

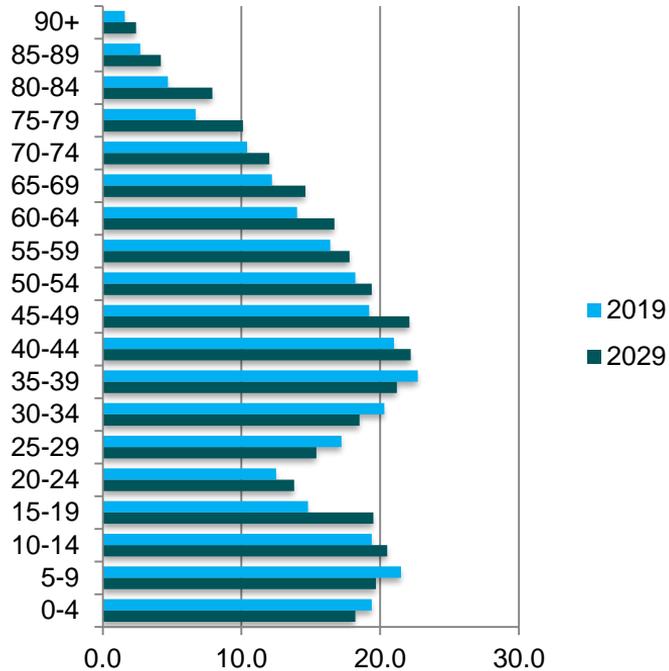


# Staff Profile with the MK Context

**June 2020**

# MK Context (1) Age

## Population Projections



55% increase  
in 80-89 year olds

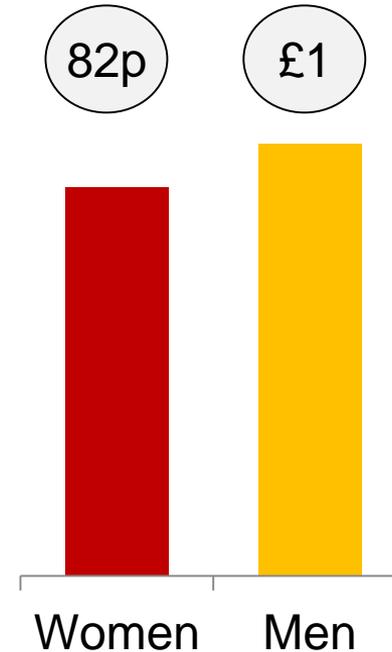
2% increase  
in 20-60 year olds

34% increase  
in 15-19 year olds

# MK Context (2) Gender

In MK\*, **women earn 81p** for every **£1** that men earn, when comparing median hourly wages. Their median hourly wage is **18.8% lower** than men's pay. \*Workplace area

