

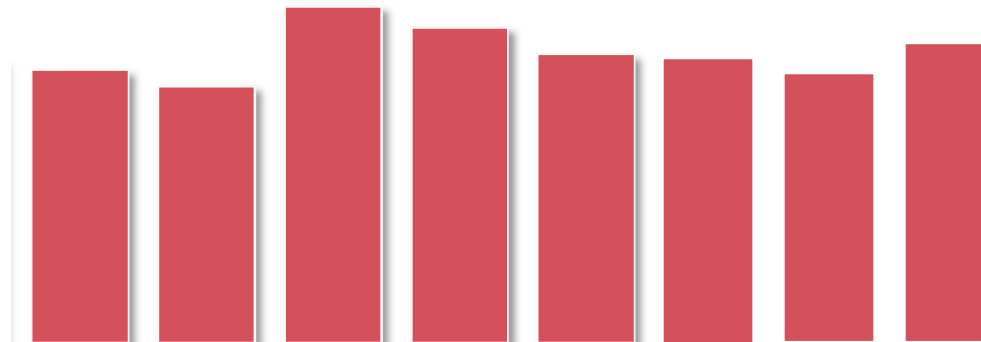
MKC Staff Diversity Profile within the MK Context

Jeremy Beake
June 2019



How many staff?

Staff Numbers 2013-19

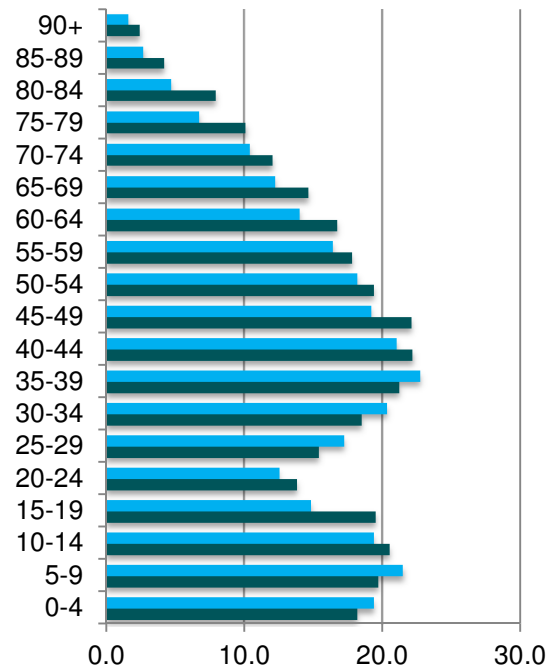


- 2015 figures included MKSP for the first time

Year	2013	2014	2015	2016	2017 (Apr)	2017 (Oct)	2018	2019
MKC Staff Numbers	2,190	2,062	2,701	2,534	2,316	2,282	2,242	2,342

