



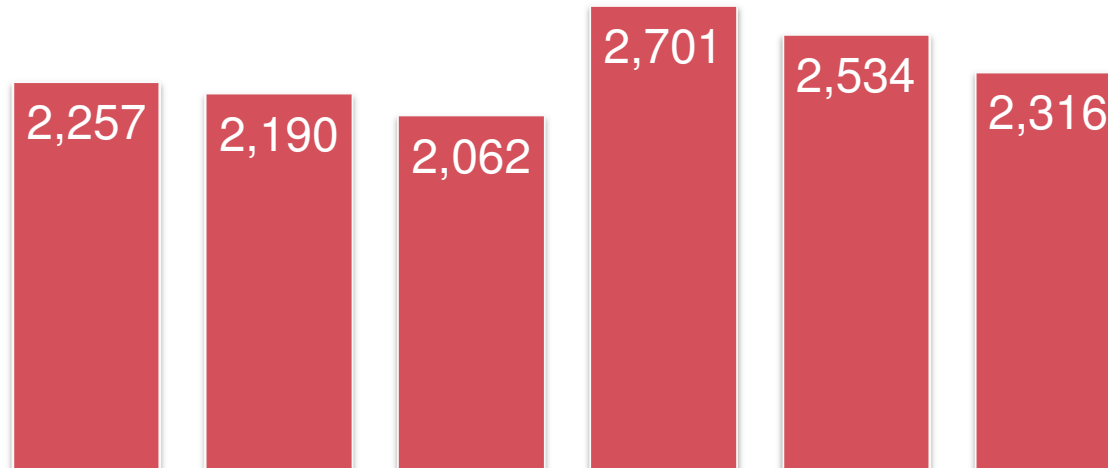
Staff profile 2017

Note: Data collected point 31 03 2017

How many staff?

