



Equality Objectives and Staff profile

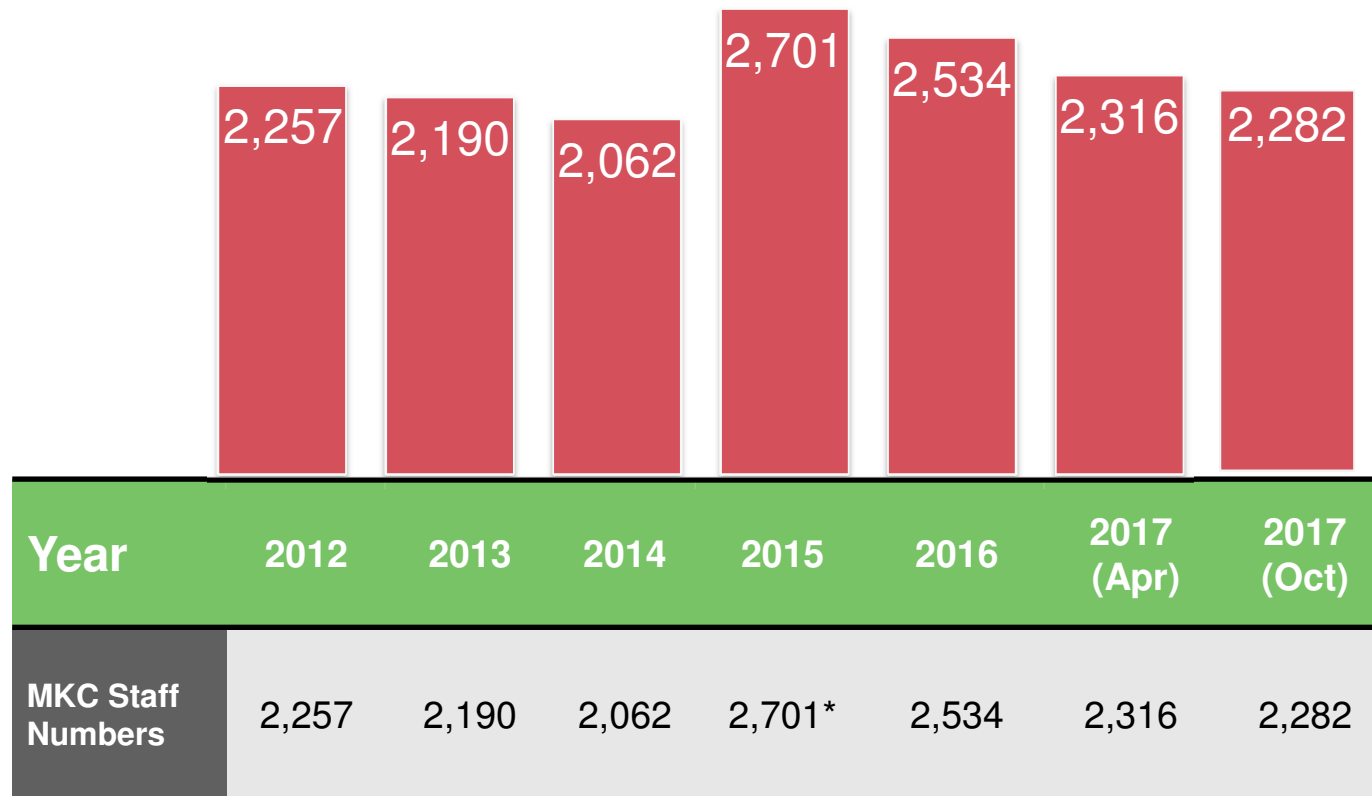
October Update

Note: Data collected point 1/10/2017

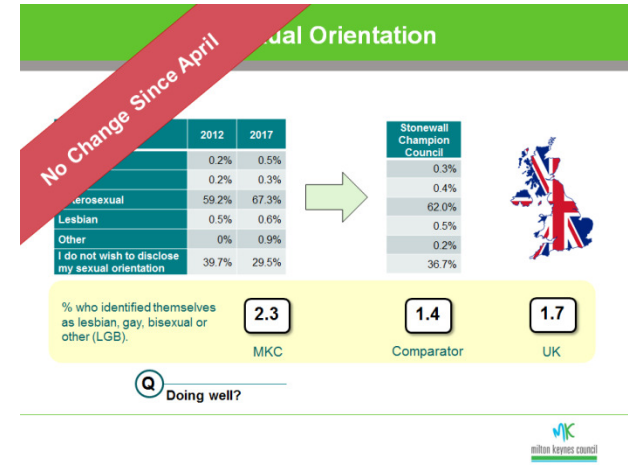
