

# Sandwell Council



## Workforce Diversity By Disability March 2023

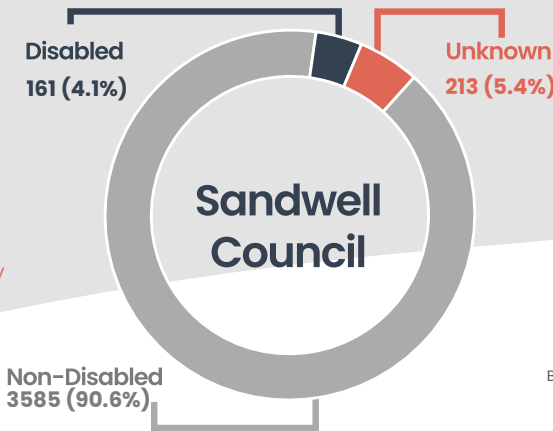
### Overall Composition

Disabled employees make up 4.1% of the total workforce.

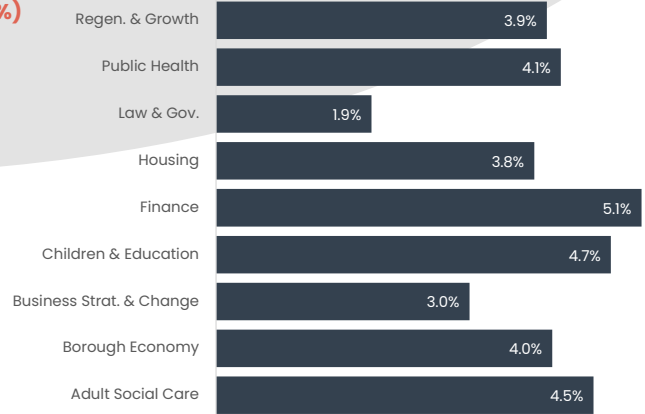
This is well below their makeup in the borough of:

**9.5%**  
Sandwell Economically Active Population (Ages 16+)

Source: ONS – Annual Population Survey (Jan 21 – Dec 21)



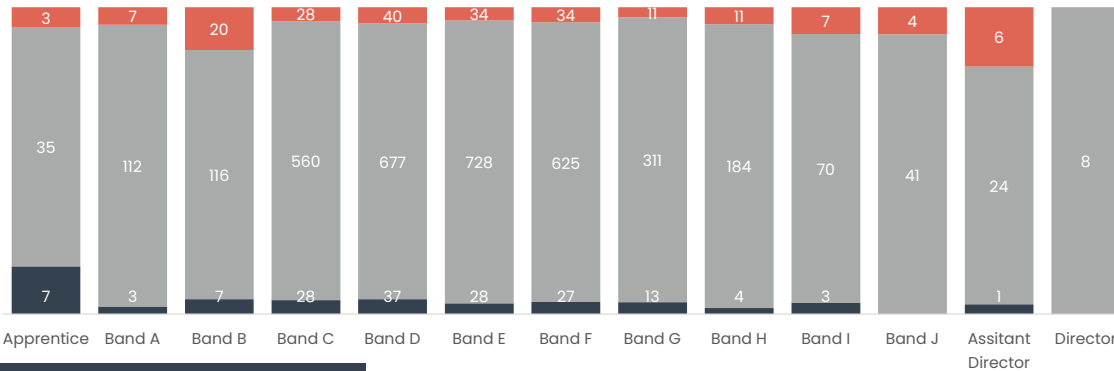
### % Disabled Employee by Directorate



### Grade Composition

Grade composition chart excludes Soulbury (33); SRES(11) and Unattached Teachers (58)

Unknown Non-Disabled Disabled



People with disabilities make up 4.6% of employees in grade bands A - D, 3.8% of grade bands E - G and 2.2% of grade bands H and above.

### Age Demographics

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

63% of Disabled employees compared 52% on Non Disabled employees are aged 50 and over.



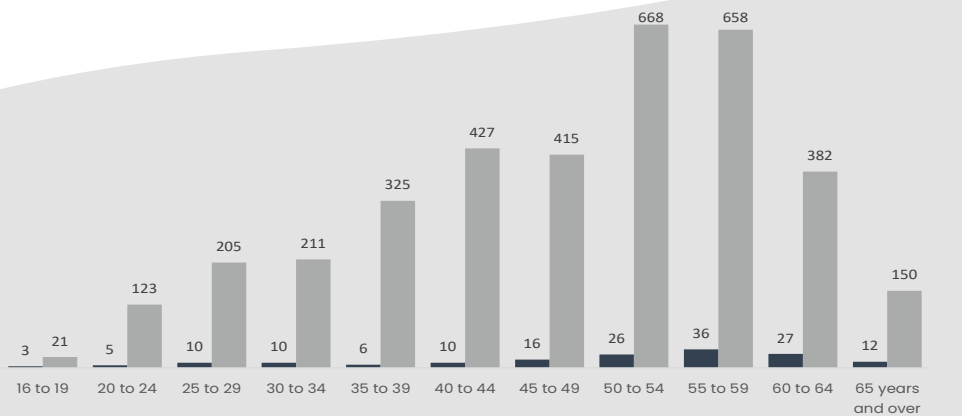
### Average Age



**50** years  
Disabled employees



**48** years  
Non-Disabled employees



(Age composition chart excludes Unknown) Disabled Non-Disabled

### Other Key Metrics

#### New Starters

**27**  
Disabled

6.3% of the new starters with Sandwell Council declared that they had a disability.

**396\***  
Non-Disabled  
\*INCLUDES 59 UNKNOWN

#### Leavers

**12**  
Disabled

Disabled employees made up 3.2% of leavers from Sandwell Council last year.

**367\***  
Non-Disabled  
\*INCLUDES 40 UNKNOWN

#### Length of Service

**15** years  
Disabled employees

**16** years  
Non-Disabled employees

#### Employee Engagement

Disabled **52%**  
Non-Disabled **64%**

The 2023 Employee Engagement Survey results indicate a lower overall engagement rate amongst disabled compared to non-disabled employees

