

# Sandwell Council

## Workforce Diversity By Disability April 2021



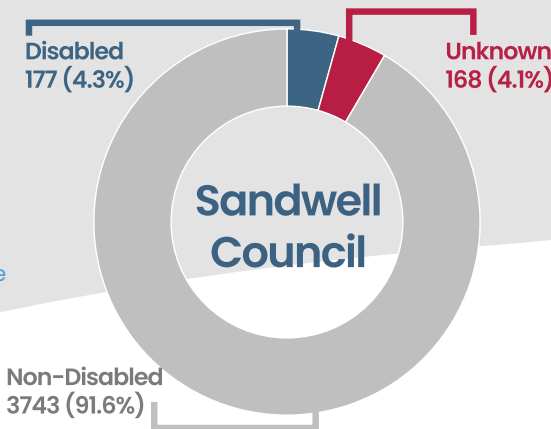
### Overall Composition

Disabled employees make up 4.3% of the total workforce.

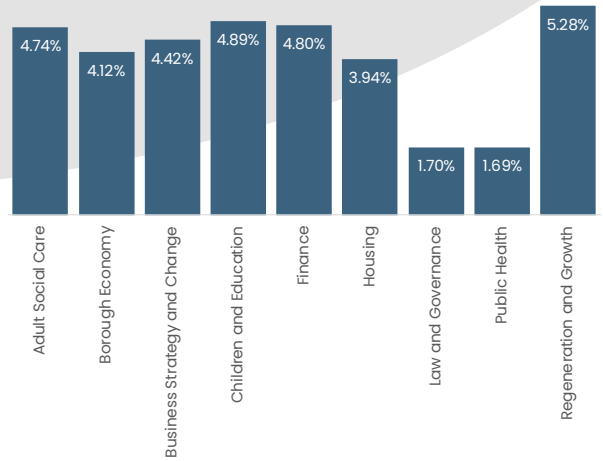
This is well below their makeup in the borough of:

**15.6%** economically active disabled residents

Source: ONS - Annual Population Survey extracted October 2019

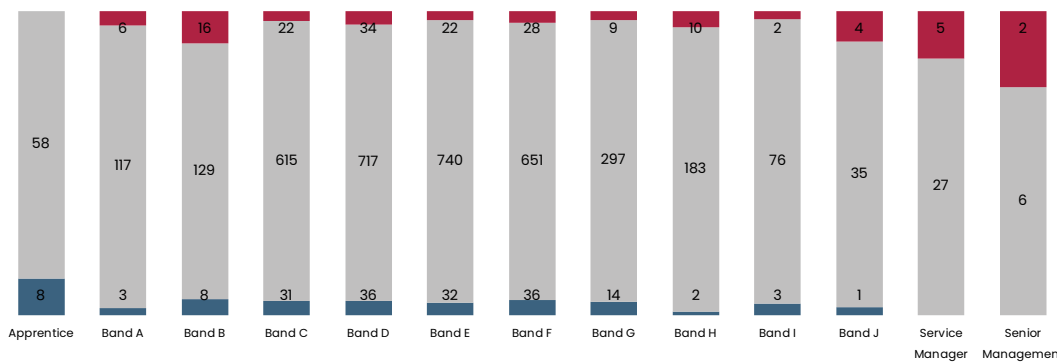


### Disabled Employee Directorate Makeup



### Grade Composition

Unknown Disabled Non Disabled



People with disabilities make up 4.5% of employees in grade bands A - D and also 4.5% of grade bands E - G but only 1.9% of grade bands H - J.

There are no employees with disabilities at Service Manager level.

### Age Demographics

(Grade composition chart excludes Soulbury and Unattached Teachers)

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



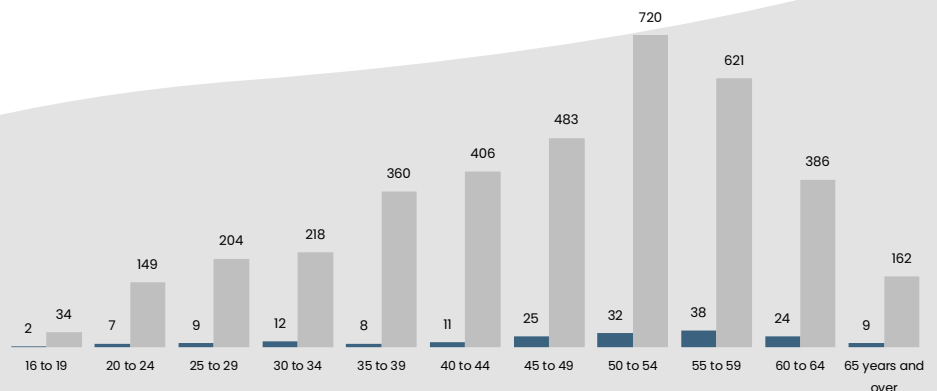
#### Average Age



**50 years** disabled employees



**48 years** non-disabled employees



### Other Key Metrics

(Age composition chart excludes Unknown) Disabled Non Disabled

#### New Starters



**19** disabled



**209\*** not disabled  
\*INCLUDES 6 UNKNOWN

8.3% of the new starters with Sandwell Council declared that they had a disability.

#### Turnover / Leavers



**21** disabled



**241\*** not disabled  
\*INCLUDES 9 UNKNOWN

Disabled employees made up 8.0% of leavers from Sandwell Council last year.

#### Length of Service

**15 years** disabled employees

**16 years** non-disabled employees

