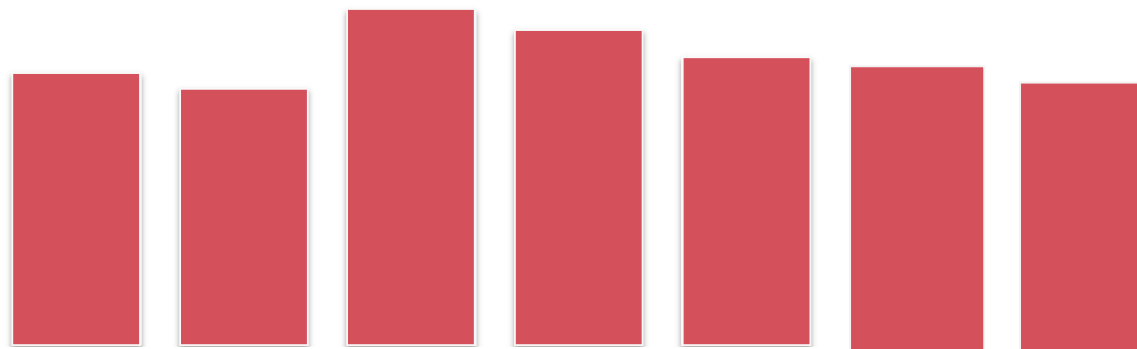




# Equality Staff Profile & Integration Green Paper Response June 18

# How many staff?

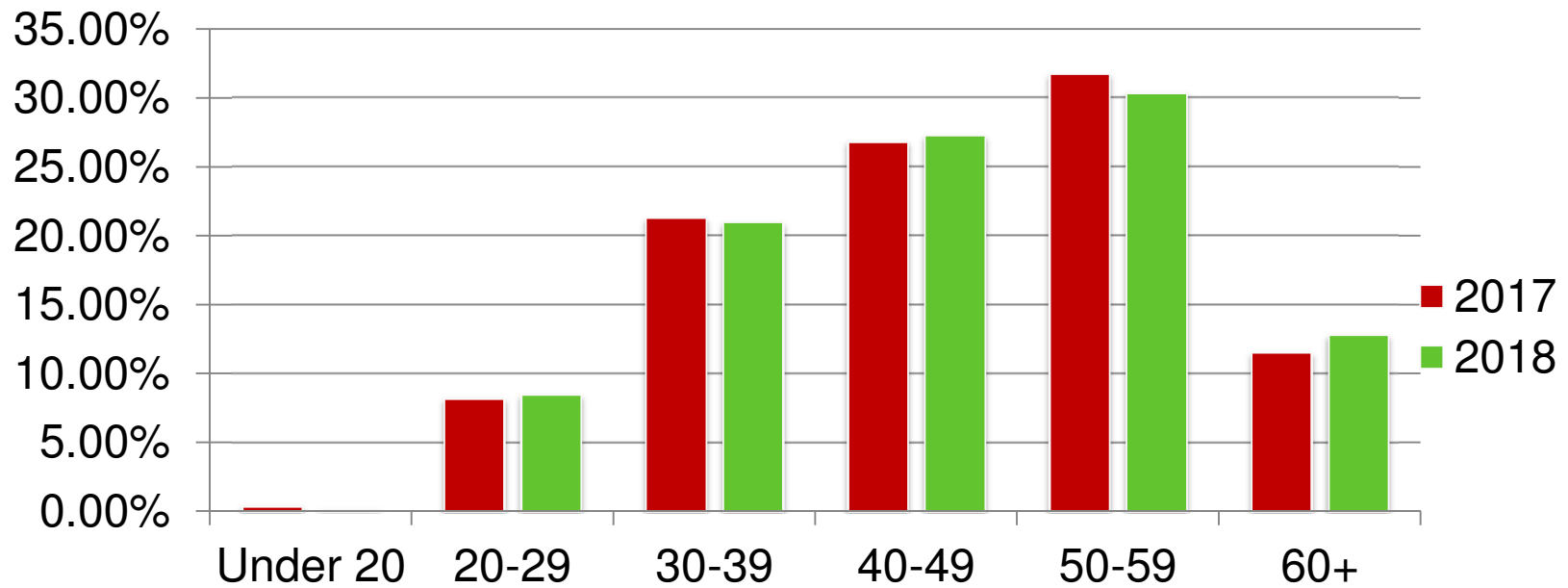
## Staff Numbers 2012-17



- 2015 figures included MKSP for the first time

Year	2013	2014	2015	2016	2017 (Apr)	2017 (Oct)	2018 (Apr)
MKC Staff Numbers	2,190	2,062	2,701*	2,534	2,316	2,282	2242

# Age



“

The proportion over 50 has stayed the same, however some changes are apparent ... ”

# Age



37



Median Age

46

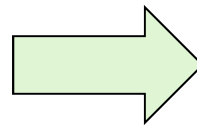


“

.... the median age has reduced from 47, but continues to be well above that of MK ”

# Sexual Orientation

	2012	2018
Bisexual	0.2%	0.4%
Gay	0.2%	0.4%
Heterosexual	59.2%	62.2%
Lesbian	0.5%	0.7%
Other	0%	0.7%
I do not wish to disclose my sexual orientation	39.7%	36.5%



Stonewall Champion Council
0.3%
0.4%
62.0%
0.5%
0.2%
36.7%



% who identified themselves as lesbian, gay, bisexual or other (LGB).

