

# Sandwell Council



## Workforce Diversity By Gender March 2024

### Overall Composition

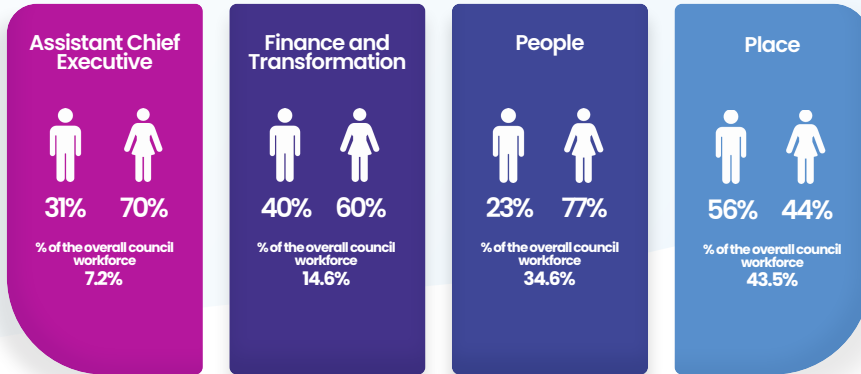
In March 2024 the total number of employees was

**4118**

Of this **1667 (40%)** were male and **2451 (60%)** were female.

The new council structure is split into 4 Executive Directorates referred to as: Place; People; Finance and Transformation and Assistant Chief Executive.

There are more female employees compared to male employees in all except for the Place Directorate.



Sandwell economically active population (Ages 16+)



**54% 46%**

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

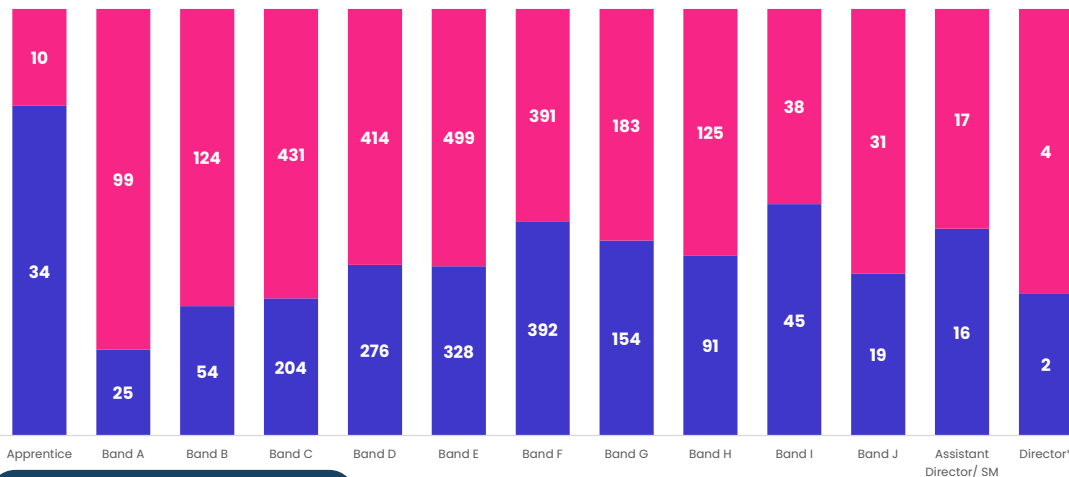
Source: ONS - Census 2021 (Economically Active population Aged 16+)

Male Full time: 1409 Part time: 258  
Female Full time: 1447 Part time: 1004

### Grade Composition

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

\* Also includes Chief Executive and Assistant Chief Executive



■ Males ■ Females

There are more male compared to female Apprentices.

The gender split is almost 50:50 for grade Band F, Band I and Assistant Director/ Service Manager. For all other grades there are more female than male employees.

Female employees' makeup 62% of Band J compared to 37% two years ago which is a shift from a male to female dominated occupancy in this upper management grade.

Overall representation in senior management grades (Band J and above) is 42% male and 58% female.

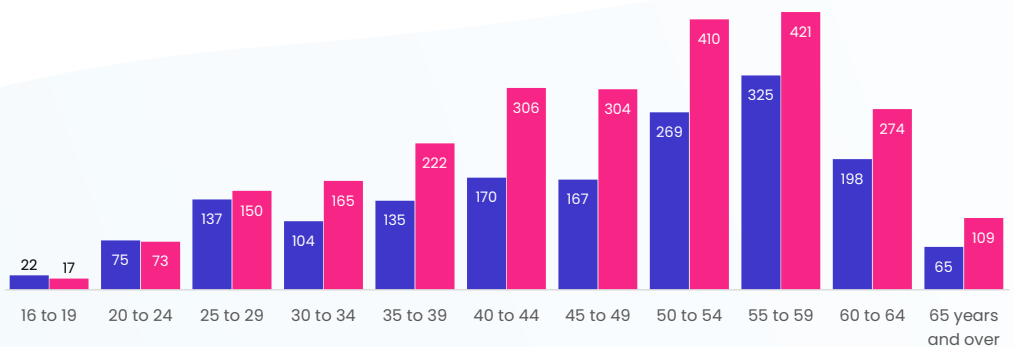
### Age Demographics

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.



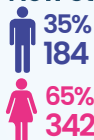
Comparing the spread of employees across the four generations (Generation Z, Millennials, Generation X and Baby Boomers) helps understand their shared characteristics, preferences, values and how these are translated into the workplace.

The Average age for male and female employees is 48 years.



### Other Key Metrics

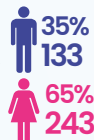
#### New Starters



In the year 2023/24 the total number of new starters was 532. The ratio of male compared to female new starters was 1:3.

#### Leavers

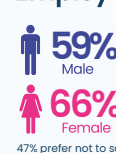
In the year 2023/24 the total number of leavers was 376. The turnover for male employees was 8% and 10% for female employees.



#### Length of Service

**16** years Male  
**15** years Female

#### Employee Engagement



The 2022 Employee Engagement Survey results indicate that Female employees were more engaged than male employees.

