

# Sandwell Council



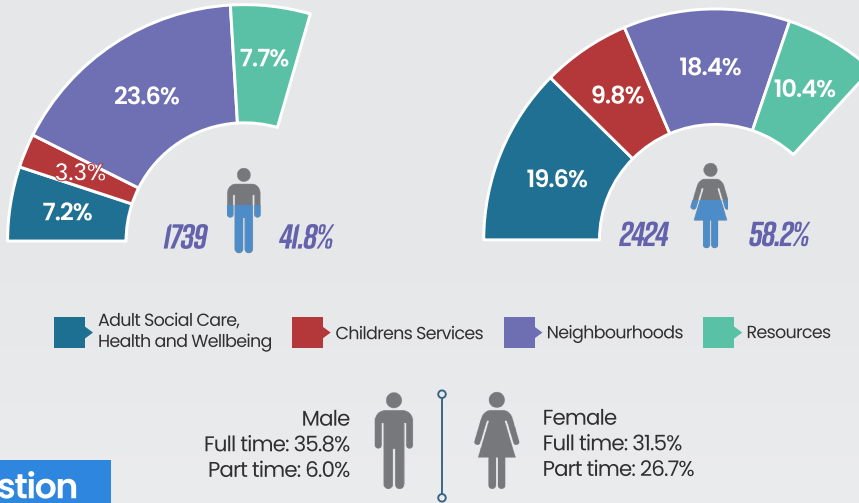
## Workforce Diversity By Gender April 2019

### Overall Composition

In April 2019 the total number of employees was 4163.

Over half of all male employees work in the Neighbourhoods Directorate, whereas, 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)

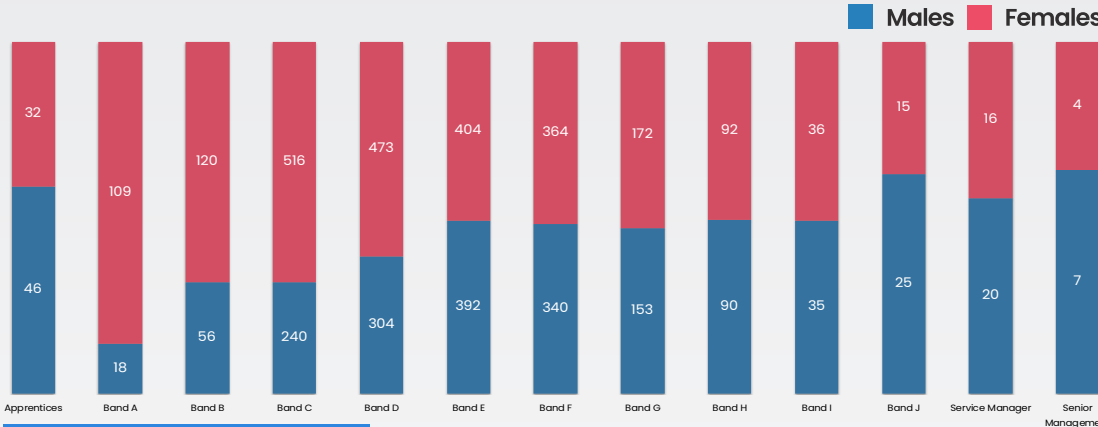


**55% 45%**

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

ONS - Annual Population Survey 2017 / 18

### 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.

However, females make up two-fifths (38%) of employees in grade band J, and just under half (44%) of employees at Service Manager level.

Senior Management grades include the Chief Executive and Directors. The number of females in Senior Management grades has increased from 1 in 2017/18 to 4 in 2018/19.

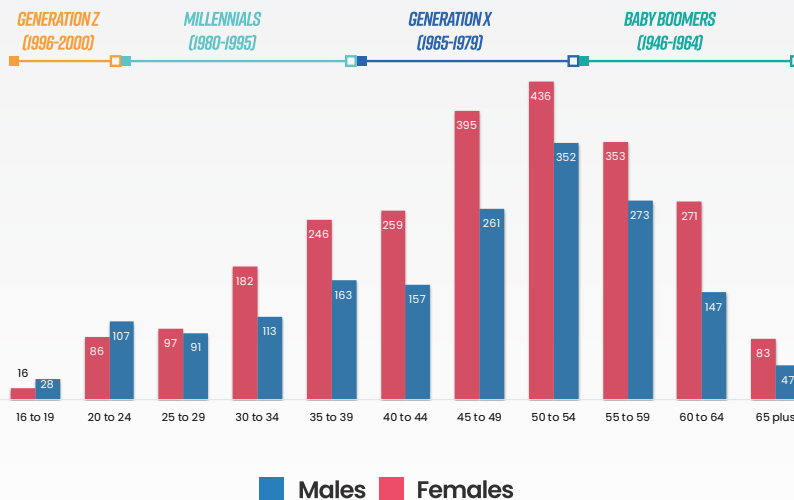
### Age Demographics

(Grade composition chart excludes Soulbury and Unattached Teachers)

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 males is 47 years, one year below females of 48 years.



Sandwell Residents (Age 16-70)



|               |              |               |
|---------------|--------------|---------------|
| 6.4% (2.2%)   | Generation Z | 5.7% (1.7%)   |
| 19.5% (9.3%)  | Millennials  | 19.9% (12.7%) |
| 11.9% (17.6%) | Generation X | 12.0% (25.4%) |
| 12.2% (12.7%) | Baby Boomers | 12.3% (18.4%) |

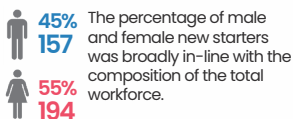
The figures in brackets represent makeup of Sandwell Council employees.

When compared with the latest population estimates for the borough, Generation Z and Millennials are under-represented in the workforce both for male and female.

ONS - Annual Population Survey 2017 / 18

### Other Key Metrics

#### New Starters



#### Turnover / Leavers



#### Length of Service



#### Employee Engagement