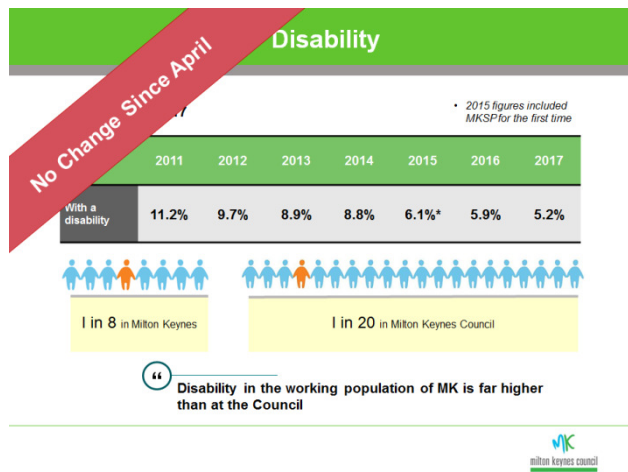
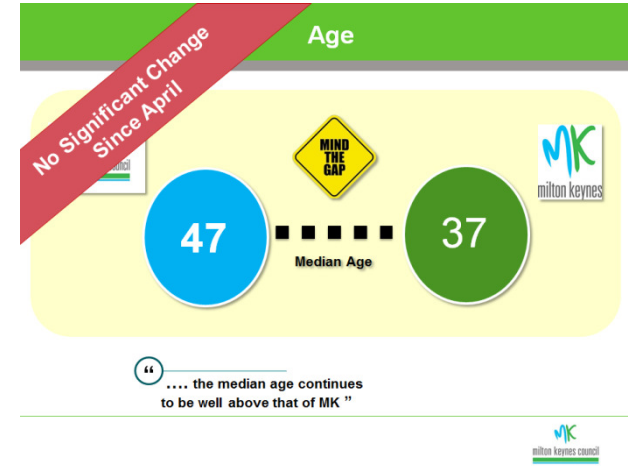
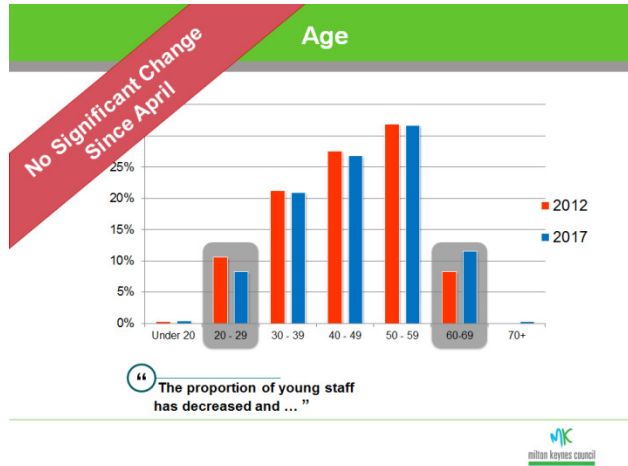
How many staff?

