region

One of the principles of the Race at Work Charter, established in 2018, is that organisations should have someone at the top of their organisation championing race. One of the key questions posed in the RAW survey specifically focuses on this area and can be seen in Figure 1, “Does your organisation have at least one senior leader and/or champion who actively promotes equality, diversity and fairness?”. Figure 1 shows there is a positive trend. Over the last six years, the number of organisations that have a senior leader or champion who promotes equality, diversity and fairness has increased from 32% to 44% in the UK overall. The story of the West Midlands is, however, lagging when compared to the UK overall, with only 38% of respondents having at least one senior leader or champion in 2021, a slight increase from 36% in 2015.

**Figure 1: Does your organisation have at least one senior leader and/or champion who actively promotes equality, diversity and fairness? (% Yes)**



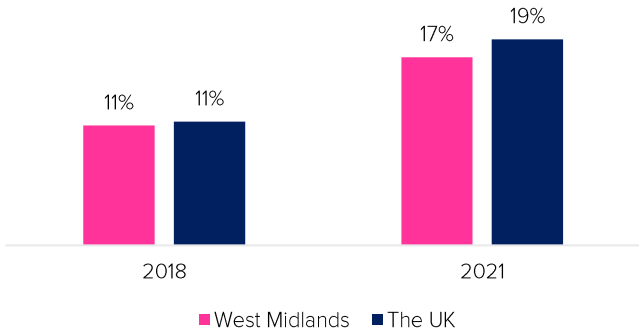
(Base) 2015: UK 6,076, West Midlands 548 (Base) 2018: UK 6,506, West Midlands 565 (Base) 2021: UK 4,929, West Midlands 432



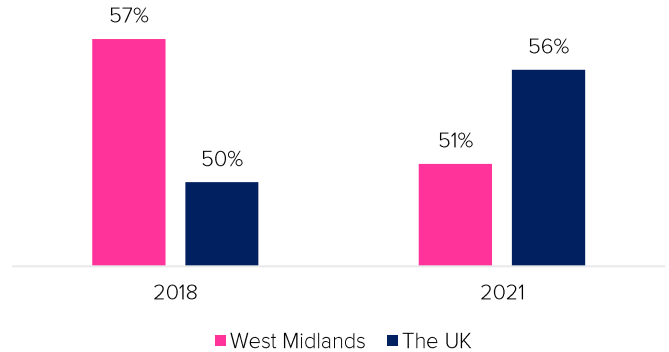
**Ethnicity pay gap reporting**

While ethnicity pay gap reporting is still voluntary for companies, there is clear movement to suggest that, in time, it will become mandatory. The recent [Women and Equalities Committee report](#) argued there was no excuse for government inaction. Capturing ethnicity pay gap data is important for establishing a baseline to measure progress and track performance against targets. We have seen a large increase in the number of organisations voluntarily capturing their ethnicity pay gap data (see Figure 2). This has increased from 11% in 2018 to 19% in 2021 in the UK. A similar increase has occurred in the West Midlands, with organisations collecting ethnicity pay data increasing from 11% to 17% over the same period. Similarly, the overall trend in the UK shows employers are more willing to publish ethnicity pay gap report leaping up to 56% from 50% in 2018 (see Figure 3). However, the trend in the West Midlands is the reverse, going from 57% to 51%. Further research at a local level is needed to understand this negative shift which is not in step with the national picture.

**Figure 2: Does your employer collect data on the ethnicity pay gap ratio? (% Yes)**



**Figure 3: Does your employer publish data on the ethnicity pay gap ratio? (% Yes)**



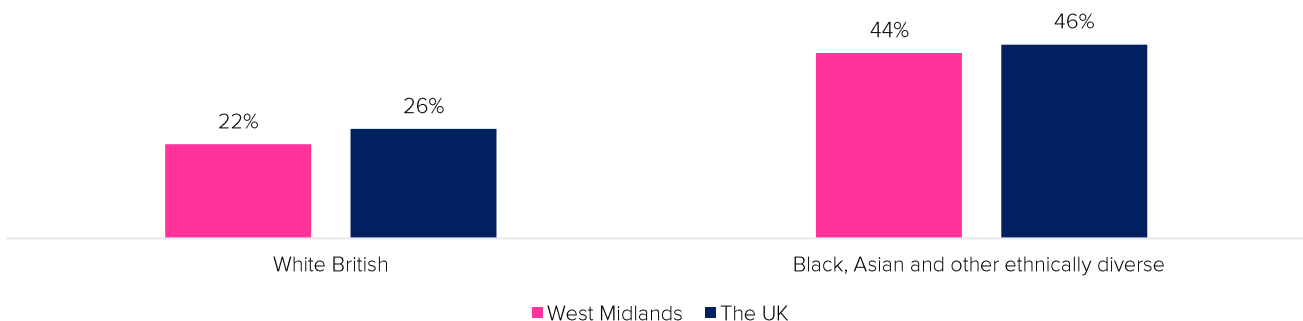
(Base) 2018: UK 6,506, West Midlands, 565 (Base) 2021 UK 4,929, West Midlands 431

(Base) 2018: UK 787 and West Midlands 64, (Base) 2021: UK 972 West Midlands 79

**Supporting race inclusion allies in the workplace**

It is important for employers to provide support for inclusion allies to promote race equality in teams, at work and within their communities, as seen in Figure 4 which shows 26% of White employees say that they would like more support from their employers to promote race and ethnic diversity and inclusion. In the West Midlands, Black, Asian, Mixed Race and other ethnically diverse respondents had slightly less demand for support on allyship than the UK average, with 44% wanting this compared to 46% in the UK. For White British respondents there was less demand for more allyship support, with 22% wanting support in the West Midlands compared to 26% in the UK overall.

