

Sandwell Council



Workforce Diversity By Disability April 2022

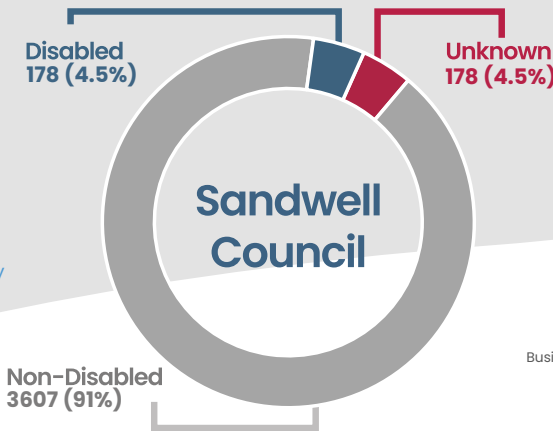
Overall Composition

Disabled employees make up 4.5% of the total workforce.

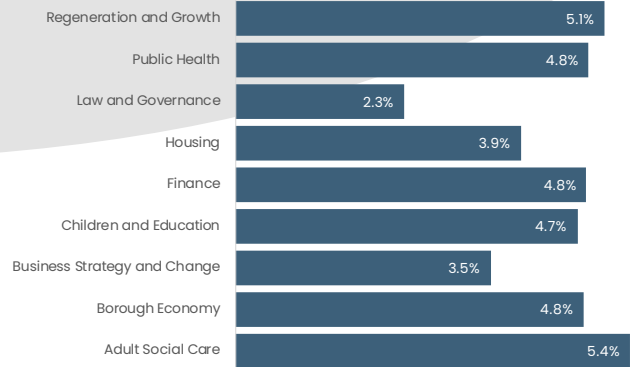
This is well below their makeup in the borough of:

16.6%
Sandwell Economically Active Population (Ages 16+)

Source: ONS – Annual Population Survey (Jan 21 – Dec 21)



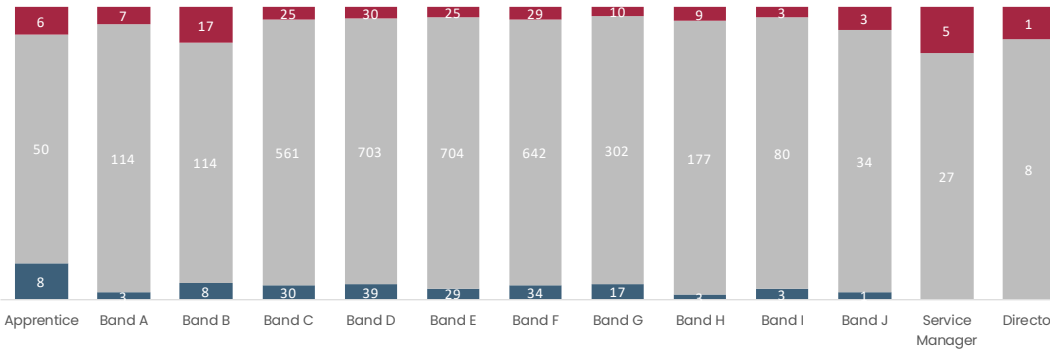
% Disabled Employee by Directorate



Grade Composition

Grade composition chart excludes Soulbury (33); SRES(11) and Unattached Teachers (58)

Unknown Non-Disabled Disabled



People with disabilities make up 4.8% of employees in grade bands A - D and 4.5% of grade bands E - G but only 2.2% of grade bands H - J.

There are no employees with disabilities at Service Manager level and above.

Age Demographics

There is very few employees with disabilities under the age of 34 which represent Generation Z and Millennials.

60% of Disabled employees compared 52% on Non Disabled employees are aged 50 and over.



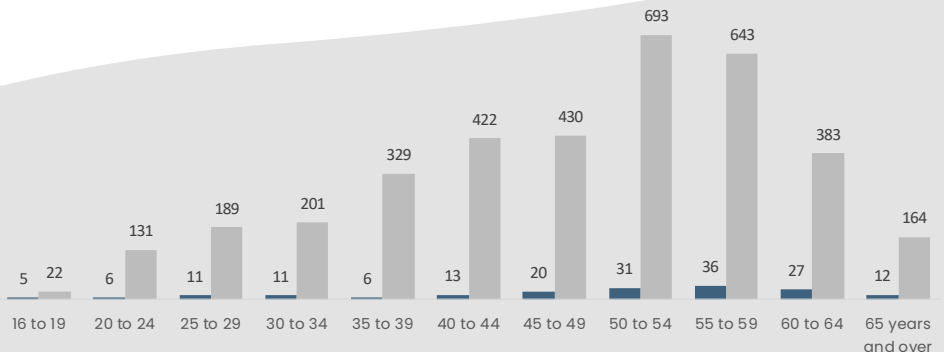
Average Age



49 years
Disabled employees



48 years
Non-Disabled employees



Other Key Metrics

(Age composition chart excludes Unknown) Disabled Non Disabled

New Starters



18
Disabled



224*
Non-Disabled
*INCLUDES 22 UNKNOWN

7.4% of the new starters with Sandwell Council declared that they had a disability.

Leavers



16
Disabled



329*
Non-Disabled
*INCLUDES 14 UNKNOWN

Disabled employees made up 4.9% of leavers from Sandwell Council last year.

Length of Service

15 years
Disabled employees

16 years
Non-Disabled employees

Employee Engagement

Disabled
Non-Disabled
(Prefer not to say 45%)

61%
66%

The 2022 Employee Engagement Survey results indicate a slightly lower overall engagement rate amongst disabled compared to non-disabled employees

