

Sandwell Council



Workforce Diversity By Disability March 2024

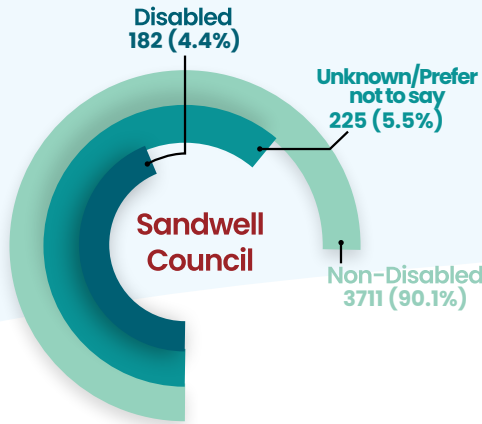
Overall Composition

Disabled employees make up **4.1%** of the total workforce.

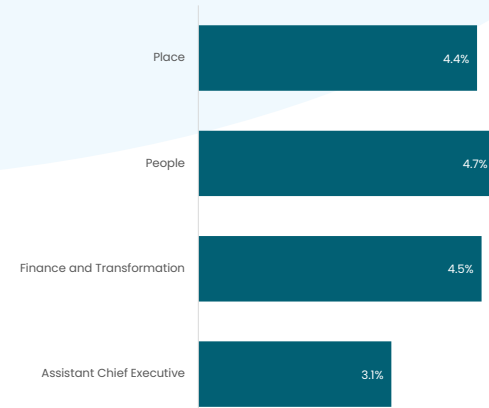
This is well below their makeup in the borough of:

9.5%

Source: ONS - Census 2021 (Economically Active population Aged 16+)

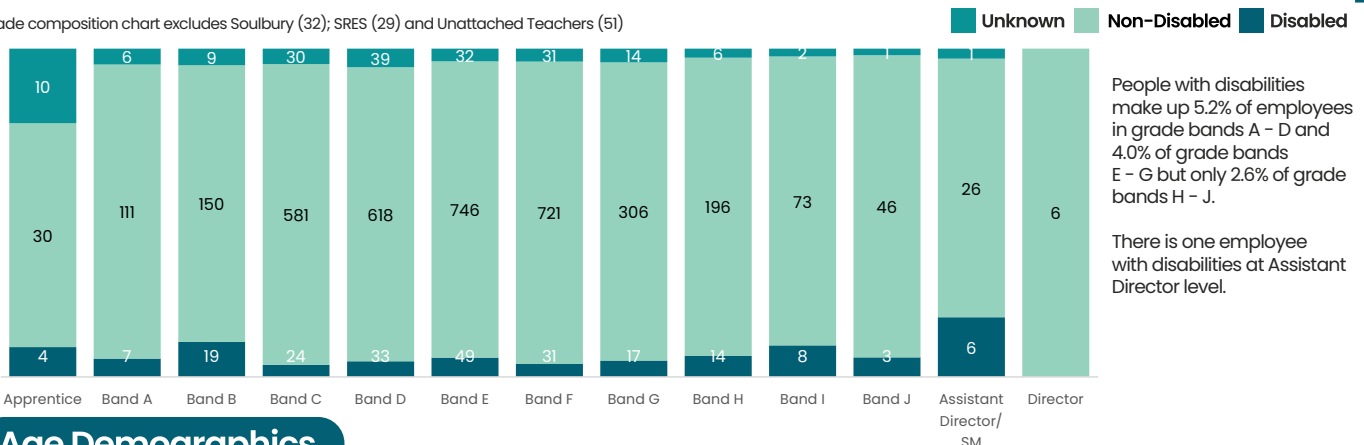


% Disabled Employee by Executive Directorates



Grade Composition

Grade composition chart excludes Soulbury (32); SRES (29) and Unattached Teachers (51)



People with disabilities make up 5.2% of employees in grade bands A - D and 4.0% of grade bands E - G but only 2.6% of grade bands H - J.

There is one employee with disabilities at Assistant Director level.

Age Demographics

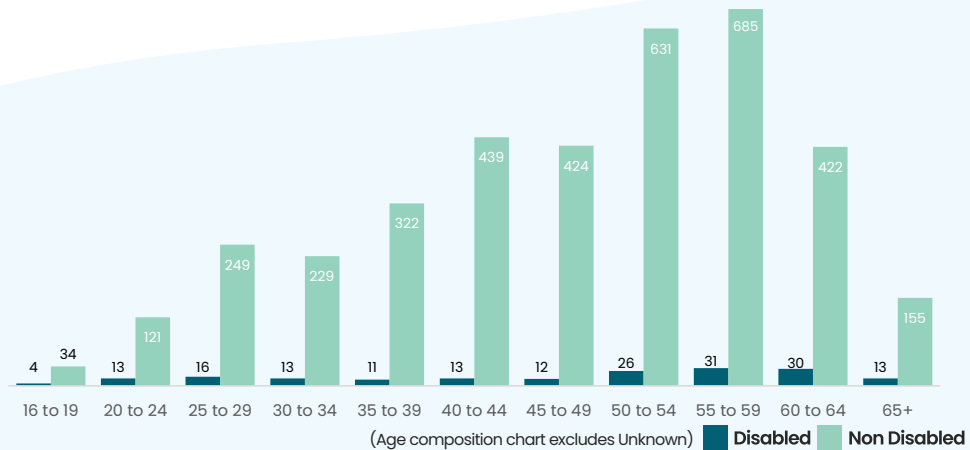
There is very few employees with disabilities under the age of 34 which represent Generation Z and Millennials.



55% of Disabled employees compared 51% on Non Disabled employees are aged 50 and over.

The Average age of Disabled and Non Disabled employees is 48 Years.

Percentage of Employees		
Age Band	Disabled	Non Disabled
16 - 34	25%	17%
35 - 49	20%	32%
50 plus	55%	51%



Other Key Metrics

New Starters



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

Leavers

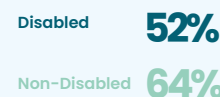


Disabled employees made up 3.5% of leavers from Sandwell Council last year.

Length of Service



Employee Engagement



The 2022 Employee Engagement Survey results indicate a slightly lower overall engagement rate amongst disabled compared to non-disabled employees