**Figure 4: I would like my organisation to support me to promote race and ethnic diversity and inclusion (% Yes)**



(Base) 2021: UK 2,516 White British and 2,296 ethnically diverse, West Midlands 196 White British and 231 ethnically diverse

## Race at Work Survey 2021 Regional Comparison

The following chart shows how each region in the UK responded to some of the key questions in the 2021 RAW survey. The West Midlands response is similar to the UK overall when it comes to collecting ethnicity pay gaps and allyship, but is behind when it comes to leadership visibility in the workplace and publishing ethnicity pay gaps.

	UK Overall	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland	Northern Ireland
Does your organisation have at least one senior leader and/or champion who actively promotes equality, diversity and fairness? (%Yes)	44%	51%	40%	41%	38%	38%	44%	50%	48%	45%	34%	40%	26%
Does your employer collect data on the ethnicity pay gap ratio? (%Yes)	19%	20%	17%	17%	15%	17%	18%	23%	19%	19%	19%	19%	10%
Does your employer publish data on the ethnicity pay gap ratio? (% Yes)	56%	61%	51%	60%	62%	51%	49%	56%	58%	54%	60%	58%	82%
I would like my organisation to support me to promote race and ethnic diversity and inclusion (% Agree) <b>All respondents</b>	36%	28%	37%	29%	33%	34%	35%	43%	33%	32%	32%	32%	39%
I would like my organisation to support me to promote race and ethnic diversity and inclusion (% Agree) <b>White respondents</b>	26%	24%	26%	21%	28%	22%	25%	34%	25%	26%	32%	23%	27%
I would like my organisation to support me to promote race and ethnic diversity and inclusion (% Agree) <b>Black, Asian, Mixed Race and other ethnically diverse respondents</b>	46%	40%	53%	45%	39%	44%	47%	47%	45%	41%	28%	50%	63%

### Key

- Where a region's response is more than 3% higher than the UK overall
- Where a region's response is more than 3% lower than the UK overall

## Actions that employers can take

The following outlines the actions employers can take to demonstrate their commitment to supporting allyship, ensuring inclusion in supply chains and to build on the momentum to accelerate the growth in the number of employers publishing their ethnicity pay gaps and setting targets. Businesses can demonstrate their commitment to inclusive and responsible business through these actions:

1. **Chief Executives to sign up to, and refresh commitment to the expanded Race at Work Charter.** Expand the commitment to zero tolerance on bullying and harassment, to include customers, clients, service users and contractors. Support inclusion allies in the workplace. Include Black, Asian, Mixed Race and other ethnically diverse led businesses in the supply chain (set targets for inclusion, timely payment and contact value).
2. **Senior leaders to act as mentors and sponsors.** Leaders to act as active mentors and sponsors, using their influence to open doors for Black, Asian, Mixed Race and other ethnically diverse employees when development or progression opportunities are being planned, discussed and allocated.
3. **Increase transparency and accountability.** Publish ethnicity pay gaps. Set and publish targets to improve representation and progression to senior executive and board level. Targets should be linked to pay and reward, and incentivise leaders to act as sponsors and advocates to progress talent in the pipeline to the top table, and at every level, while including different voices and perspectives around the key decision-making tables.
4. **Set performance objectives for managers linked to pay and reward, to ensure active, conscious inclusion in their teams.** All managers should have them. Objectives should include ensuring that employees from Black, Asian, Mixed Race and other ethnically diverse backgrounds have fair access to training, development and progression opportunities.

5. Embed actions on inclusion within Environment, Social and Governance (ESG) reporting. Include indicators of how success against the important principles of ESG will promote inclusion and how the organisation's internal and external impact will be measured.

### Our resources to help embed these principles

#### 1. Appoint an executive Sponsor for Race

- [Top tips to become a visible leader on ethnicity](#)
- [Briefing: Engage in two-way mentoring models - what is reverse mentoring?](#)

#### 2. Capture ethnicity data and publicise progress

- [Capturing Ethnicity Data Webinar](#)
- [10 reasons to monitor ethnicity](#)
- [What should employers monitor in terms of ethnicity?](#)
- [5 steps to a successful monitoring programme](#)
- [A Guide for General Counsels Insights into Ethnicity Pay Gap Reporting](#) and accompanying [webinar](#).

#### 3. Commit at board level to zero tolerance of harassment and bullying in the workplace and from customers and clients

- [Toolkit on tackling racial harassment and bullying for charter signatories](#)
- [Tackling Harassment and Bullying from Customers and clients](#)
- [The University of Manchester thematic review Equality, Diversity and Racism in the Workplace report](#)
- [Centre On Dynamics of Ethnicity: Racist banter is no laughing matter!](#)
- [Centre On Dynamics of Ethnicity: The effects of racism at work](#)
- [Centre On Dynamics of Ethnicity: Racism is not water off a duck's back](#)

#### 4. Make equity, diversity and inclusion the responsibility of all leaders and managers

- [Business must not let race equality gap widen during COVID-19 crisis](#)
- [Briefing on SMART performance objectives](#)
- [Mental Health and Wellbeing for Ethnically Diverse Women – A guide for Managers](#)
- [Performance Objectives Toolkit](#)

#### 5. Take action that supports ethnic minority career progression

- [Race at Work Charter: One Year On 2019 Report](#)
- [Race at Work Black Voice Report 2020](#)
- [Race at Work Charter 2020 Survey Report](#)

#### 6. Support inclusion allies in the workplace

- [Supporting Inclusion Allies](#)
- [Black Talent Allyship toolkit](#)

#### 7. Inclusive supply chains

- [Include Black, Asian, Mixed Race and other ethnically diverse led businesses in the supply chain briefing](#)

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