MK Context (1) Age

Population Projections

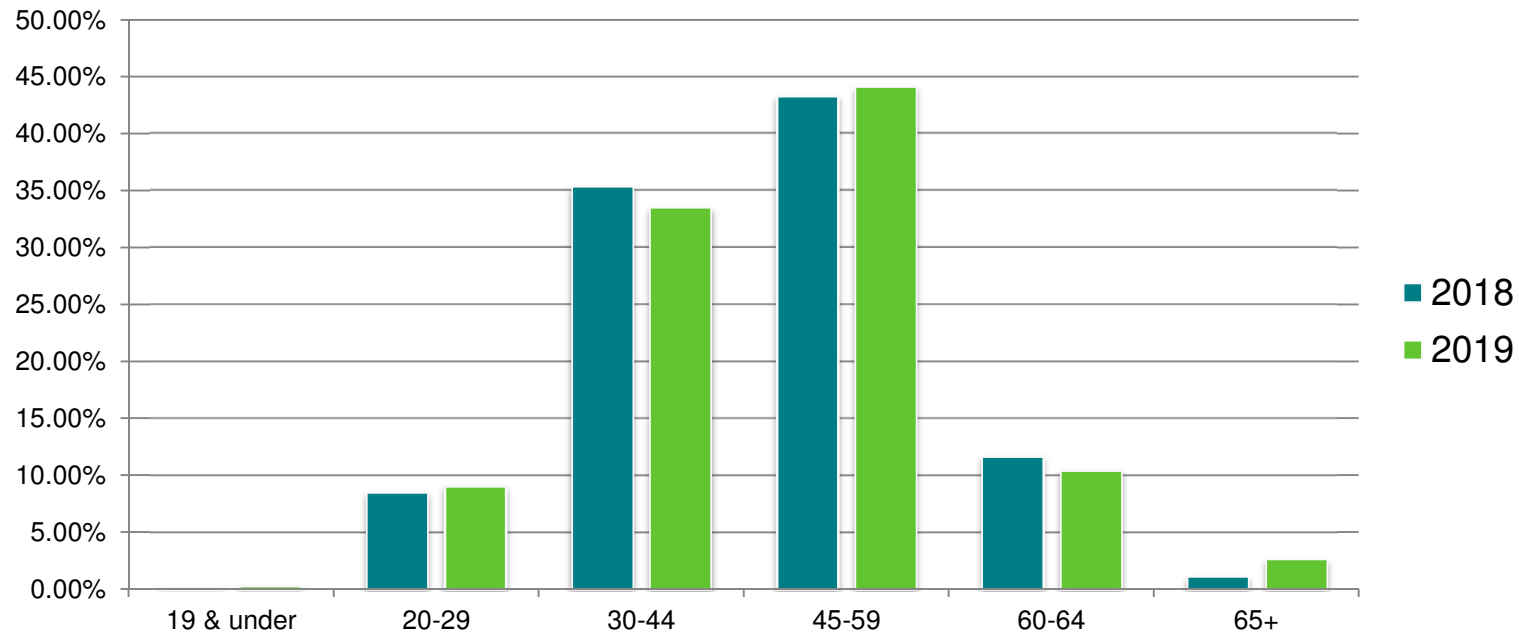


55% increase
in 80-89 year olds

2% increase
in 20-60 year olds

34% increase
in 15-19 year olds

Age



The proportion of staff over 50 has grown slightly

Age



37



Median Age

47

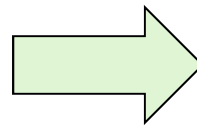


“

.... the median age has increased from 46, and continues to be well above that of the MK workforce”

Sexual Orientation

	2012	2018
Bisexual	0.2%	0.5%
Gay	0.2%	0.5%
Heterosexual	59.2%	65.2%
Lesbian	0.5%	0.3%
Other	0%	0.7%
I do not wish to disclose my sexual orientation	39.7%	32.7%



Stonewall Champion Council
0.3%
0.4%
62.0%
0.6%
0.2%
36.7%



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

2.0

MKC

1.5

Comparator

2.6

UK



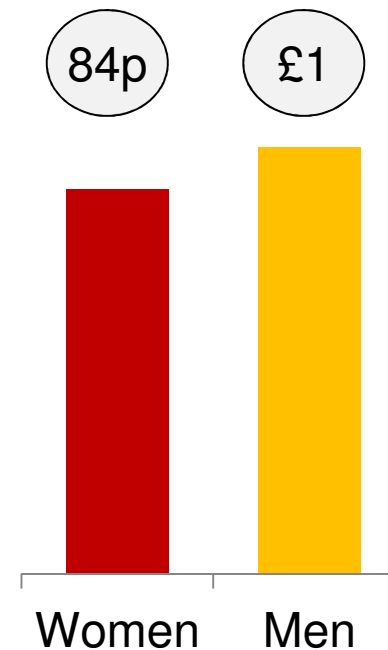
Doing well?

MK Context (2) Gender

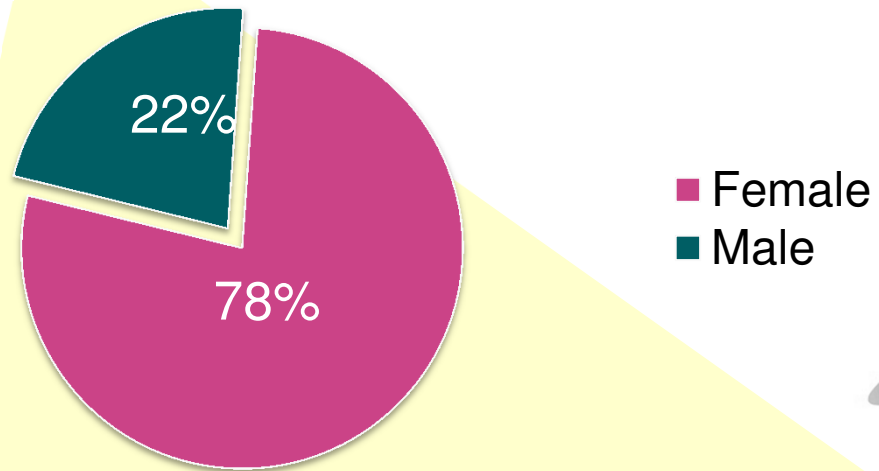
In MK*, **women earn 84p** for every **£1** that men earn, when comparing median hourly wages. Their median hourly wage is **16% lower** than men's.

