

Sandwell Council



Workforce Diversity By Disability April 2020

Overall Composition

Disabled employees makeup 4.5% of the total workforce.

Unknown
175 (4.2%)

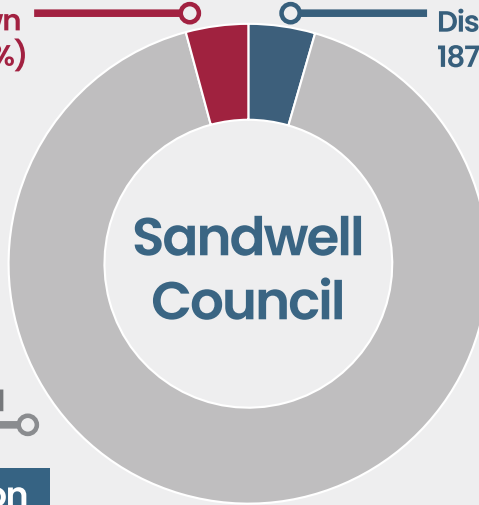
Disabled
187 (4.5%)

This is well below the economically active makeup in the borough of:

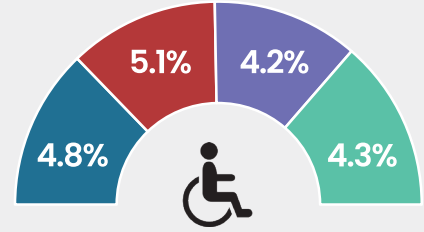
14.4%
economically active Disabled residents

Source: ONS – Annual Population Survey extracted October 2019

Non-Disabled
3801 (91.3%)

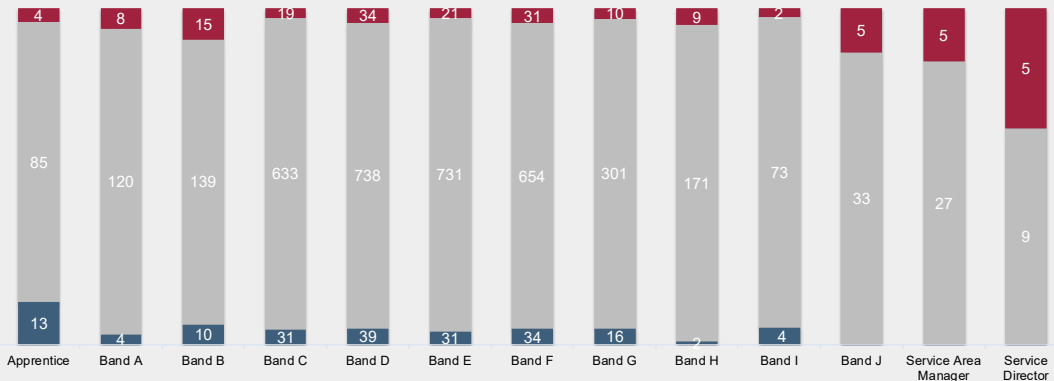


% Disabled Employees in each Directorate



- Adult Social Care, Health and Wellbeing
- Childrens Services
- Neighbourhoods
- Resources

Grade Composition



The percentage makeup of people with disabilities in the grade bands is as follows:

A-D 4.7%
E-G 4.4%
H-J 2.0%

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

Age Demographics

Unknown Disabled Non Disabled (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.

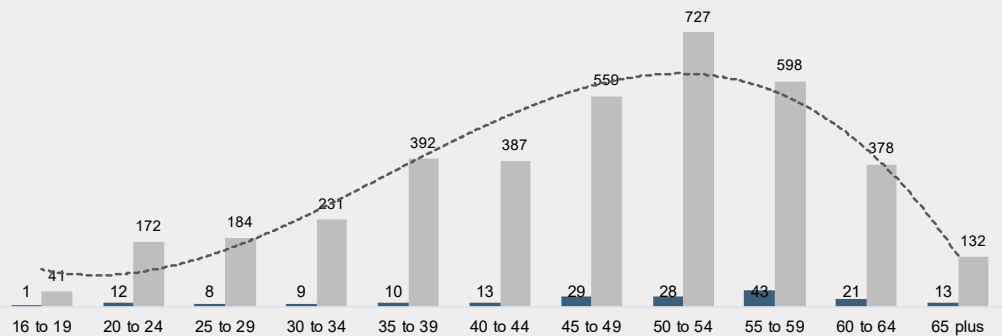
Average Age



50 Years
disabled employees

47 Years
non disabled employees

Disabled Non Disabled



Other Key Metrics

*Excludes unknown

New Starters *

31 8.8% of all new starters with Sandwell Council last year declared that they had a disability.
323*

*INCLUDES 10 UNKNOWN
(Apr 2019 – Mar 2020)

Leavers *

21 Disabled employees made up 6.1% of leavers from Sandwell Council last year.
321*

*INCLUDES 25 UNKNOWN
(Apr 2019 – Mar 2020)

Length of Service

15 Years disabled employees
16 Years non disabled employees
(April 2020)

Employee Engagement

63% Disabled
69% Non Disabled
The 2018 Employee Engagement Survey results indicate a slightly lower overall engagement rate amongst disabled compared to non-disabled employees.