

Sandwell Council



Workforce Diversity By Gender April 2022

Overall Composition

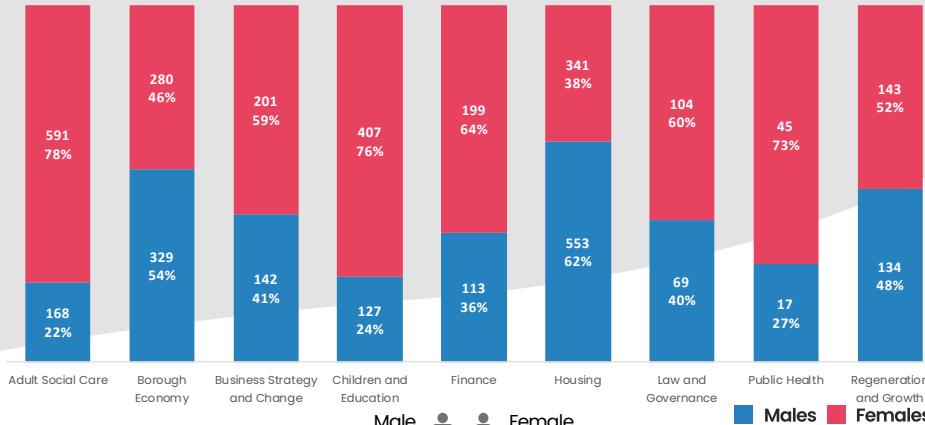
In April 2022 the total number of employees was

3963

Of this 2311 (58.3%) are female and 1652 (41.7%) are male.

Housing and Borough Economy are the only Directorates with a majority male workforce.

A disproportionately high number of all female employees (43%) work in Adult Social Care and Children and Education compared to (18%) of male employees



Sandwell economically active population (Ages 16+)



50.7% 49.3%

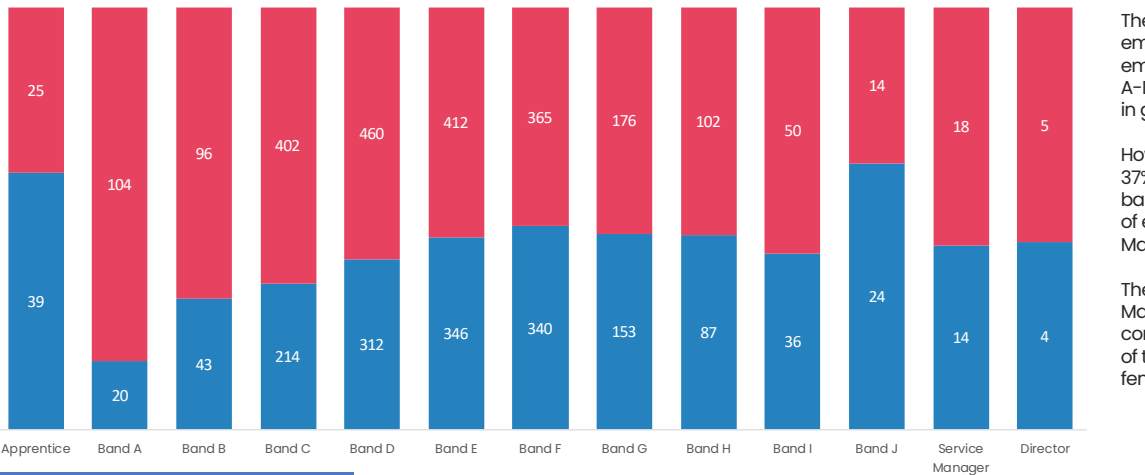
Males are under-represented within the Council's overall workforce, in comparison to their make-up in the borough.

Male Full time: 1406 Part time: 246
Female Full time: 1342 Part time: 969

Source: ONS - Annual Population Survey Jan 21 - Dec 21

Grade Composition

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



There are more female employees than male employees in grade bands A-D. The split is almost 50:50 in grade bands E to H.

However, females make up 37% of employees in grade band J and over half (56%) of employees at Service Manager level.

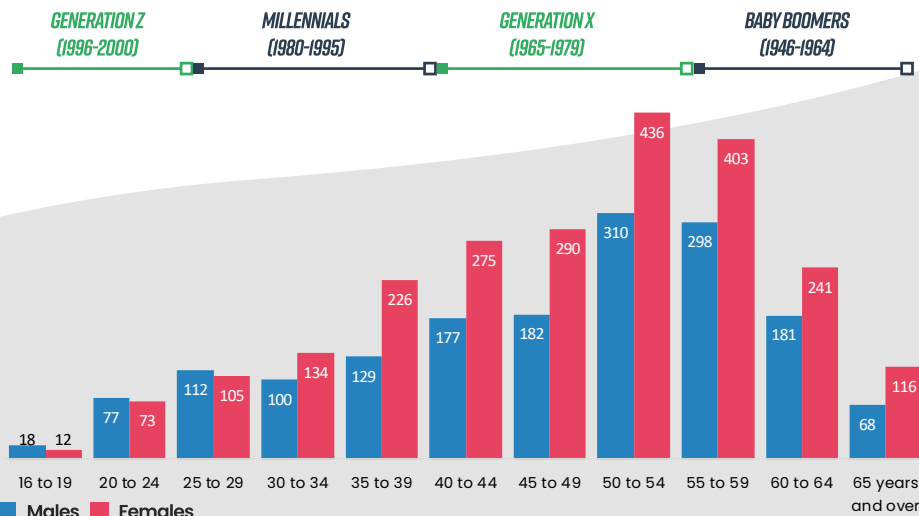
The newly formed Senior Management Team comprising of 9 directors, of this more than half are female.

Age Demographics

The graph shows the pattern of distribution of male and female employees across the age spectrum to be similar. The gradual shift to the right indicates an aging workforce.

Comparing the spread of employees across the four generations (Generation Z, Millennials, Generation X and Baby Boomers) helps understand their shared characteristics, preferences, values and how these are translated into the workplace.

The average age of male employees is 47.6 years and female employees is 48.5 years.



Other Key Metrics

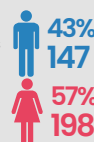
New Starters



The percentage of male and female new starters was broadly in-line with the composition of the total workforce.

Leavers

Turnover for male employees in 2021-22 was 9.2% and 8.9% for female employees. Turnover overall last year was 9%



Length of Service



Employee Engagement

The 2022 Employee Engagement Survey results indicate that Female employees were more engaged than male employees. 33% prefer not to say