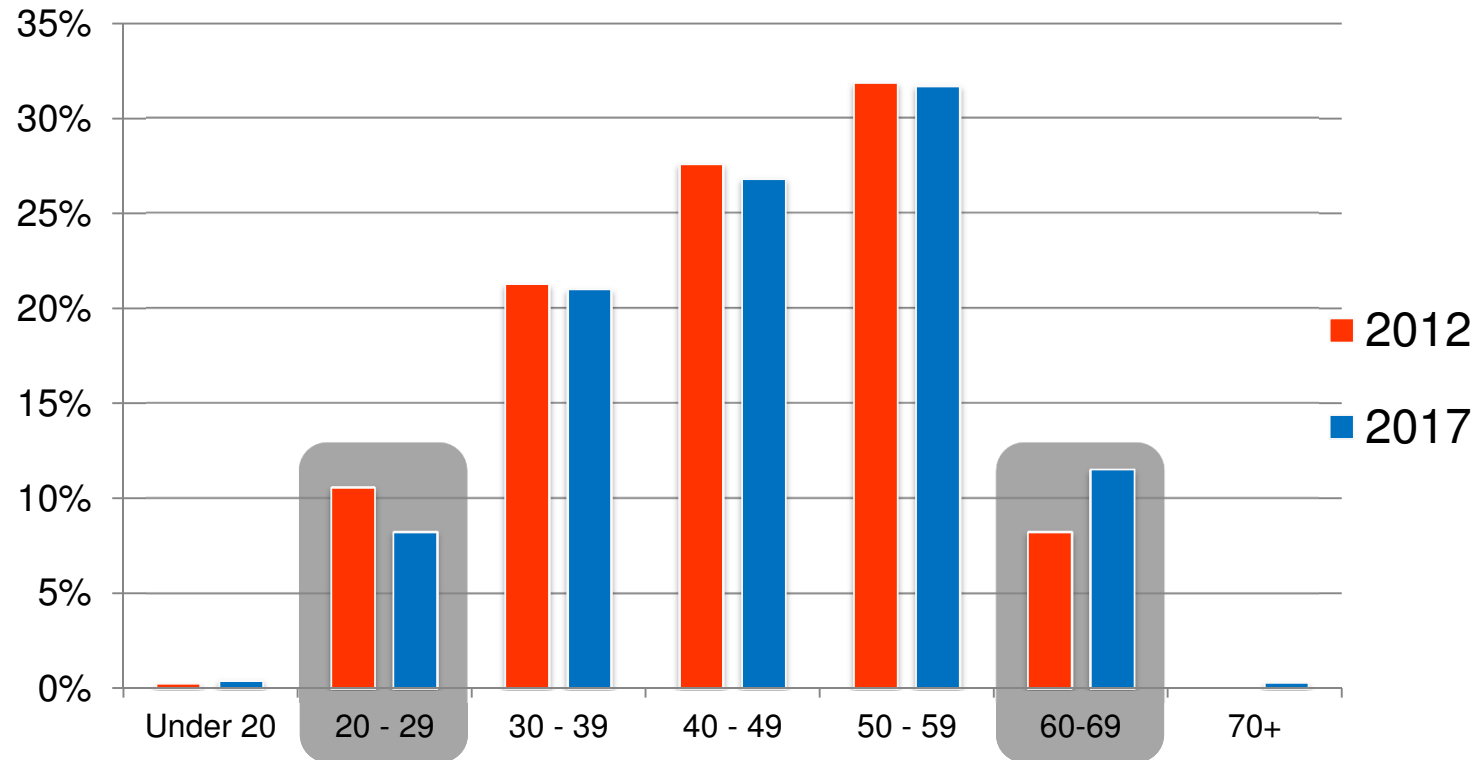
Staff Numbers 2012-17

- 2015 figures included MKSP for the first time



Year	2012	2013	2014	2015	2016	2017
MKC Staff Numbers	2,257	2,190	2,062	2,701*	2,534	2,316