Staff Numbers 2012-17

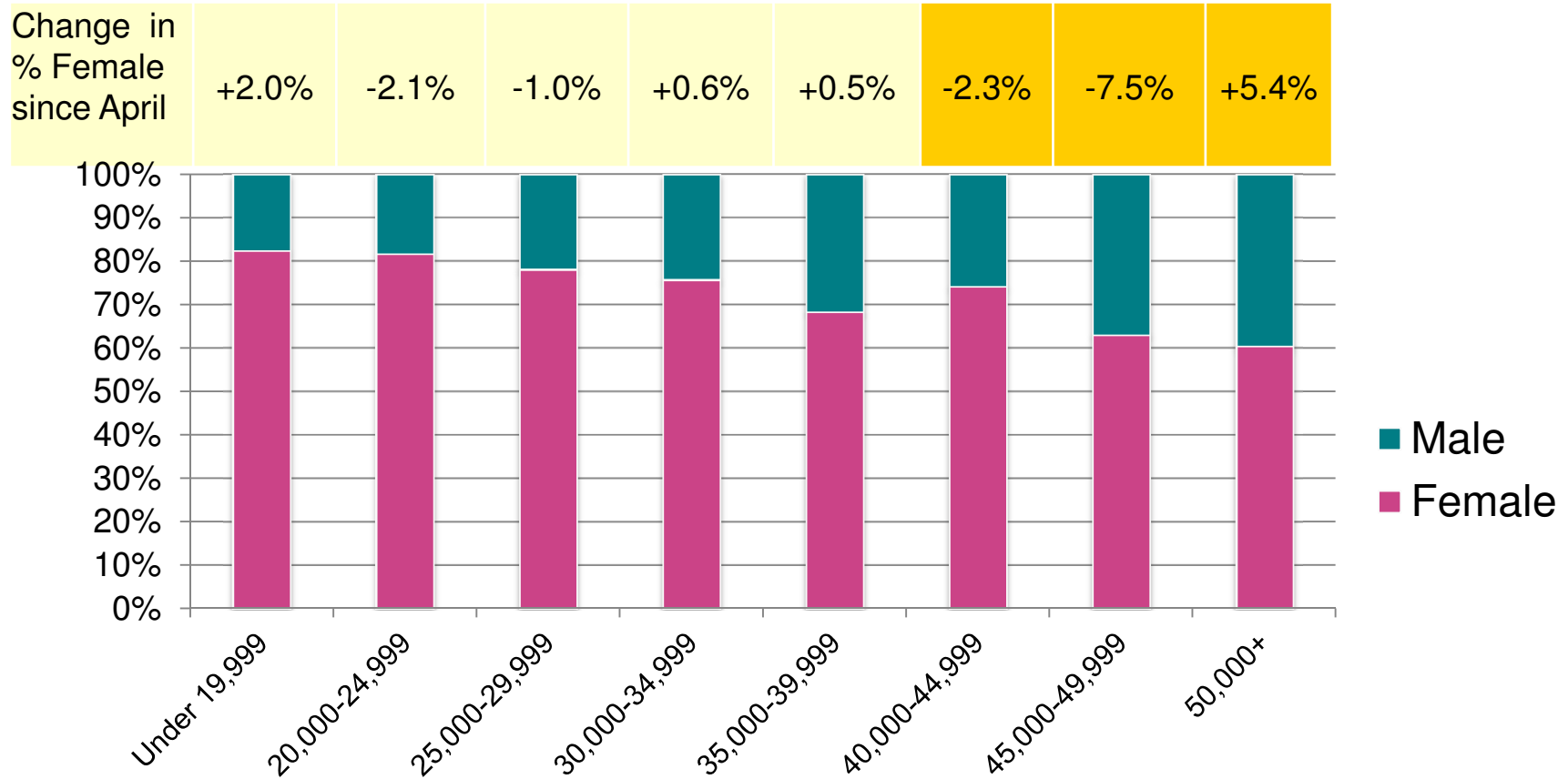
- 2015 figures included MKSP for the first time



