



Staff Profile with the MK Context

July 2021



2,358

our number



94p

our gender pay gap
(for every £1 earned by men
94p is earned by women)



24%

of us have a BAME
heritage



51%

of our highest pay
grade are women



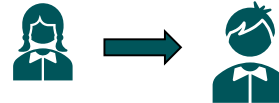
6.6%

of us have a disability



46 years

we are 9 years older
than the local working
population



57 years

the age difference
between our oldest and
youngest colleagues

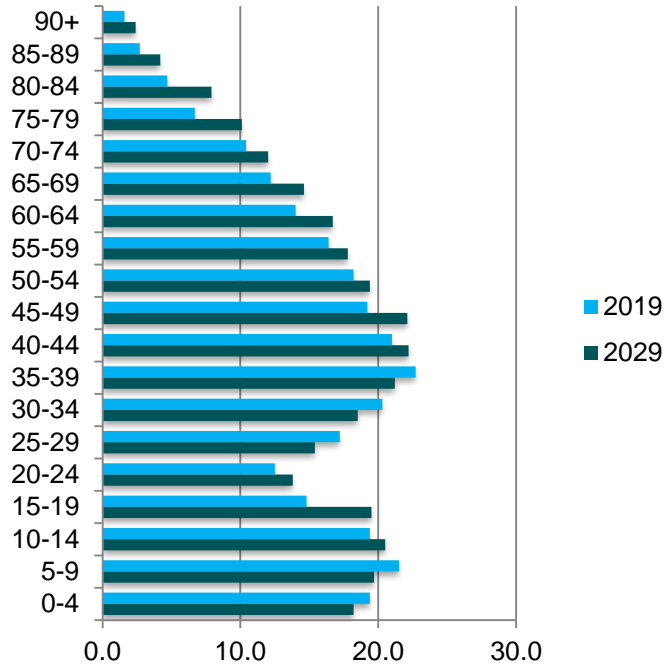


3.3%

of us record a LGBTQ+
orientation

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 82p** 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 94p** for every **£1**



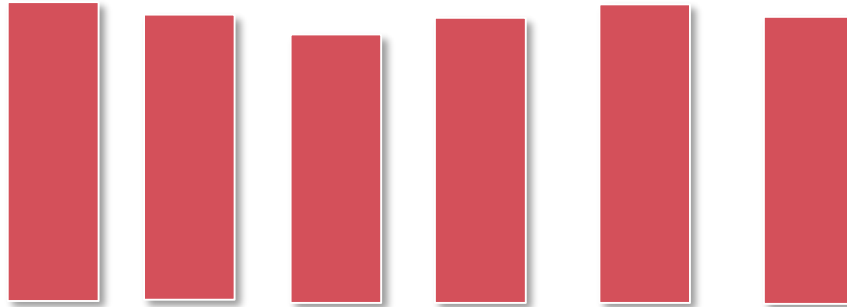
MK Context (3) Ethnicity

	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 2016-21



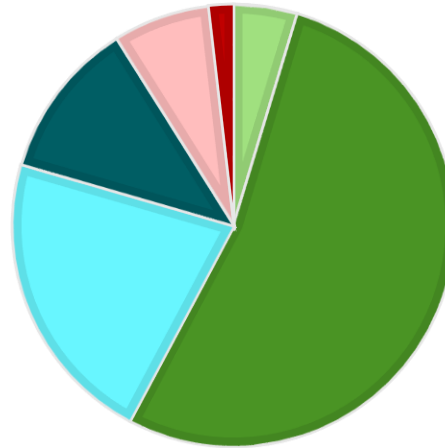
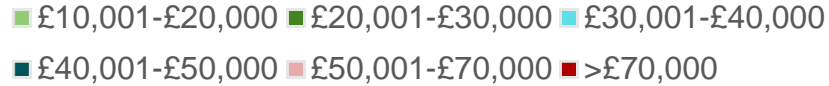
**Staff numbers
have been
stable in the
last five years**

Year	2016	2017	2018	2019	2020	2021
MKC Staff Numbers	2,534	2,316	2,242	2,342	2,482	2,358

How many staff?

