

# Sandwell Council

## Workforce Diversity By Gender April 2018

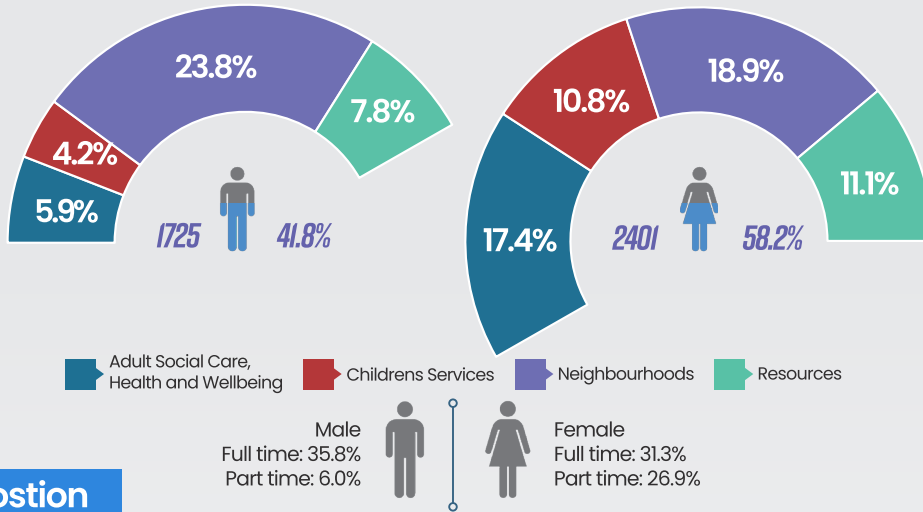


### Overall Composition

In April 2018 the total number of employees was 4126.

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)

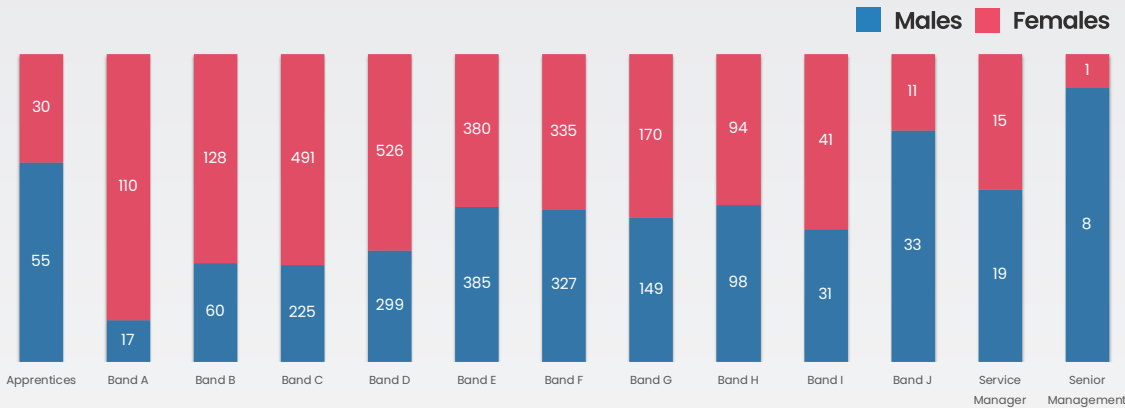


55% 45%

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, F-G and Band I.

The split is almost 50:50 in grade bands E and H.

However, females make up a quarter of employees in grade band J and just under half (44%) of employees at the Service Manager level.

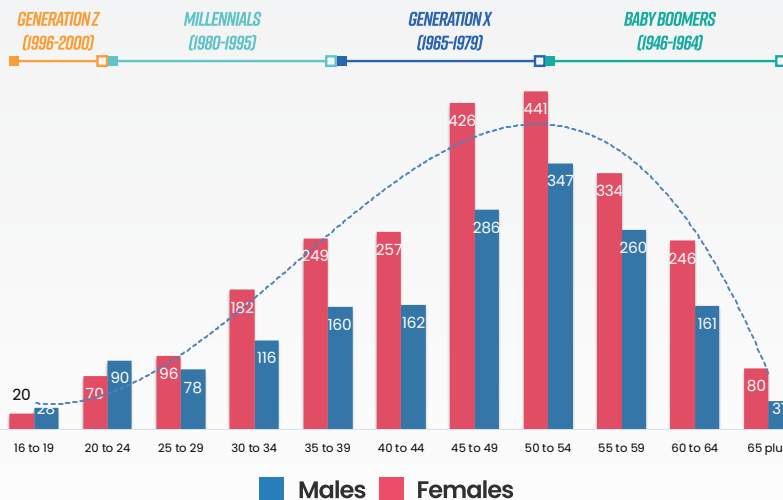
### Age Demographics

(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% (2.0%)   | Generation Z | 5.7% (15%)    |
| 19.5% (10.8%) | Millennials  | 19.9% (15.8%) |
| 11.9% (16.0%) | Generation X | 12.0% (22.6%) |
| 12.2% (13.0%) | Baby Boomers | 12.3% (18.3%) |

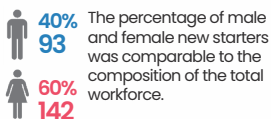
The figures in brackets represent makeup of Sandwell Council employees.

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\*



The percentage of male and female new starters was comparable to the composition of the total workforce.

#### Leavers\*

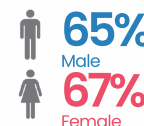


Last year the total number of male and female leavers was 165 and 209 respectively.

#### Length of Service



#### Employee Engagement



The 2017 Employee Engagement Survey results show that the overall engagement rates for both male and female employees compare favourably with the public sector average of 61%.

\*New starters excludes appointments to former Children and Families/ Leavers exclude TUPE transfers to the Sandwell Childrens Trust.