*Workplace area

At MKC, **women earn 90p** for every **£1**



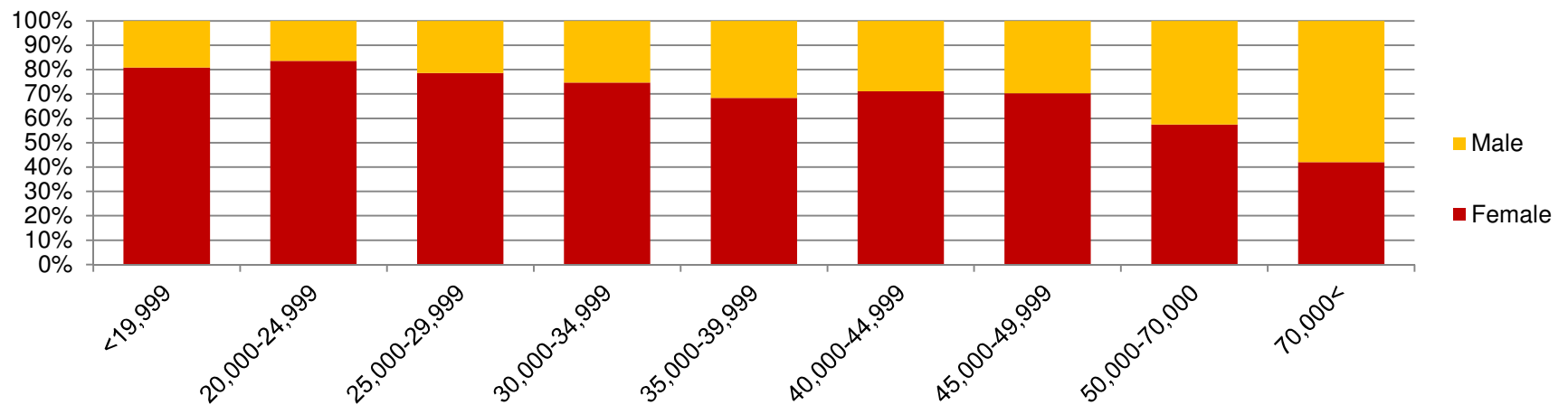
Gender



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%
-------------------------------	-------	-------	-------	-------	-------	-------	-------



... In last year some changes have occurred

MK Context (3) Ethnicity

	Milton Keynes	UK
% of births to Non-UK Born Mothers	41%	29%
Non-British Resident Pop. Estimate	13%	10%
Non-UK Born Population	21%	13%

	Milton Keynes	UK
In Employment - White : Born in UK	75%	76%
In Employment - White : Born outside UK	80%	81%
In Employment - Non-white : Born in UK	64%	65%
In Employment - Non-white : Born outside UK	68%	65%