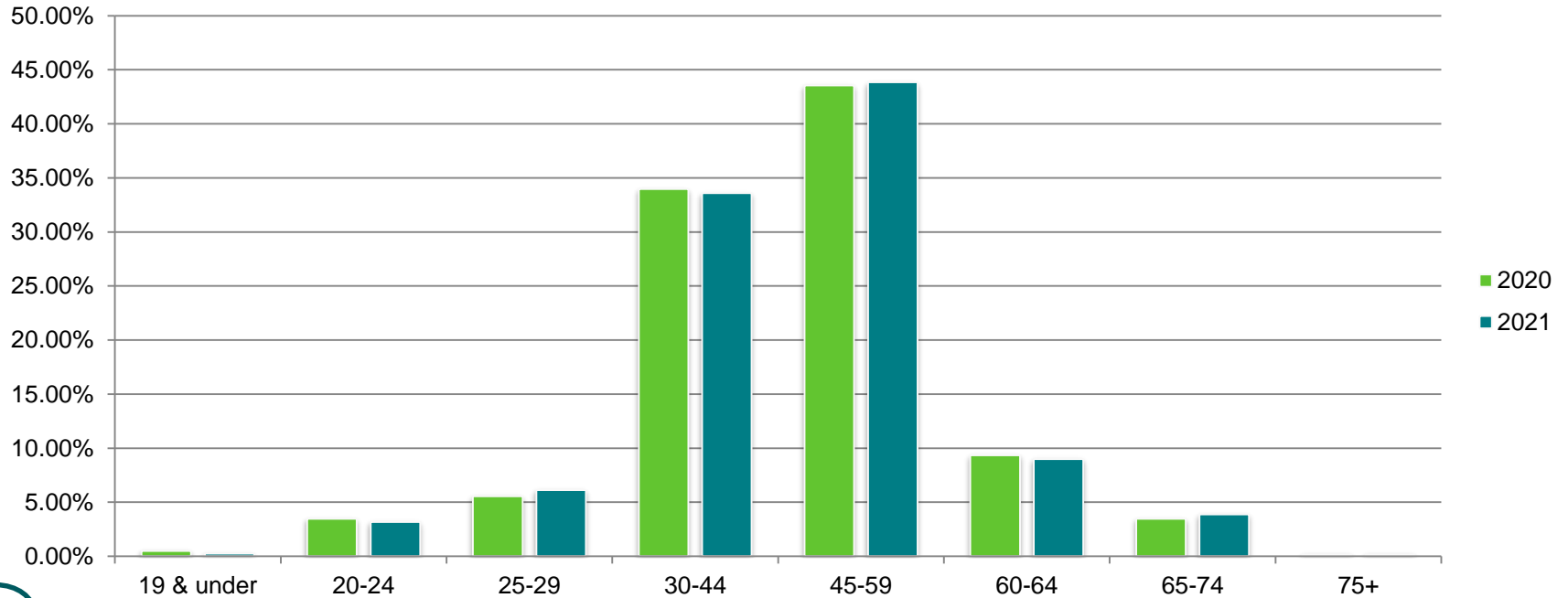
Staff Pay Grades

PAY GRADES



**53% of staff
are within the
second pay
band**

Age



The proportion of staff in each group has remained stable

Age

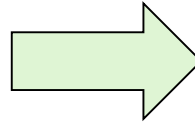


“

.... the median age is 46, and continues to be well above that of the MK working population

Sexual Orientation

	2019	2020	2021
Bisexual	0.5%	0.8%	0.9%
Gay	0.5%	0.6%	0.5%
Heterosexual	65.2%	79.1%	86.3%
Lesbian	0.3%	0.5%	0.7%
Other	0.7%	0.8%	1.1%
I do not wish to disclose my sexual orientation	32.7%	18.1%	10.5%



