

Sandwell Council

Workforce Diversity By Gender - March 2023

Overall Composition

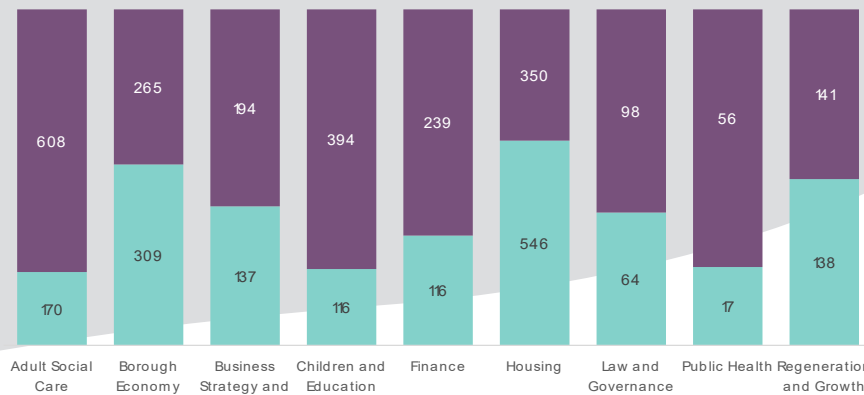
In March 2023 the total number of employees was

3959

of which 2345 (59.2%) are female and 1614 (40.8%) are male.

Housing and Borough Economy are the only Directorates with a majority male workforce.

A disproportionately high number of all female employees (43%) work in Adult Social Care and Children and Education compared to (18%) of male employees



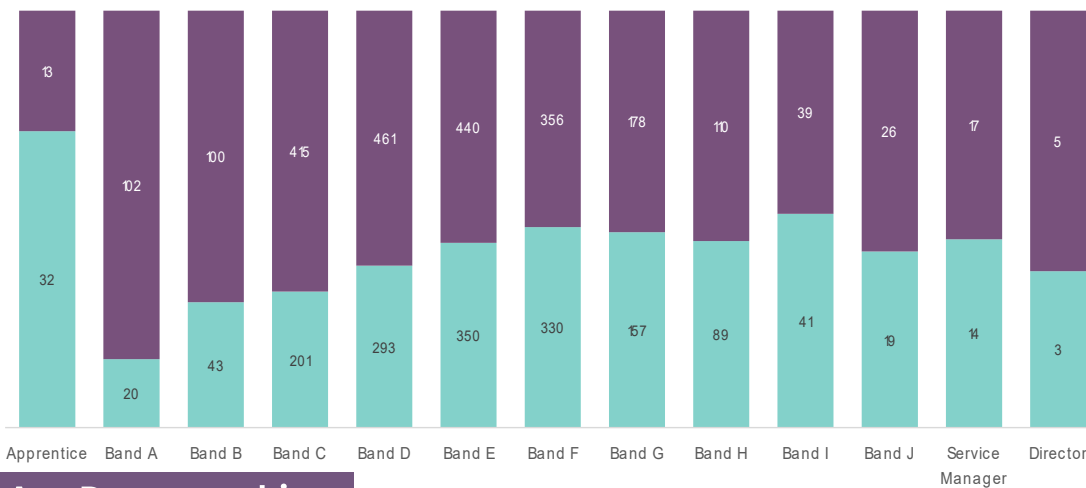
Sandwell economically active population (Ages 16+)

41% 59%
Males are under-represented within the Council's overall workforce, in comparison to their make-up in the borough.

Source: ONS - Annual Population Survey Jan 21 - Dec 21

Grade Composition

Grade composition chart excludes Soulbury (28); SRES (15) and Unattached Teachers (61)



The grade composition of all female employees is higher than all male employees across the majority of grade bands, other than Band I and Apprentices. However, females make up 58% of employees in grade band J, 55% of employees at Service Manager level and 63% at Director level.

The newly formed Senior Management Team comprising of 9 directors, of this more than half are female.

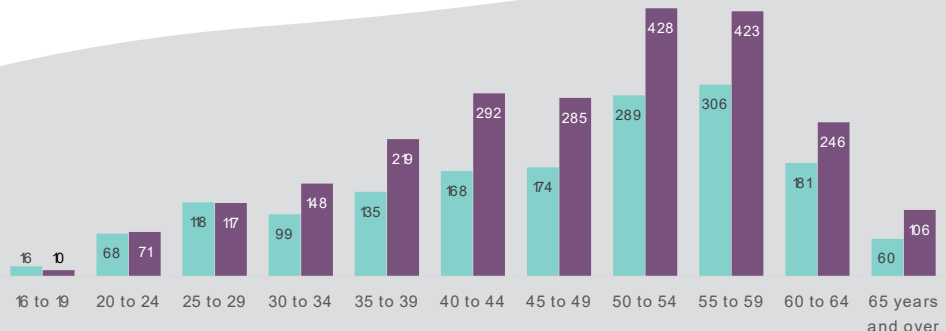
Age Demographics

The graph shows the pattern of distribution of male and female employees across the age 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 male employees is 47.6 years and female employees is 48 years.



Other Key Metrics

New Starters



The percentage of male and female new starters was broadly in-line with the composition of the total workforce.

Leavers

Turnover for male employees in 2022-23 was 10.4% and 9.8% for female employees.

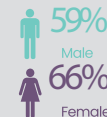


Turnover overall last year was 10.1%

Length of Service



Employee Engagement



The 2023 Employee Engagement Survey results indicate that Female employees were more engaged than male employees.

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