Age



**The proportion of young staff
has decreased and ... ”**

Age



37



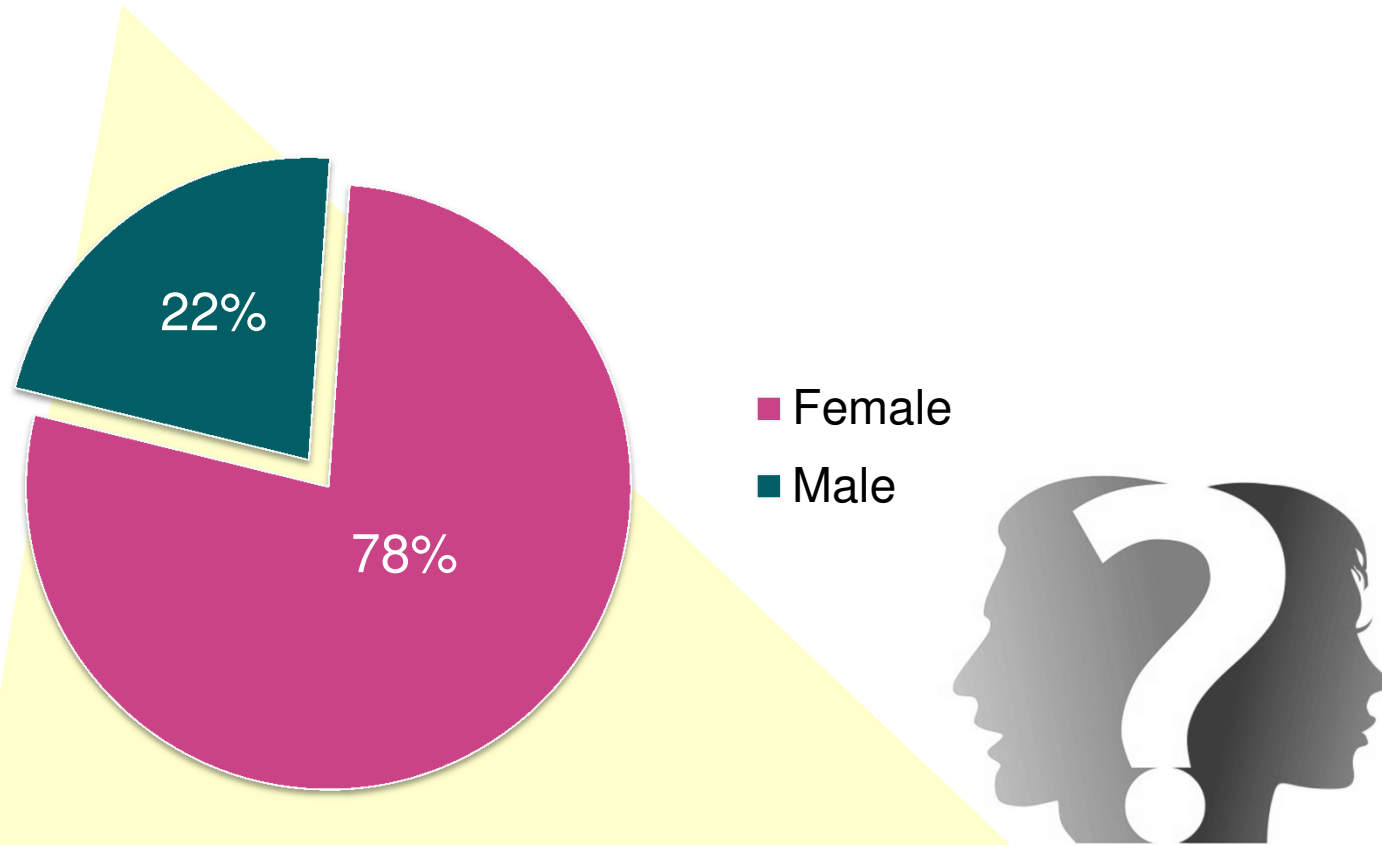
Median Age

47



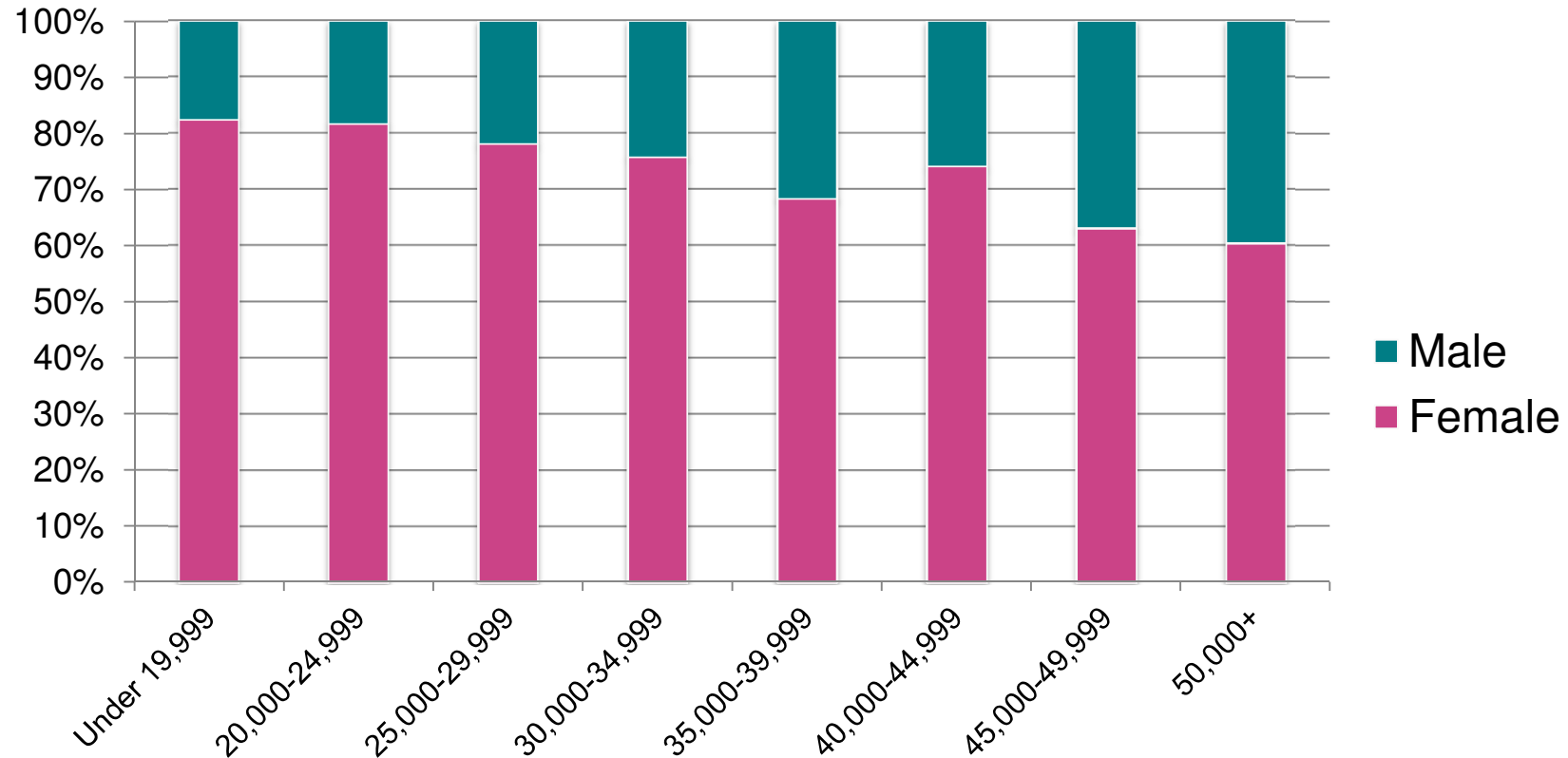
.... the median age continues to be well above that of MK ”