**2.2**

MKC

**1.4**

Comparator

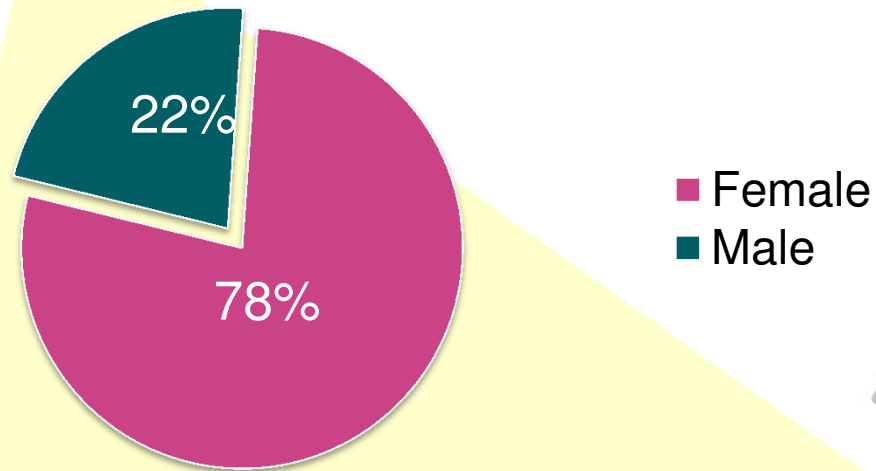
**1.7**

UK



Doing well?

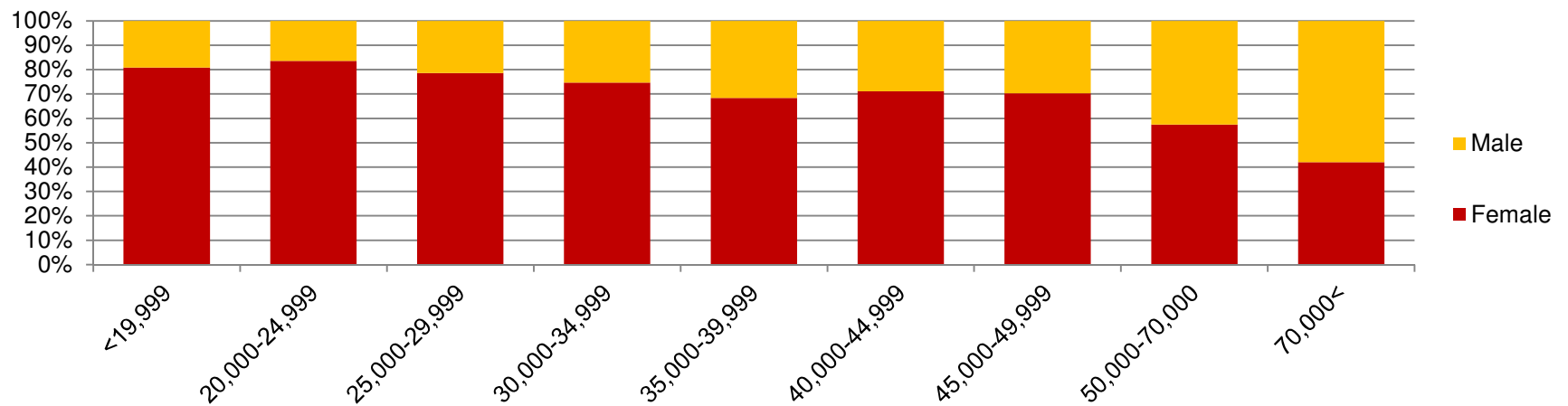
# Gender



**No change in overall proportion but...**

# Gender

Change in % Female since 2017	-0.9%	+1.9%	-0.1%	-1.3%	-0.1%	-2.9%	+7.0%
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... In last year some changes have occurred