Stonewall Champion Council
0.7%
0.4%
72.0%
0.6%
0.3%
25.0%



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

3.3

MKC

2.0

Comparator

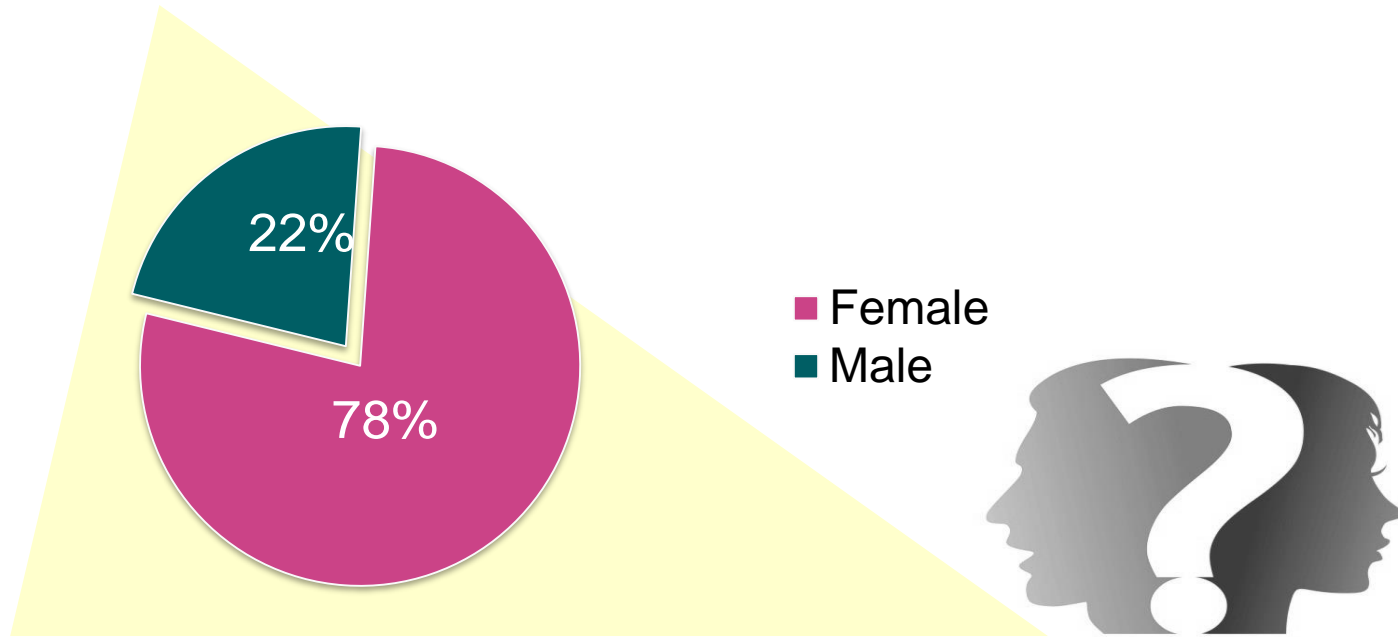
2.6

UK



Doing well?

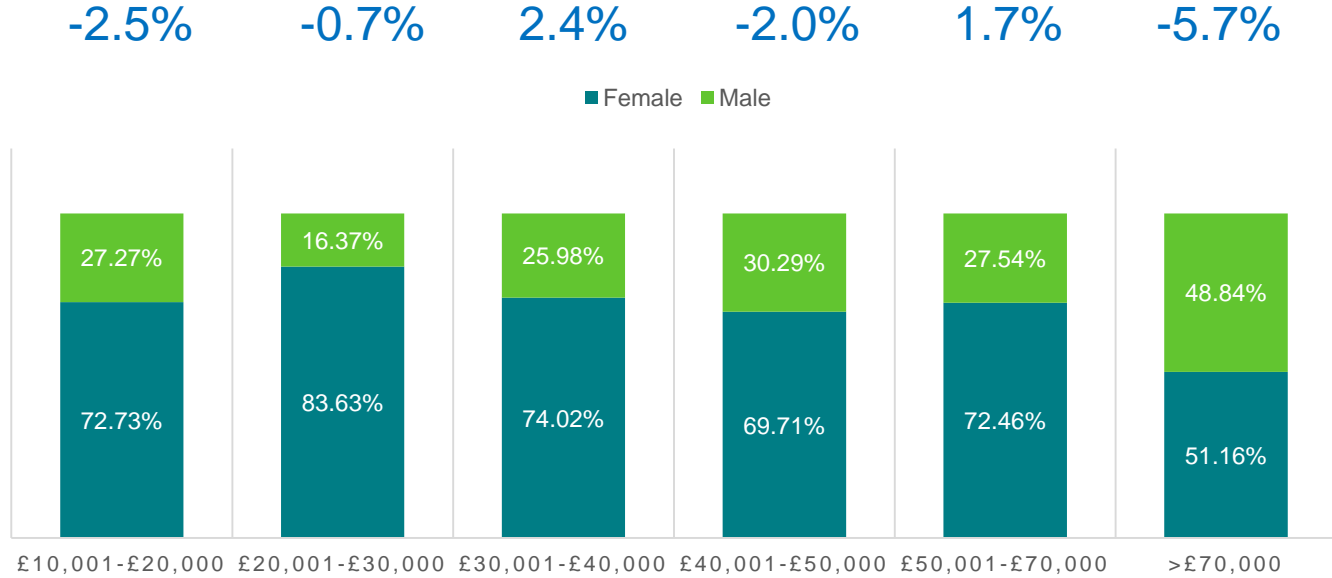
Gender



No change in overall proportion but...

Gender

Change in Female since 2020



... Since last year some changes have occurred

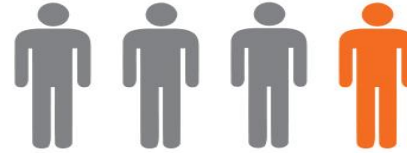
Ethnicity

Staff with a BAME heritage



MK

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



MKC

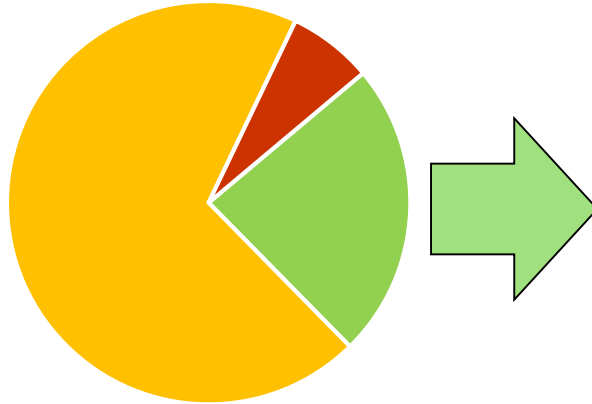
1 in 4 or
24% of staff whose
ethnicity is know

