

Sandwell Council

Workforce Diversity By Gender April 2020

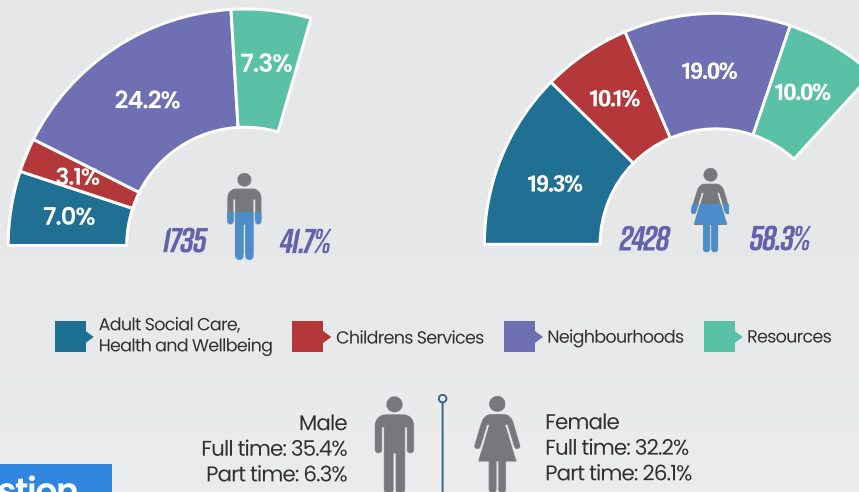


Overall Composition

In April 2020 the total number of employees was 4163. Over half of all male employees work in the Neighbourhood Services directorate and account for just under a quarter (24.2%) of the total workforce.

In comparison female employees are more evenly distributed across the directorates.

Figures have been rounded to the nearest decimal place.



Sandwell economically active population (Age 16-64)

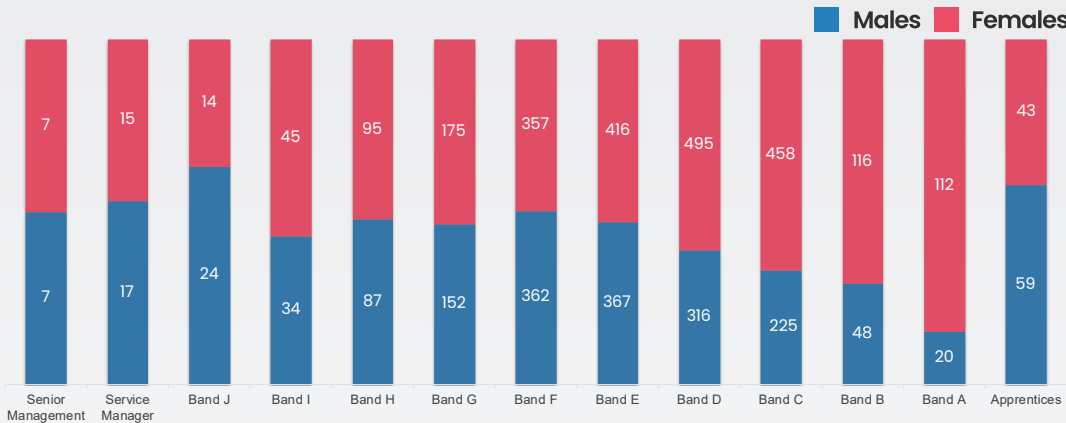


55% 45%

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

Grade Composition



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

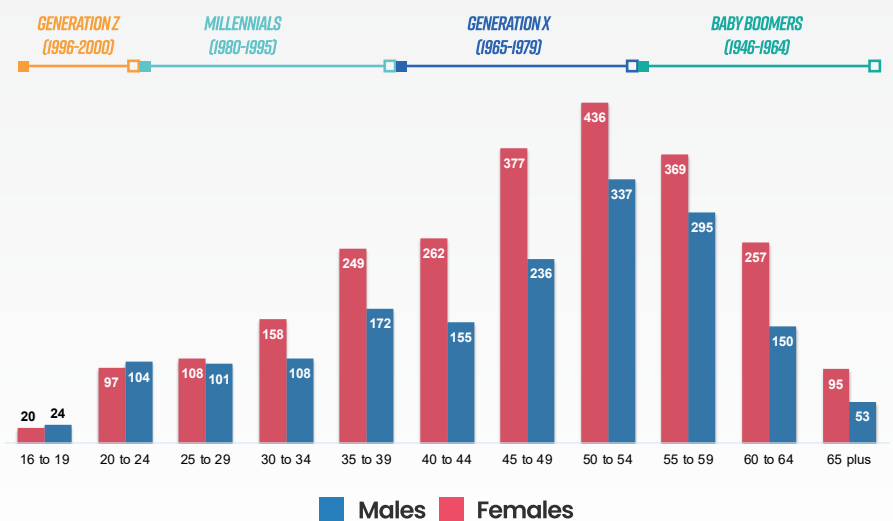
The grade composition chart excludes Soulbury and Unattached Teachers, however, if these were included then the makeup of female employees in leadership positions (Band J equivalent and above) would be 51.9%.

Age Demographics

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

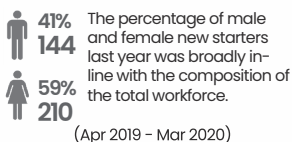
Comparing the spread of employees across the four generations (Generation Z, Millennials, Generation X and Baby Boomers) helps understand their shared characteristics, preferences, values and how these are translated into the workplace.

The overall average age of the workforce is 47 years and when this is broken down by gender, the average age of males is 47 years and females is 48 years.

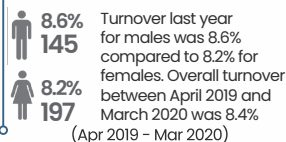


Other Key Metrics

New Starters



Turnover / Leavers



Length of Service



Employee Engagement