# Ethnicity



**MK**

1 in 6 or 17% of the  
working population  
in MK

**MKC**

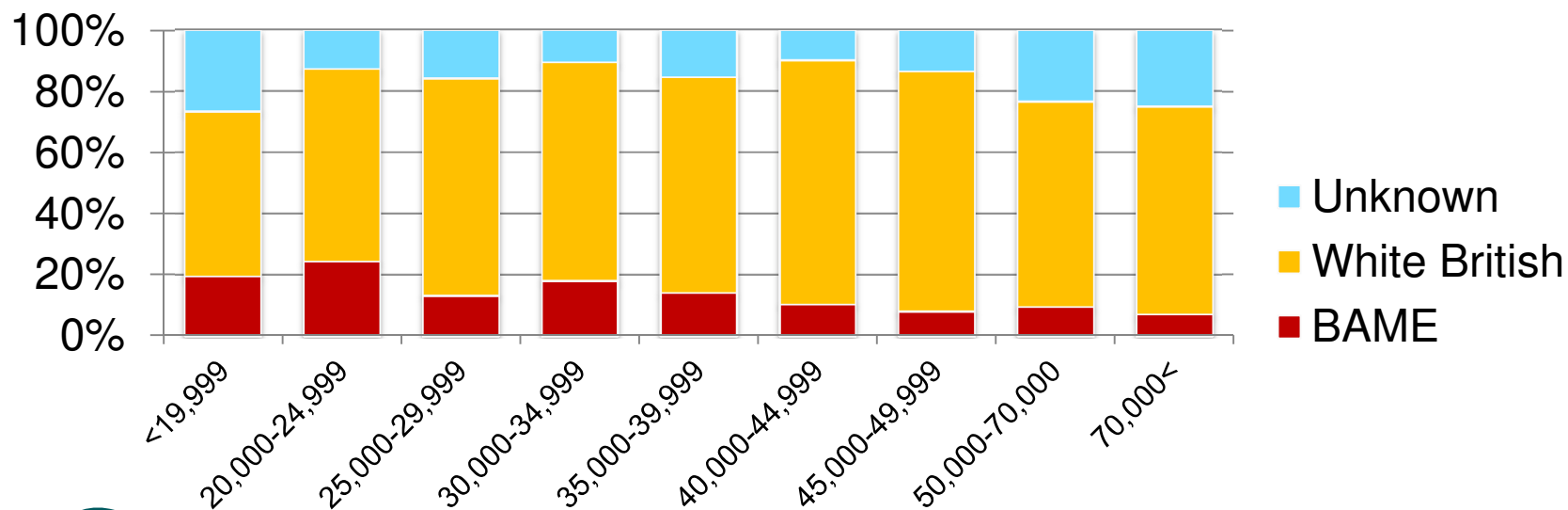
1 in 4 or  
27% of staff

“

**Ethnicity amongst staff has increased and generally  
reflects the community”**



# Ethnicity



**“There is fall in proportion of ethnic staff across grades but this isn’t a sharp fall”**

# Disability

## Disability 2012-18

• 2015 figures included MKSP for the first time

Year	2012	2013	2014	2015	2016	2017	2018
With a disability	9.7%	8.9%	8.8%	6.1%*	5.9%	5.2%	5.8%



1 in 8 in Milton Keynes



1 in 20 in Milton Keynes Council



**Disability in the working population of MK is far higher than at the Council**

# New Integration Green Paper

Area	Possible Outcomes	The Challenge
Leadership	LAs should: “take a ‘whole council’ approach to integration”	Develop a local vision with partners, businesses, the voluntary and community sector and communities, and mainstreaming integration objectives across policy and service delivery
Children & Young People	To make sure all children and young people are “prepared for life in modern Britain” and have the opportunity for “meaningful” social mixing	Are MK schools segregated? “Thirteen steps to tackle social segregation” (Taylor Report) is a good guide to activities that have had success elsewhere

# New Integration Green Paper

Area	Possible Outcomes	The Challenge
English Language	To boost English language skills – “which are fundamental to being able to take advantage of the opportunities of living in modern Britain”	<p>1.5% (2011) of MK residents didn't have english well - or at all</p> <p>Third of all White British 18+ in Woughton have no qualifications</p> <p>Schools network has established and a programme supporting language skills in schools.</p>
New Residents	<p>Support newly arrived residents* to integrate, as well as improve the other residents' ability to adapt to new settlement</p> <p>*from outside the UK or more local</p>	<p>Availability of information for newcomers to MK. Will this be a new duty?</p> <p>Settled Status after EU exit: 3 million UK-wide will need to register by a date (probably not next March) (MK: 5000 households?)</p>

# New Integration Green Paper

Area	Possible Outcomes	The Challenge
<b>Integrated Communities</b>	Mitigate residential segregation and support people to build strong and integrated communities.	<p>Are MK communities segregated? Obtaining good knowledge.</p> <p>Already noted in regeneration plans, housing policies and the local plan. How are these implemented?</p>
<b>Refugees</b>	Work with partners in all sectors to increase the integration support available to those recognised as refugees, and UASCs	<p>The success of both the Syrian Refugee Relocation Programme and the placement of UASCs.</p> <p>Evaluation reports are needed to highlight lessons learned in partnership working</p>