



**Information Governance Team**

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20 August 2020

Dear Sir/Madam.

**Freedom of Information Act 2000 (FOIA)  
Request ID: REQ07291**

Thank you for your request for information relating to ethnic breakdown of information.

You have requested the following information:

**Please would you kindly provide the following information:**

**1. The most up to date ethnic breakdown of your citizens, as a percentage.**

Following careful consideration, the information you requested falls under the exemption(s) in Section 21 of the Freedom of Information Act 2000, which relates to 'information reasonably accessible to the applicant by other means.'

The exemption applies as the information is published and publicly available to view by accessing the Council website, please use the following link:

[https://www.coventry.gov.uk/info/195/facts\\_about\\_coventry/2435/population\\_and\\_demographics/3](https://www.coventry.gov.uk/info/195/facts_about_coventry/2435/population_and_demographics/3)

**2. The ethnic breakdown of your employees, by grade, as a percentage.**

Please see the attached spreadsheet.

**3. How do you ensure that the private and not-for-profit sector organisations, sub-contracted by you, fulfil the requirements of the Equality Act 2010. Please provide the associated policy and details of monitoring you have undertaken.**

The Council's procurement documents which are issued to prospective suppliers, contain questions around historic performance in terms of Equalities. The Council's terms and conditions include requirements around the provisions of the Equality Act 2010 as well as any related monitoring for the individual contract type.

As per Section 21 of the Freedom of Information Act 2000, the Council's procurement policy can be found via the following link:

[https://www.coventry.gov.uk/downloads/download/1004/equalities\\_in\\_procurement\\_policy](https://www.coventry.gov.uk/downloads/download/1004/equalities_in_procurement_policy)

The supply of information in response to a freedom of information request does not confer an automatic right to re-use the information. You can use any information supplied for the purposes of private study and non-commercial research without requiring further permission. Similarly, information supplied can also be re-used for the purposes of news reporting. An exception to this is photographs. Please contact us if you wish to use the information for any other purpose.

For information, we publish a variety of information such as: [FOI/EIR Disclosure Log](#), [Publication Scheme](#), [Facts about Coventry](#) and [Open Data](#) that you may find of useful if you are looking for information in the future.

If you are unhappy with the handling of your request, you can ask us to review our response. Requests for reviews should be submitted within 40 days of the date of receipt of our response to your original request – email: [infogov@coventry.gov.uk](mailto:infogov@coventry.gov.uk)

If you are unhappy with the outcome of our review, you can write to the Information Commissioner, who can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or email [casework@ico.org.uk](mailto:casework@ico.org.uk).

Please remember to quote the reference number above in your response.

Yours faithfully

**Information Governance**

Grade	Arab	Asian Bangladeshi	Asian Indian	Asian Pakistani	Black African	Black Caribbean	Chinese	Mixed White/Asian	Mixed White/Black African	Mixed White/Black Caribbean	Other Asian Backgrou	Other Black Background
SEP	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
AD1	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
AD2	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
APEP	0%	0%	50%	0%	0%	0%	0%	0%	0%	0%	0%	0%
APP BLD&C	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
APP E&ELE	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
CX1	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
D2	0%	0%	0%	0%	0%	0%	0%	10%	0%	0%	0%	0%
DCX	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
ED PSY	0%	0%	9%	0%	0%	0%	0%	0%	0%	9%	9%	0%
EIP02-05	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
EIP06-09	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
EIP12-15	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
ELEAD12-1	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
ENTRY2EM	0%	0%	11%	0%	5%	0%	0%	5%	0%	0%	0%	0%
GRD1	0%	0%	37%	1%	5%	2%	0%	0%	1%	1%	1%	0%
GRD10	0%	0%	7%	0%	2%	0%	0%	0%	0%	0%	0%	0%
GRD2	0%	2%	10%	1%	1%	0%	0%	1%	0%	0%	0%	0%
GRD3	0%	0%	7%	1%	4%	1%	0%	0%	0%	1%	1%	0%
GRD4	0%	0%	10%	2%	1%	1%	0%	1%	0%	1%	0%	0%
GRD5	0%	1%	6%	1%	1%	2%	0%	0%	0%	1%	0%	0%
GRD6	0%	0%	7%	2%	2%	2%	0%	0%	0%	1%	1%	0%
GRD7	0%	0%	6%	1%	3%	2%	1%	0%	0%	0%	0%	0%
GRD8	0%	0%	7%	1%	1%	1%	0%	1%	0%	0%	1%	0%
GRD9	0%	0%	10%	1%	0%	2%	0%	1%	0%	2%	1%	0%
LAH	0%	0%	14%	0%	0%	0%	0%	14%	0%	0%	0%	0%
LDH	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
LDLEAD5-C	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
LHT	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
LL1Q	0%	0%	9%	2%	0%	2%	0%	0%	0%	2%	0%	0%



