

Sandwell Council



Workforce Diversity By Disability April 2019

Overall Composition

Disabled employees make up 4.4% of the total workforce.

This is well below their makeup in the borough of:

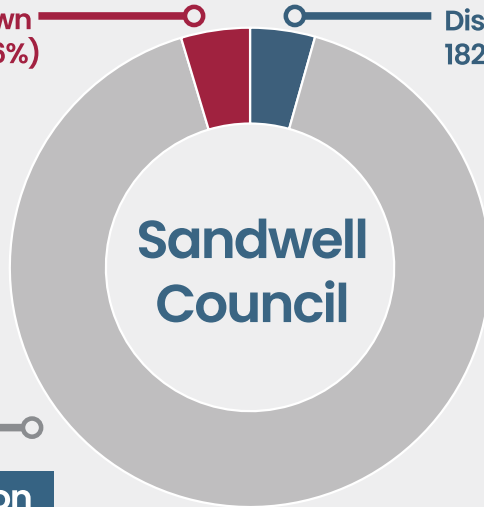
15.6%
economically active disabled residents

source: ONS annual population survey 2017/18

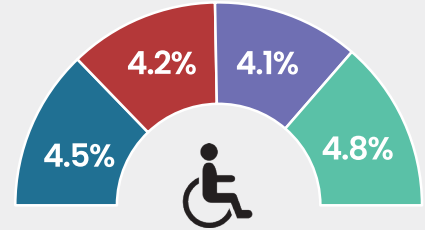
Non-Disabled
3788 (91.0%)

Unknown
193 (4.6%)

Disabled
182 (4.4%)

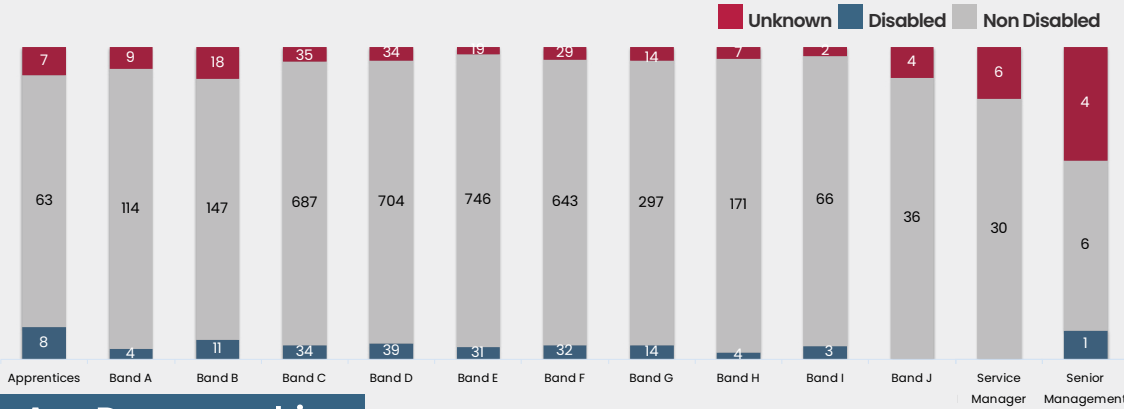


% Disabled Employees in each Directorate



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

Grade Composition



People with disabilities make up 4.8% of employees in grade bands A - D, 4.2% of E - G and 2.4% of the grade bands H - J.

There are no employees with disabilities at Service Manager level.

Age Demographics

(Grade composition chart excludes Soulbury and Unattached Teachers)

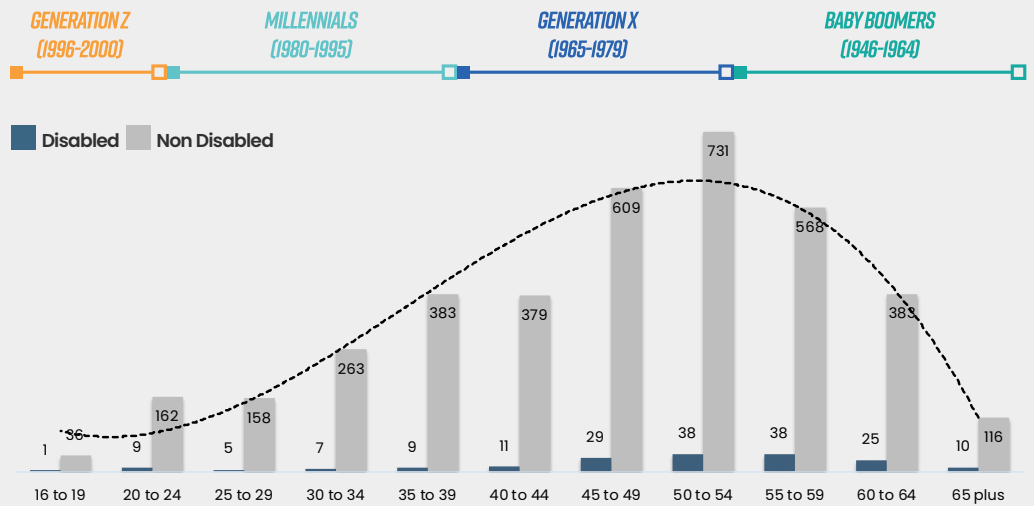
There is very few employees with disabilities under the age of 34 which represent Generation Z and Millennials.

Average Age



51 Years
disabled employees

47 Years
non disabled employees



*Excludes unknown

Other Key Metrics

New Starters *

17 disabled employees
334* non disabled employees
4.8% of the new starters with Sandwell Council declared that they had a disability.
*INCLUDES 54 UNKNOWN

Leavers *

22 disabled employees made up 6.2% of leavers from Sandwell Council last year.
334* non disabled employees
*INCLUDES 24 UNKNOWN

Length of Service

17 Years disabled employees
16 Years non disabled employees

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.