

# Sandwell Council

## Workforce Diversity By Disability March 2025

\*Excludes schools and Pupil Referral Units



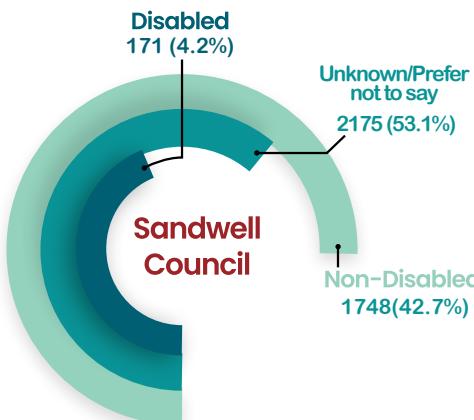
### Overall Composition

Disabled employees make up 4.2% of the total workforce.

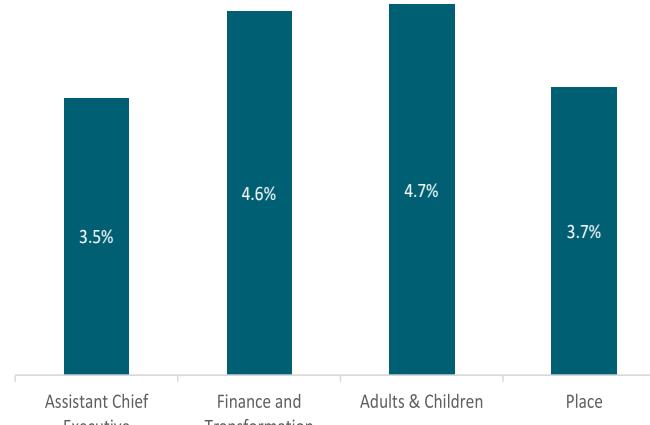
This is well below their makeup in the borough of:

**9.5%**

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



### % Disabled Employee by Executive Directorates



### Grade Composition

Grade composition chart excludes Soulbury (31) SRES (18) and Unattached Teachers (56)

■ Unknown ■ Non-Disabled ■ Disabled



People with disabilities make up 3.5% of employees in grade bands A - D and 4.8% of grade bands E - G but only 3.9% of grade bands H - J.

There is no employees with a disability at Assistant Director level and above.

### Age Demographics

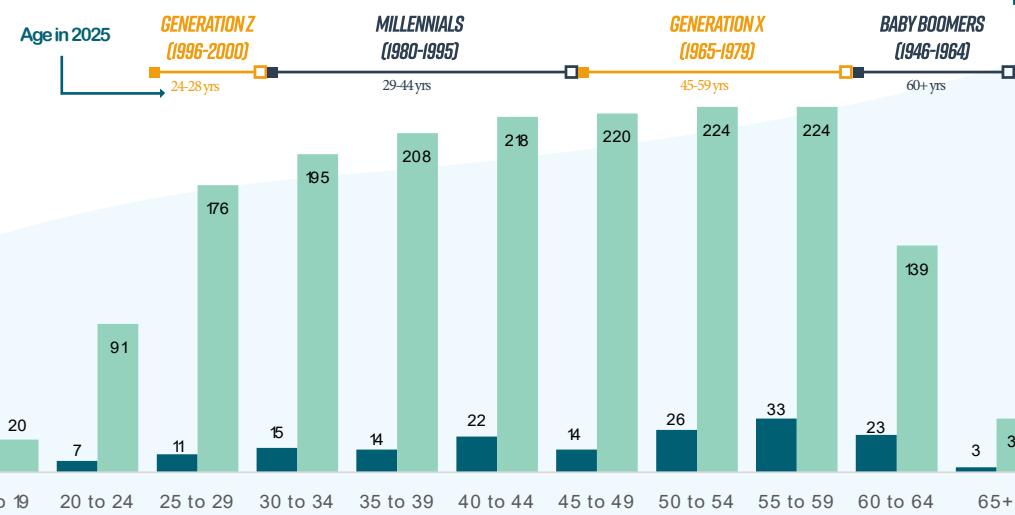
There are very few employees with disabilities under the age of 34 which represent Generation Z and Millennials (up to the age of 34)

The number of disabled employees is very low at both ends of the age spectrum, with almost a third concentrated in the 55-59 age band.

Age Band	Disabled	Non Disabled
16-34	21%	28%
35-49	29%	37%
50 plus	50%	35%

Half of Disabled employees are age 50 plus compared to a third of non Disabled employees.

The Average age of Disabled is 47



### Other Key Metrics

(Age composition chart excludes Unknown)

■ Disabled ■ Non Disabled

#### New Starters

	10
	318

Includes Unknown/PNS

6% of the new starters with Sandwell Council declared that they had a disability.

#### Leavers

	21
	189

Includes Unknown/PNS

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

#### Length of Service

14 Years	Disabled
15 Years	Non-Disabled

#### Employee Engagement

Disabled	52%
Non-Disabled	64%

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