At MKC, **women earn 91p** for every **£1**



# 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%

# How many staff?

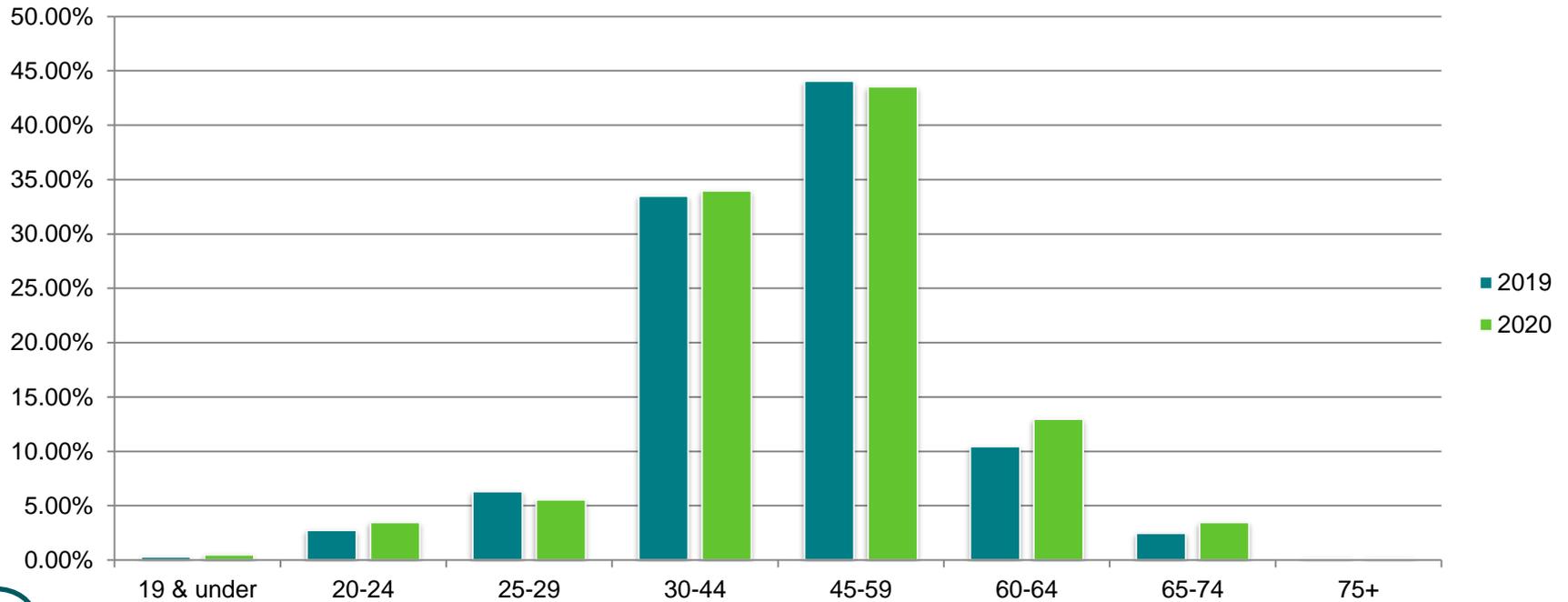
## Staff Numbers 2014-20



- 2015 figures included MKSP for the first time

Year	2014	2015	2016	2017 (Apr)	2017 (Oct)	2018	2019	2020
MKC Staff Numbers	2,062	2,701	2,534	2,316	2,282	2,242	2,342	2,482

# Age



“

**The proportion of staff in the youngest and oldest groups has increased**

# Age

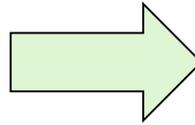


“

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

# Sexual Orientation

	2019	2020
Bisexual	0.5%	0.8%
Gay	0.5%	0.6%
Heterosexual	65.2%	79.1%
Lesbian	0.3%	0.5%
Other	0.7%	0.8%
I do not wish to disclose my sexual orientation	32.7%	18.1%



Stonewall Champion Council
0.2%
0.4%
62.0%
0.6%
0.1%
36.7%



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

**2.7**

MKC

**1.3**

Comparator

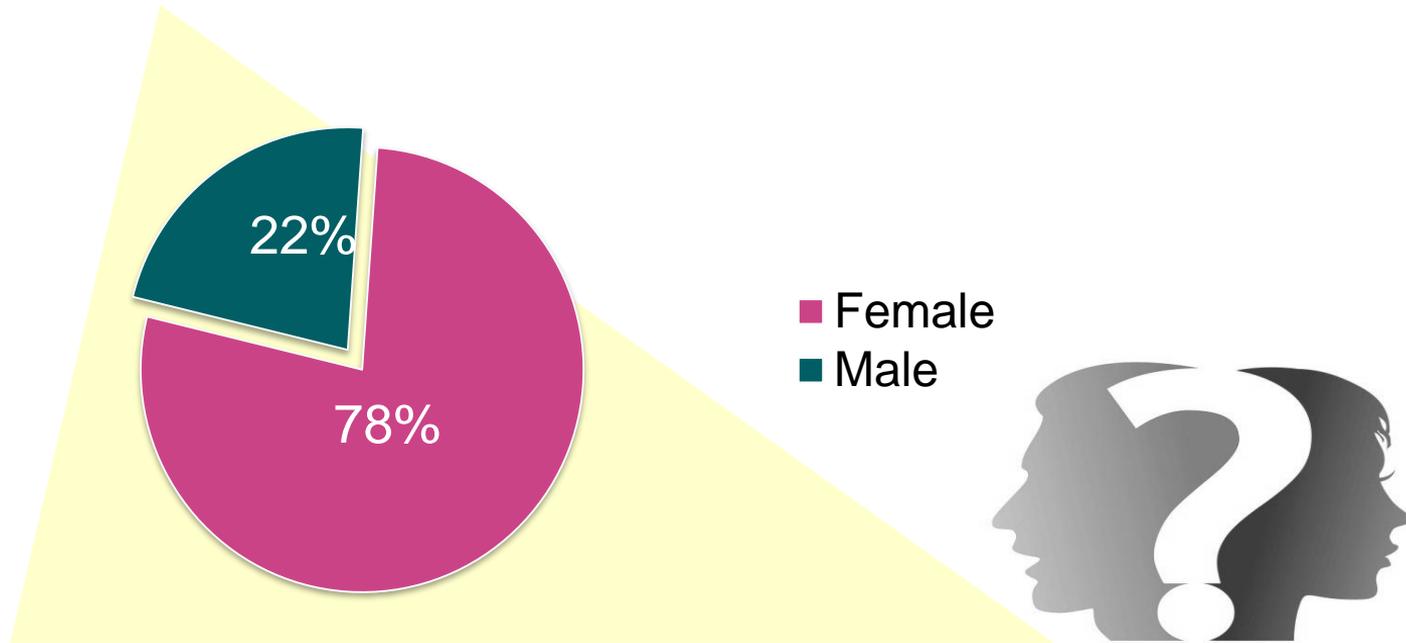
**2.6**

UK



Doing well?