Grade	Other Ethnic Background	Other Mixed Background	Other White Background	Prefer not to State	Unknown	White British	White Irish
SEP	0%	0%	0%	0%	0%	100%	0%
AD1	0%	0%	0%	0%	0%	100%	0%
AD2	0%	0%	0%	0%	0%	100%	0%
APEP	0%	0%	0%	0%	0%	50%	0%
APP BLD&C	0%	0%	0%	0%	33%	67%	0%
APP E&ELE	0%	0%	0%	0%	25%	75%	0%
CX1	0%	0%	0%	0%	0%	100%	0%
D2	0%	0%	0%	0%	10%	80%	0%
DCX	0%	0%	0%	0%	0%	100%	0%
ED PSY	0%	0%	0%	0%	36%	36%	0%
EIP02-05	0%	0%	0%	0%	0%	100%	0%
EIP06-09	0%	0%	0%	0%	0%	100%	0%
EIP12-15	0%	0%	0%	0%	0%	100%	0%
ELEAD12-1	0%	0%	0%	0%	100%	0%	0%
ENTRY2EM	0%	5%	11%	0%	11%	53%	0%
GRD1	1%	0%	5%	0%	6%	37%	3%
GRD10	0%	0%	5%	2%	12%	72%	2%
GRD2	0%	0%	1%	0%	18%	63%	2%
GRD3	0%	0%	3%	1%	17%	61%	1%
GRD4	0%	0%	3%	1%	10%	68%	1%
GRD5	0%	1%	3%	0%	11%	71%	1%
GRD6	0%	0%	3%	0%	16%	64%	1%
GRD7	0%	1%	3%	1%	15%	64%	2%
GRD8	1%	0%	3%	0%	16%	67%	2%
GRD9	1%	1%	1%	2%	10%	70%	1%
LAH	0%	0%	0%	0%	0%	71%	0%
LDH	0%	25%	0%	0%	75%	0%	0%
LDLEAD5-C	0%	0%	0%	0%	100%	0%	0%
LHT	0%	0%	0%	0%	29%	71%	0%
LL1Q	0%	0%	4%	0%	40%	40%	2%

Grade	Other Ethnic Background	Other Mixed Background	Other White Background	Prefer not to State	Unknown	White British	White Irish
LL1QTLS	0%	0%	6%	0%	35%	43%	2%
LL1U	0%	0%	0%	0%	44%	44%	0%
LL2Q	0%	0%	0%	0%	6%	94%	0%
LL2QTLS	0%	0%	0%	0%	13%	75%	0%
LL3Q	0%	0%	0%	0%	0%	100%	0%
LL3QTLS	0%	0%	0%	0%	0%	80%	0%
MIN WAGE	0%	0%	13%	0%	63%	0%	0%
NGDP	0%	0%	0%	0%	67%	0%	0%
PEIP23-26	0%	0%	0%	0%	0%	100%	0%
PEP	0%	0%	0%	0%	0%	100%	0%
PMU	0%	0%	0%	0%	100%	0%	0%
PROF1	0%	0%	0%	0%	8%	69%	0%
PROF2	0%	0%	0%	0%	0%	0%	0%
PROF2MAJ	0%	0%	0%	0%	0%	0%	100%
SM1	0%	4%	4%	0%	20%	72%	0%
SM2	0%	0%	0%	0%	22%	67%	0%
SM3	0%	0%	0%	0%	25%	63%	0%
SPOTSALAI	0%	0%	33%	0%	0%	67%	0%
TMS	0%	0%	10%	0%	40%	30%	0%
UPS	0%	0%	0%	0%	20%	72%	1%
UQ 1-6	0%	0%	0%	0%	50%	25%	0%
WRDDRV	0%	0%	0%	0%	100%	0%	0%
WRDPOR	0%	0%	0%	0%	100%	0%	0%
WRDPORC	0%	0%	0%	0%	100%	0%	0%
YCW1	0%	0%	0%	0%	0%	100%	0%
YSCM	0%	0%	0%	0%	33%	67%	0%