“

Known ethnicity amongst staff generally reflects the community”

Ethnicity

Staff Numbers



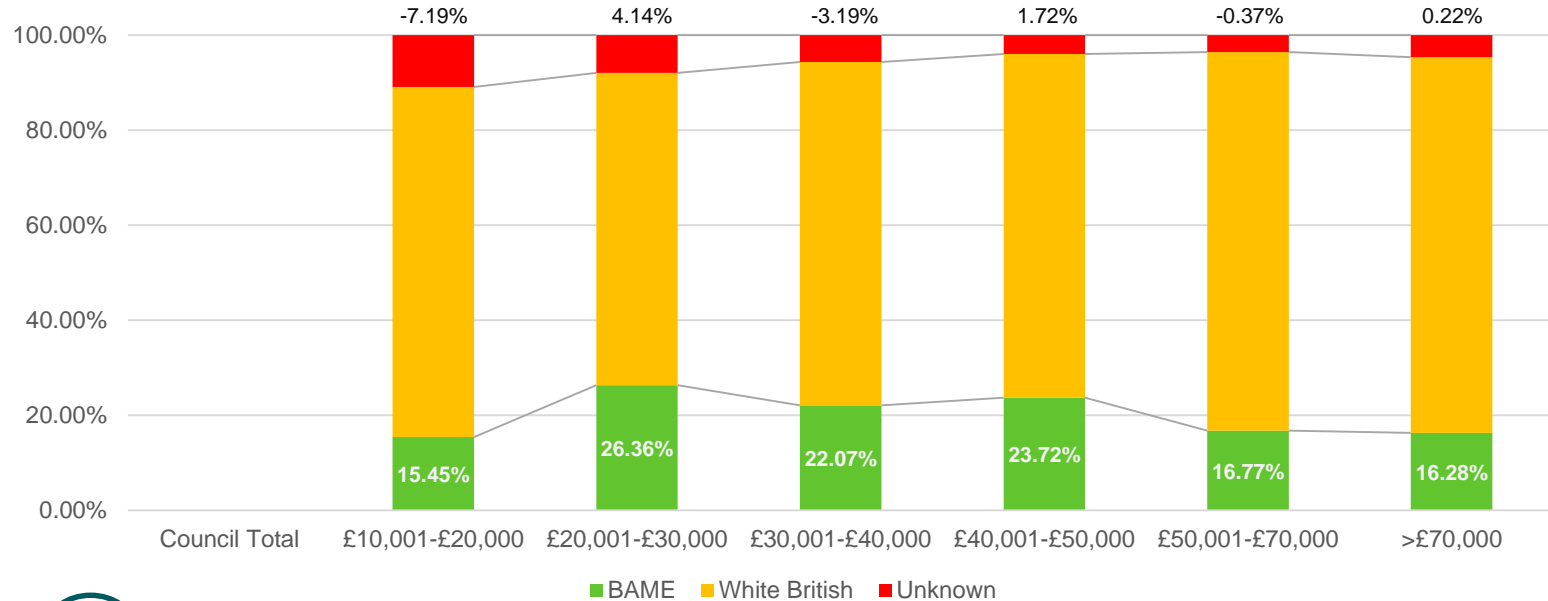
■ BAME ■ White British ■ Unknown

Black / African / Caribbean / Black British - African	4.75%
Black / African / Caribbean / Black British - Caribbean	4.54%
Other White background	3.73%
Asian or Asian British - Indian	2.29%
Asian or Asian British - Pakistani	1.27%
Other Asian background	1.15%
White – Irish	1.15%
Other mixed / multiple ethnic groups	0.85%
Asian or Asian British – Bangladeshi	0.72%
Mixed - White and Black Caribbean	0.68%
Any Other Ethnic group	0.64%
Asian or Asian British - Chinese	0.59%
Mixed - White and Black African	0.51%
Other Black background	0.47%
Mixed - White and Asian	0.38%
Other Ethnic group - Arab	0.04%

“

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 160 in 2 years)

Disability

Year	2021 Total	10-20k	20-30k	30-40k	40-50k	50-70k	70k+
With a disability	6.6%	8.2%	6.5%	7.8%	4.0%	6.8%	7.0%



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



Disability proportion in MKC is improving slowly