

Sandwell Council

Workforce Diversity By Gender March 2025



Overall Composition

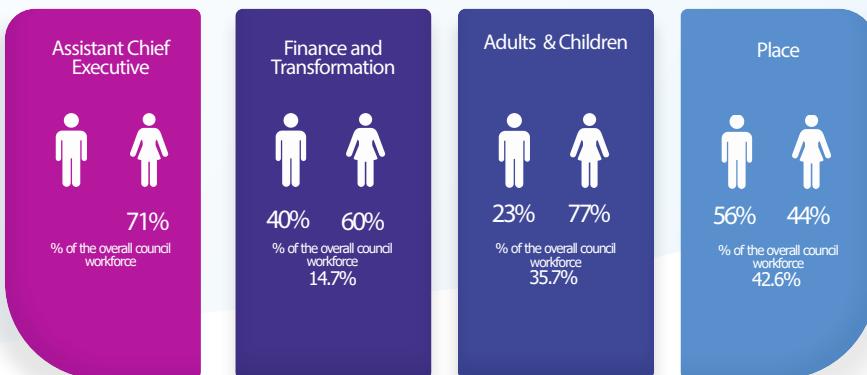
In March 2025 the total number of employees was

4094

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

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

There are more female employees compared to male employees in all except for the Place Directorate, this is the same as last year.



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.

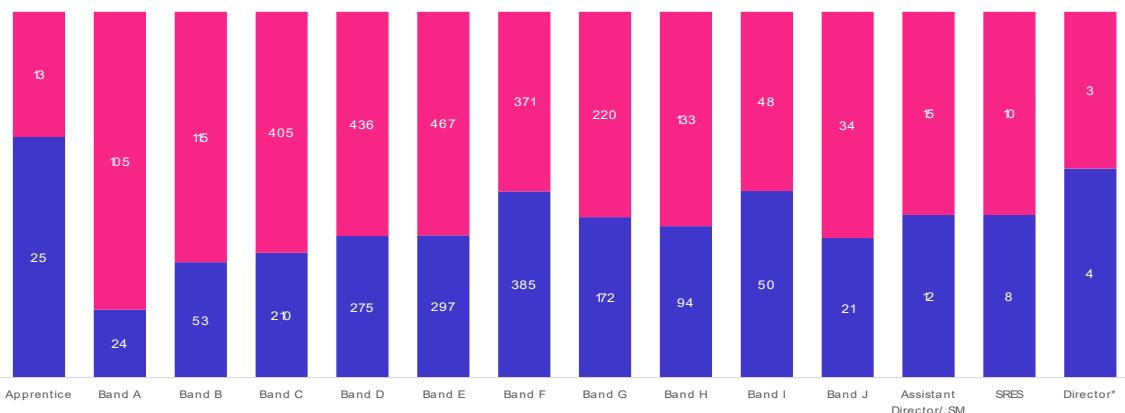
Source: ONS - Census 2021 (Economically Active population Aged 16+)

Grade Composition

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

* Also includes Chief Executive and Assistant Chief Executive

■ Males ■ Females



Lower bands (Band A to Band F) – Women are well-represented, often outnumbering men (e.g., Band A-E)

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.

Age Demographics

This chart shows the distribution of males and females across different age groups. In the youngest groups, from 16 to 24 years old, the numbers of males and females are roughly equal.

As the age groups progress from 25 to 44 years old, female representation grows steadily, and women out number men in each group. This trend continues into the older age groups, from 45 onwards where women out number men, peaking in the 55 to 59 age group.

In the 65 and over group, female representation remains higher, though the gap narrows slightly compared to the preceding age range.

The average age for employees is 48.



Other Key Metrics

■ Males ■ Females

New Starters



In the year 2024/25 the total number of new starters was 328. The ratio of male compared to female new starters was 1:3.

Leavers



In the year 2024/25 the total number of leavers was 350.

Length of Service



16 years Male
15 years Female

Employee Engagement



59% Male
66% Female
47% prefer not to say

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