No Significant Change

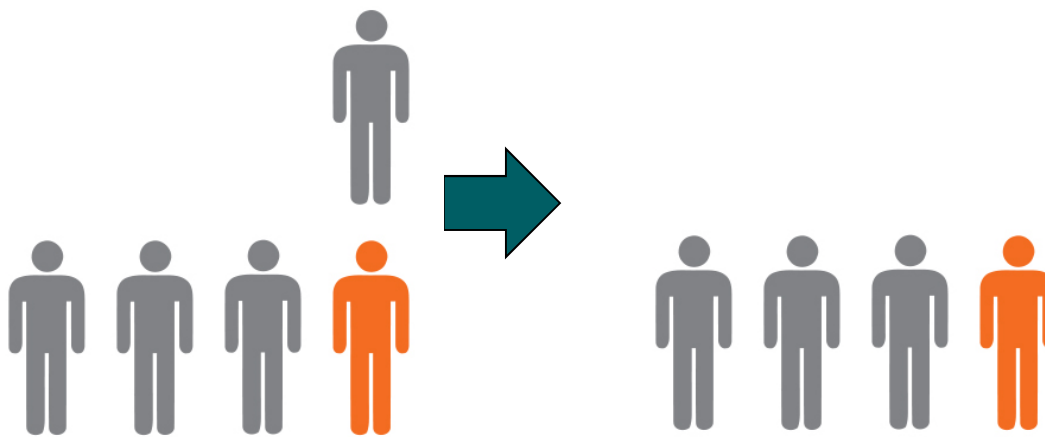


Gender



.. since April Significant changes have occurred

Ethnicity




milton keynes
working population
= 17%

In April
1 in 5 or 20% of
staff had a
BME background

BUT this did
not include
those with a
European
background

In Oct
1 in 4 or 25% of
staff had a
BME background

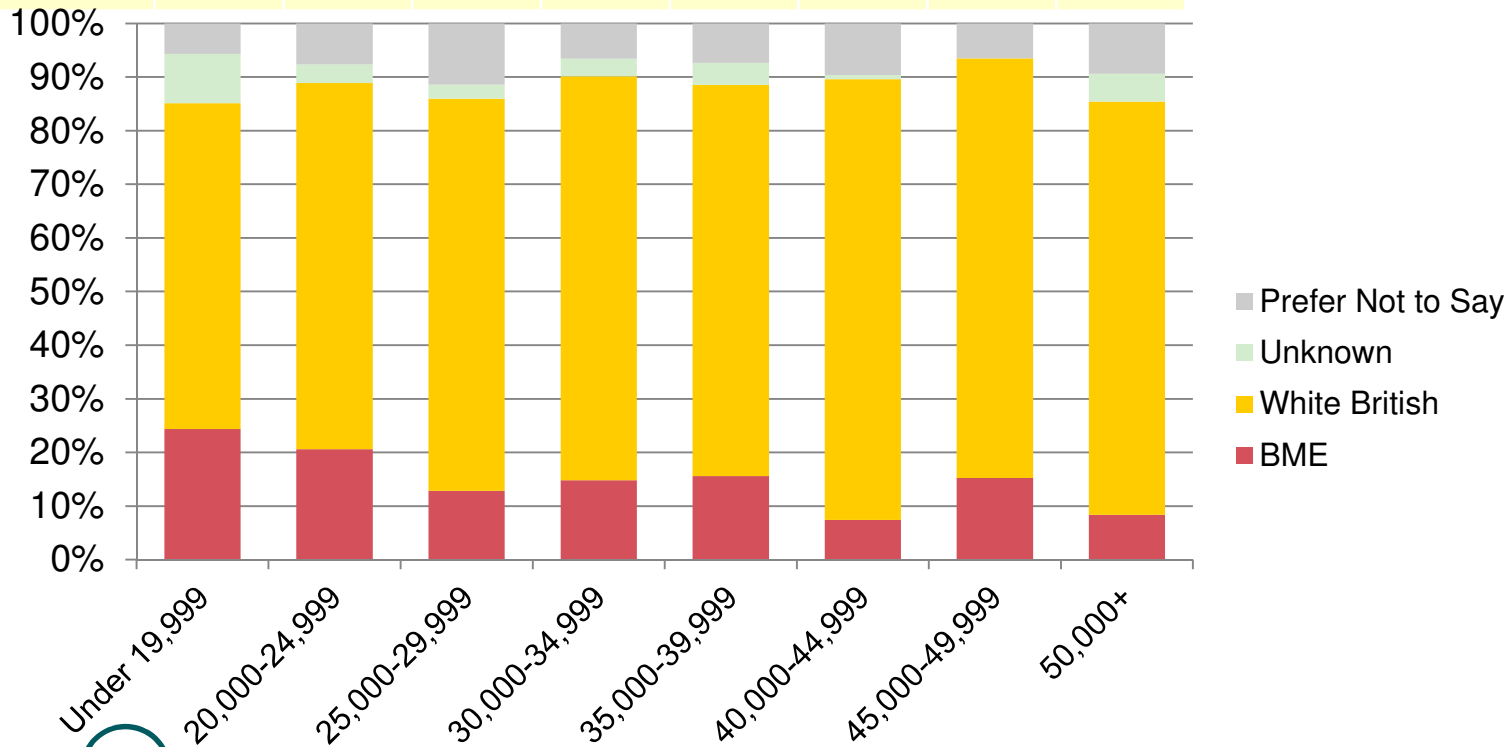
“

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

Ethnicity

Change %
in BME
since April

0.0% +1.8% -0.1% +2.2% -1.2% +4.1% -1.8% +0.9%



With two exceptions the bands maintain a balance”

Equality Objectives Progress 1

Budget	All equality adjustments recommended in the annual budget are completed	<ul style="list-style-type: none">• All 133 pressures, reductions and income proposals for 2018/19 budget assessed• 4 proposals required/will require adjustments have been made• No proposals will continue despite an adverse impact or missed opportunity being identified.
Staff	A staff that reflects the diversity of the MK community	<ul style="list-style-type: none">• MKC achieved 'Disability Confident Employer' and next step is 'Disability Confident Leader' in 2018• Ethnicity monitoring has improved

Equality Objectives Progress 2

Housing	Reduce the number of people moving into, and the length of time people stay, in temporary accommodation	Outcome baseline established in the Cabinet Report 03 October 2017 New Housing Strategy will examine trends in homelessness of people with particular ethnic backgrounds and will recommend new monitoring for the Private Sector Housing Team
Access and Development	Benefitting from, and removing barriers to, the opportunities of growth	Nine projects identified by Growth, Economy and Culture for improved accessibility design EqIA of local Plan: MK completed. This identified actions and policy adjustments, which will be transferred to service plans and the Plan implementation.

Equality Objectives Progress 3

Adult Social Care	Increasing the proportion of adults who have a direct payments and transforming Learning Disability Service	Baseline for the number of adults who receive direct payments has been established at 19.5% which is up from 8.5% in 2015. Phase 1 of the Learning Disability Service transformation is near completion including changes in 'Short breaks' and the establishment of Shared Life Service
Mental Health	Address the adverse impact suffered by someone because of a mental illness or disorder	Review of Mental Health impacts in non-ASC services has started. First phase of change in Mental Health Services has been initiated