Ethnicity



MK

1 in 4 or 24% of the
working population
in MK

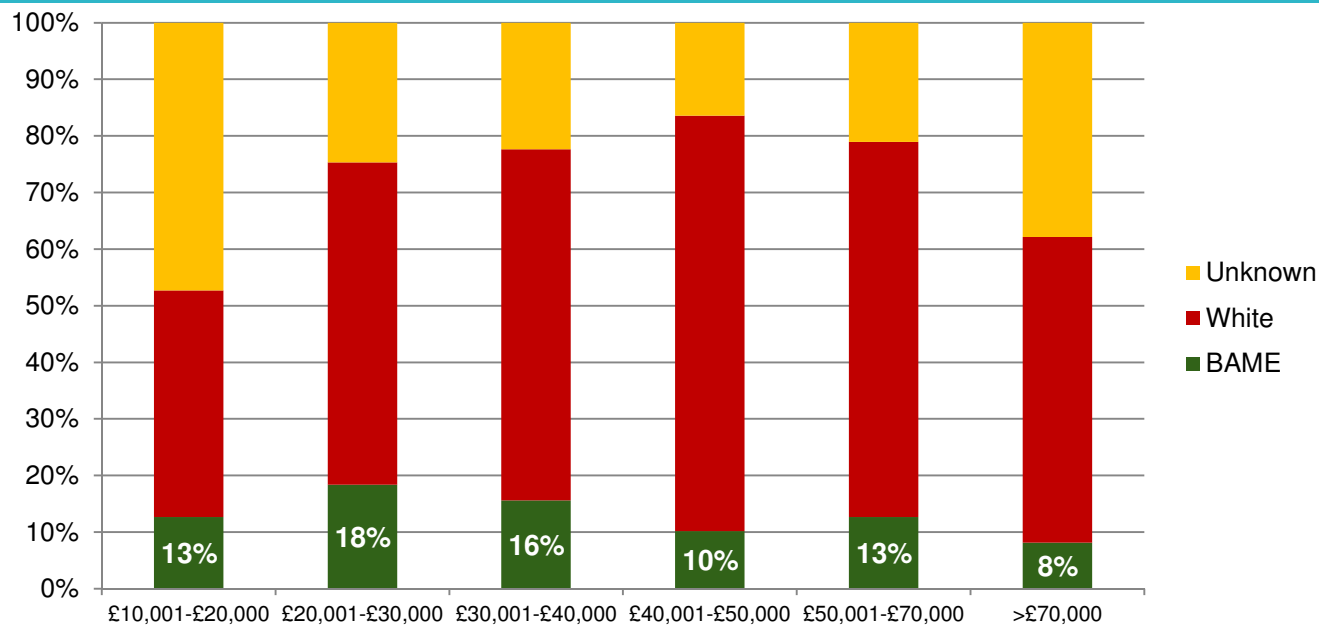
MKC

1 in 4 or
26% of staff

“

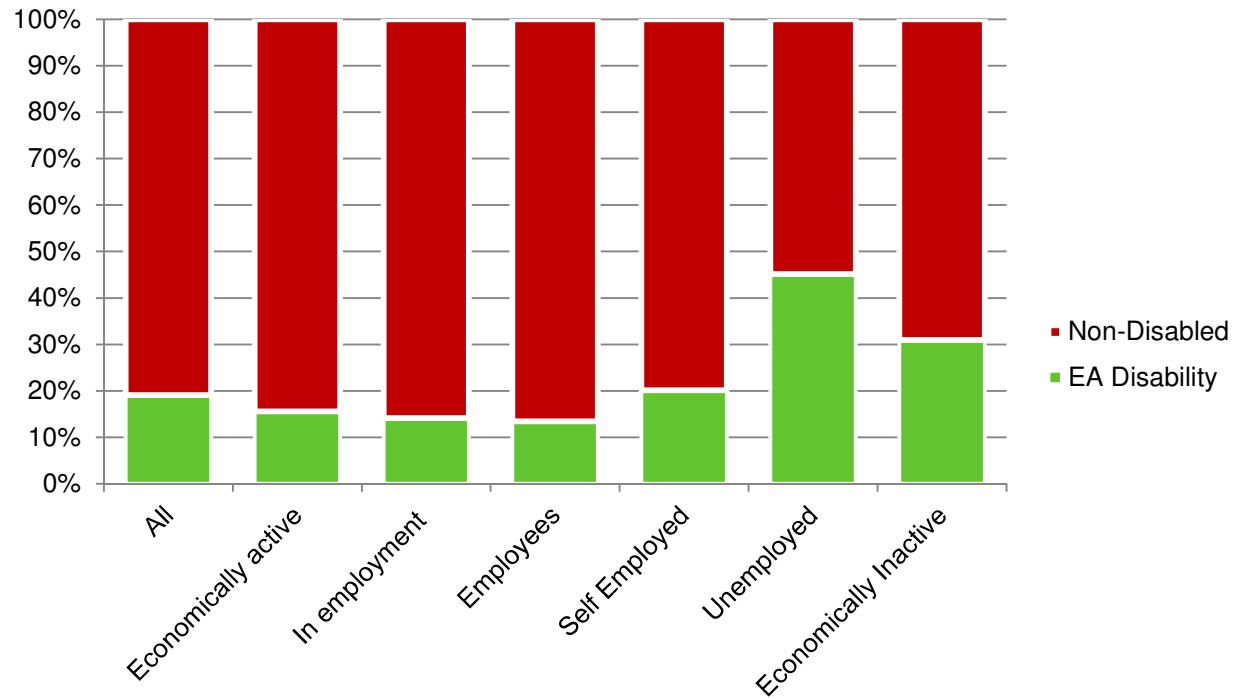
Known ethnicity amongst staff generally reflects the
community”

Ethnicity



“There is fall in proportion of ethnic staff across grades but not a sharp fall”

MK Context (4) Disability



Disability

Disability 2013-19

Year	2013	2014	2015	2016	2017	2018	2019
With a disability	8.9%	8.8%	6.1%	5.9%	5.2%	5.8%	0.9%



ERP has led to an under recording of disability figures now show a false decrease



Considerable under reporting of disability makes comparisons impossible