Gender



“ Why so few men?”

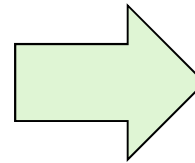
Gender



.. balance is maintained throughout the organisation”

Sexual Orientation

	2012	2017
Bisexual	0.2%	0.5%
Gay	0.2%	0.3%
Heterosexual	59.2%	67.3%
Lesbian	0.5%	0.6%
Other	0%	0.9%
I do not wish to disclose my sexual orientation	39.7%	29.5%



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).

2.3

MKC

1.4

Comparator

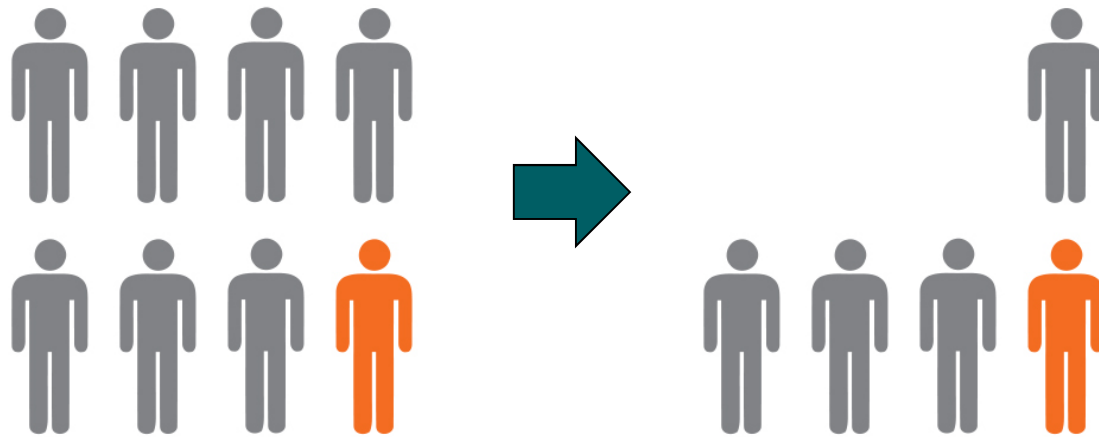
1.7

UK



Doing well?