# Gender



No change in overall proportion but...

# Gender

Change in Female since 2018-19



... Since last year some changes have occurred

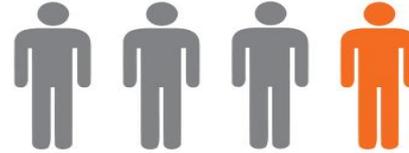
# Ethnicity

Staff with a BAME heritage



**MK**

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



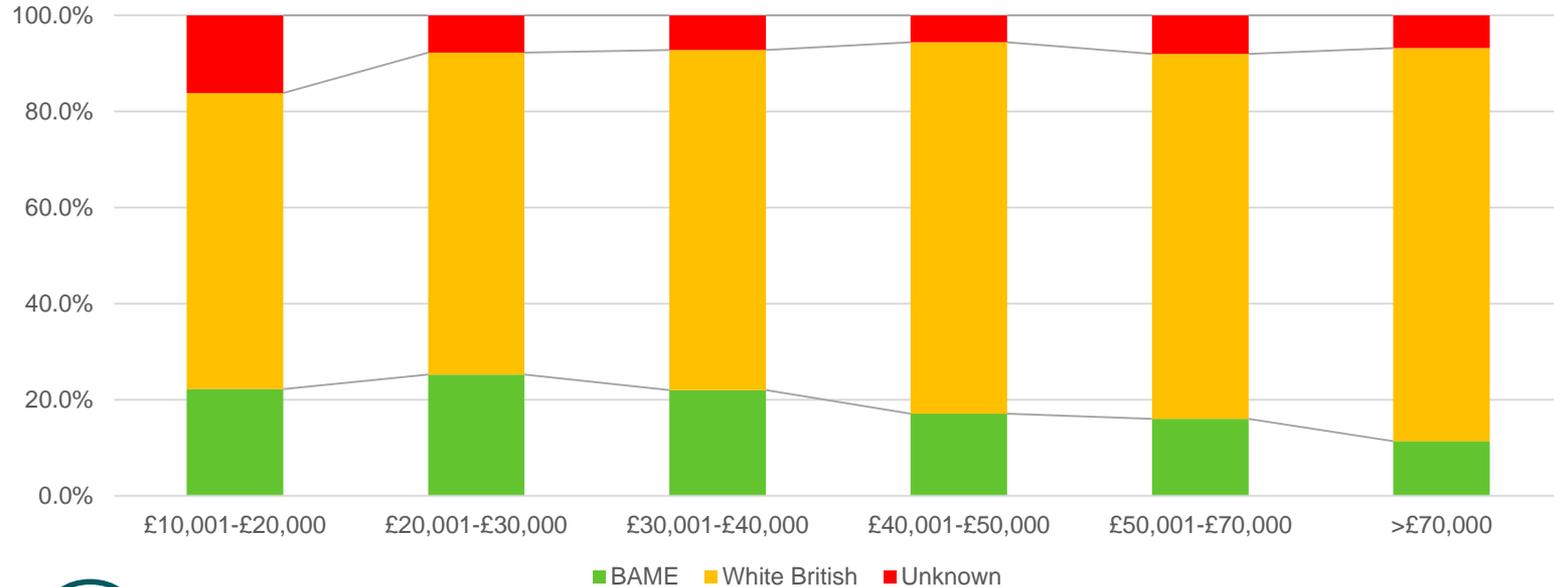
**MKC**

1 in 4 or  
24% of staff whose  
ethnicity is know

“

**Known ethnicity amongst staff generally reflects the community”**

# Ethnicity



“

**“There is fall in proportion of ethnic staff across grades but not a sharp fall” \*\* (Unknown down from 351 to 221)**

# Disability

Year	2020 Total	10-20k	20-30k	30-40k	40-50k	50-70k	70k+
With a disability	4.7%	5.1%	3.2%	4.2%	2.8%	5.8%	2.3%



Estimated 6.7% - of those in MK who are economically active have a disability



**Disability proportion in MKC is improving slowly**