

Sandwell Council



Workforce Diversity By Gender April 2021

Overall Composition

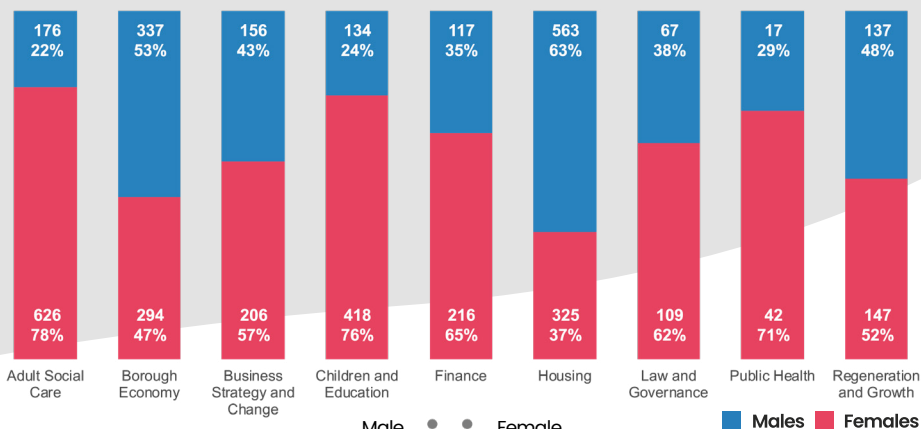
In April 2021 the total number of employees was

4088

Of this 2383 (58.3%) are female and 1705 (41.7%) are male.

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

44% of females employees work in either Adult Social Care and Children and Education compared to 18% of male employees.



Sandwell economically active population (Age 16-64)



55% 45%

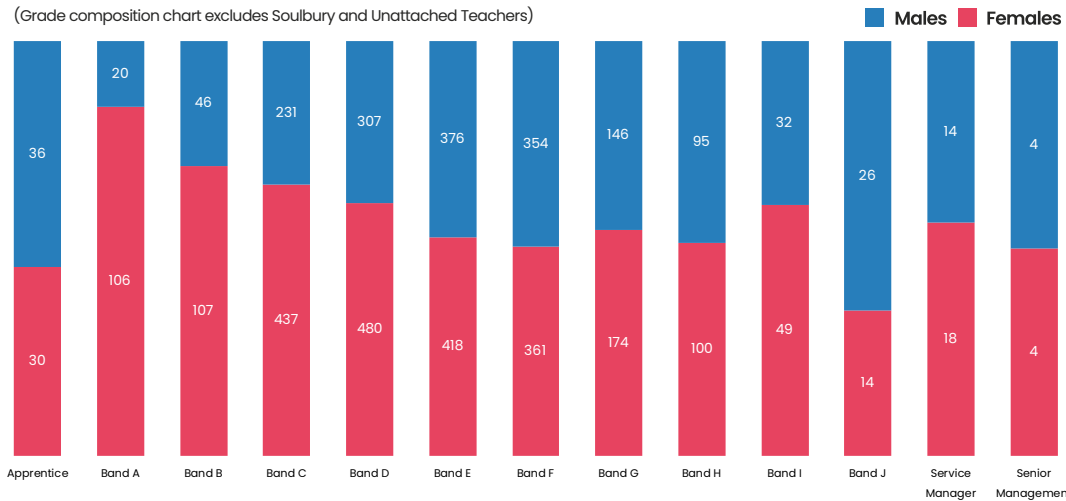
Males are under-represented within the Council's overall workforce, in comparison to their make-up in the borough.

ONS - Annual Population Survey extracted October 2019

Male Full time: 1454 Part time: 251
Female Full time: 1364 Part time: 1019

Grade Composition

(Grade composition chart excludes Soulbury and Unattached Teachers)



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 35% of employees in grade band J and over half (56%) of employees at Service Manager level.

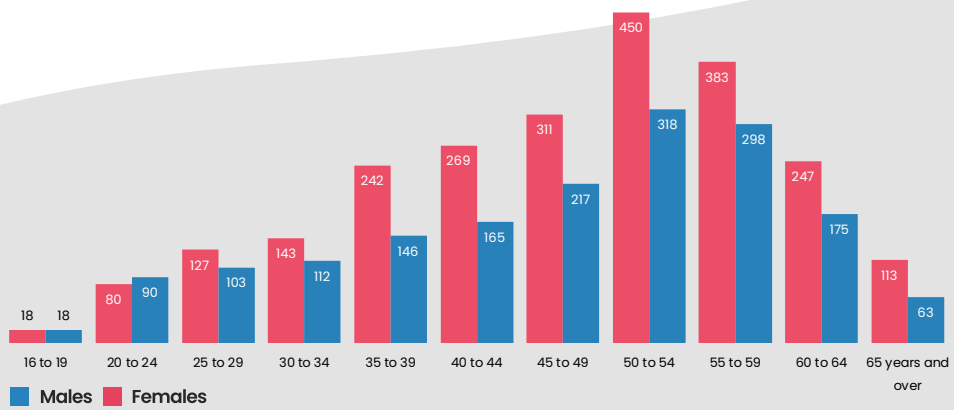
Senior Management grades include the Chief Executive and Directors. As at April 2021 the split at senior management grades was 50:50.

Age Demographics

The graph shows the pattern of distribution of male and female employees across the grading 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 years and female employees is 48 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.

Turnover / Leavers

Turnover for male employees in 2020-21 was 4.1% and 7.6% for female employees.



Turnover overall last year was 5.6%

Length of Service