Ethnicity



In 2012

1 in 8 or 12.2% of staff had a BME background

In 2017

1 in 5 or 21% of staff had a BME background



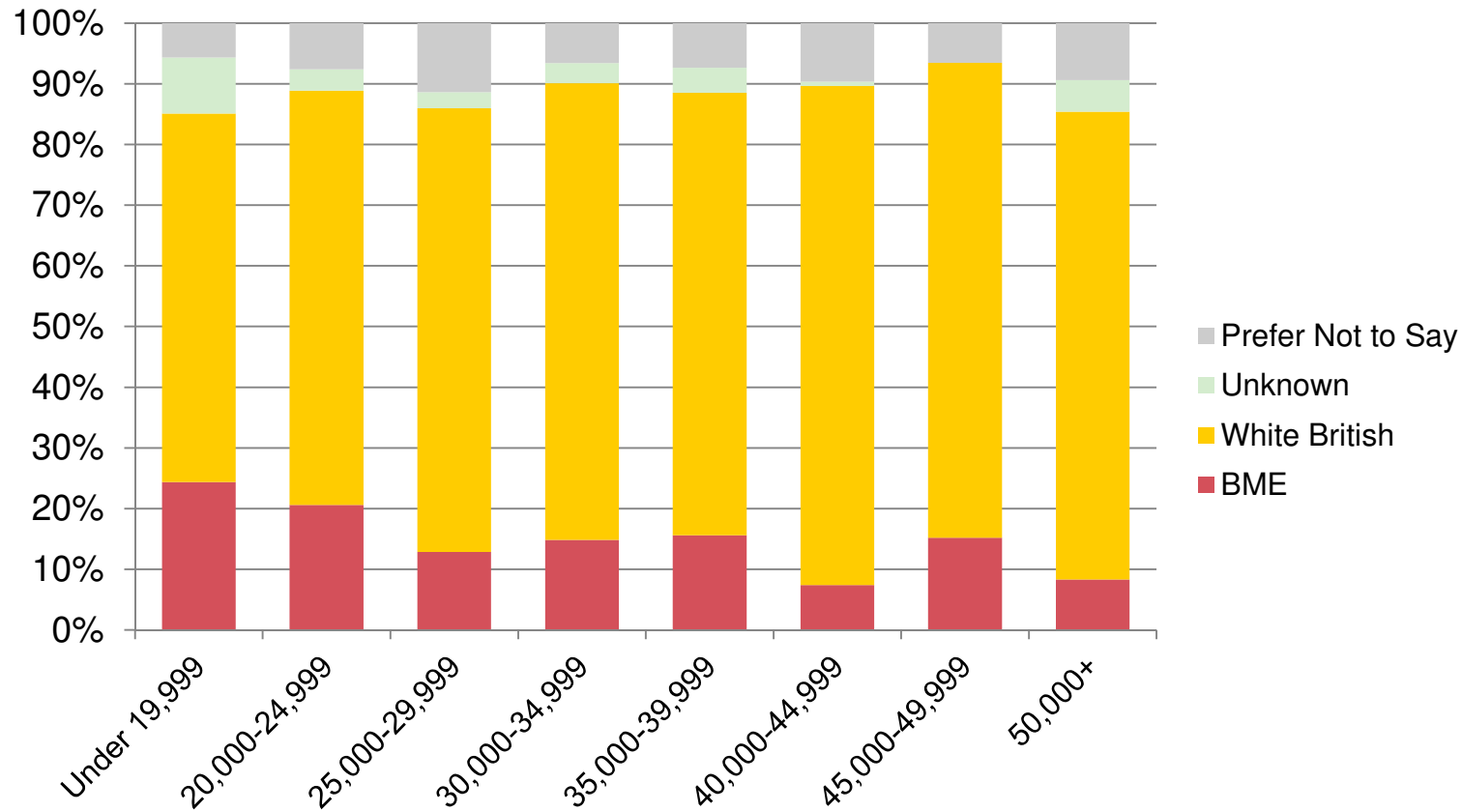
milton keynes

working population
= 1 in 6 or 17%

“

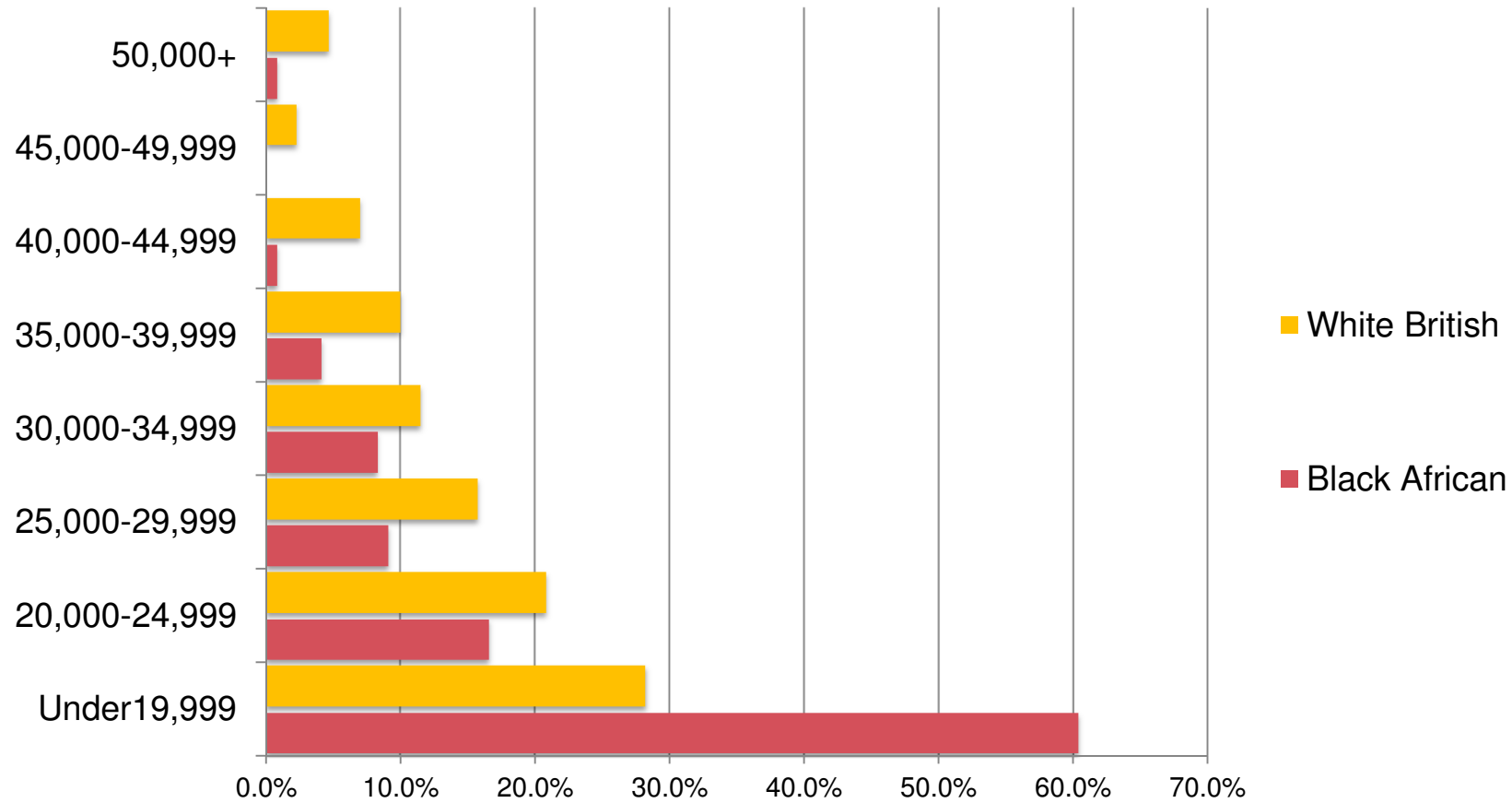
Ethnicity amongst staff has increased and generally reflects the community”

Ethnicity



With two exceptions the bands maintain a balance”

Black African Ethnicity



Black African inequality?

Religion



50% of staff
have a religious belief



43% Christian



2.5% Muslim



1.2% Hindu



3.3% other



Religious belief is increasing amongst staff ”

Disability

Disability 2011-17

- 2015 figures included MKSP for the first time

Year	2011	2012	2013	2014	2015	2016	2017
With a disability	11.2%	9.7%	8.9%	8.8%	6.1%*	5.9%	5.2%



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

Summary

- The staff profile generally reflects the ethnic background of the community, but the ethnic profile for Black African will be a concern
- The % of staff with disabilities is low
- The profile for sexual orientation compares well with “good councils” nationally
- There is a gender imbalance towards women, but this is broadly reflected across all pay scales
- The median age of staff continues to get older, with fewer young people