

GEMA

Gwent Police Ethnic Minority Association Cymdeithas Lleiafrifoedd Ethnig Heddlu Gwent

BME Workforce Diversity Profiles - Wales



Black and Minority Ethnic (BME) Public Sector Workers in Wales

- In 2001 just under 1 in 3 of BME working people (30.7%) were employed in the Welsh public sector services .
- 17.9% of Asian and 9% of Muslim people employed as “health professionals” (predominantly doctors). This is above average compared to the general population.
- Black, mixed parentage and Chinese and Other people were more likely than average to be in associate professional/technical jobs, such as “health and welfare associate professionals” (including nurses).
- BME men aged over 50 displayed higher activity in the labour market than white men, while BME women over 50 displayed lower activity rates than white women .

Source: The Welsh Assembly Government – A Profile of the Housing and Socio-Economic Circumstances of Black and Minority Ethnic People in Wales in 2001

The BME population in Wales is 4.4% (Census 2011).

Educational Qualifications

In 2001 overall, 30.9% of BME people aged 16 to 74 in Wales had higher level educational qualifications (compared to 17.1% of White people). 33.5% had no qualifications (cf. 40.4% for white people). Around half of Indian, Other Asian and Other people were highly qualified.

The UK **healthcare sector** depends heavily on foreign-born workers particularly doctors, dentists, nurses and midwives. Large numbers of doctors and dentists came from Asia and Africa.

Top 6 UK Doctors by country of Primary Medical Qualification	No. of GMC registered doctors	% (2001 census)
United Kingdom	174,579	63.8%
India	25,015	9.1%
Pakistan	10,101	3.7%
South Africa	5,191	1.9%
Nigeria	4,330	1.6%
Ireland	4,147	1.5%

Diversity profiles – Welsh Police Forces

- **Dyfed-Powys Police:**
#8 BME officers, 0.7% force vs. 2.0% population
- **Gwent Police:**
#21 BME officers, 1.7% force vs. 3.9% population
- **North Wales Police:**
#13 BME officers, 0.9% force vs. 2.5% population
- **South Wales Police:**
#56 BME officers, 2.0% force vs. 6.6% population



"[Police] profiles give breakdowns for officers in each force by gender and ethnicity...no force

has BME representation that matches its local demographic."

Home Secretary Theresa May, National Black Police Association conference, Birmingham, 22 October 2015

Fire & Rescue Services	North Wales	Mid and West Wales	South Wales
Total White	99.4%	98.9%	98.4%
Total Ethnic minority	0.6%	1.1%	1.1%
Don't know	0.0%	0.0%	0.5%

Healthcare Sector (England and Wales)	Doctors	Dentists	Nurses	Mid-wives	Healthcare Sector
White	70%	81%	89%	89%	90%
Non-white	30%	19%	11%	11%	10%

National Assembly for Wales	Total staff	BME staff		Non-BME Staff		Not disclosed		BME staff 2014-15 / 2013-14
Total	430	24	5.6%	391	90.9%	15	3.5%	Decrease of -0.1% to 5.6%

Welsh Government 42 BME people employed (71 including mixed race) out of ~5,000 employees (0.84%). 30 September 2016

References

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