

Staff Profile with the MK Context

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2,380

our number



90p

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



27%

of staff have a BAME
heritage (6.5% unknown)



53%

of our highest pay
grade are women



6.7%

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



3.5%

of us record a LGBTQ+
orientation

MK Context Gender

In the borough*, **women earn 83p** 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 the Council, **women earn 90p** for every **£1**



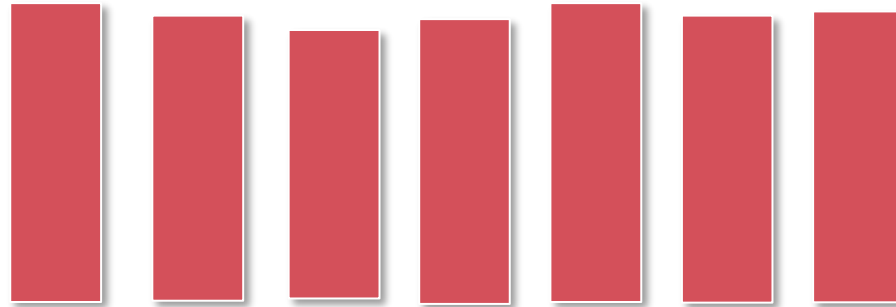
MK Context Ethnicity

	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 2016-22

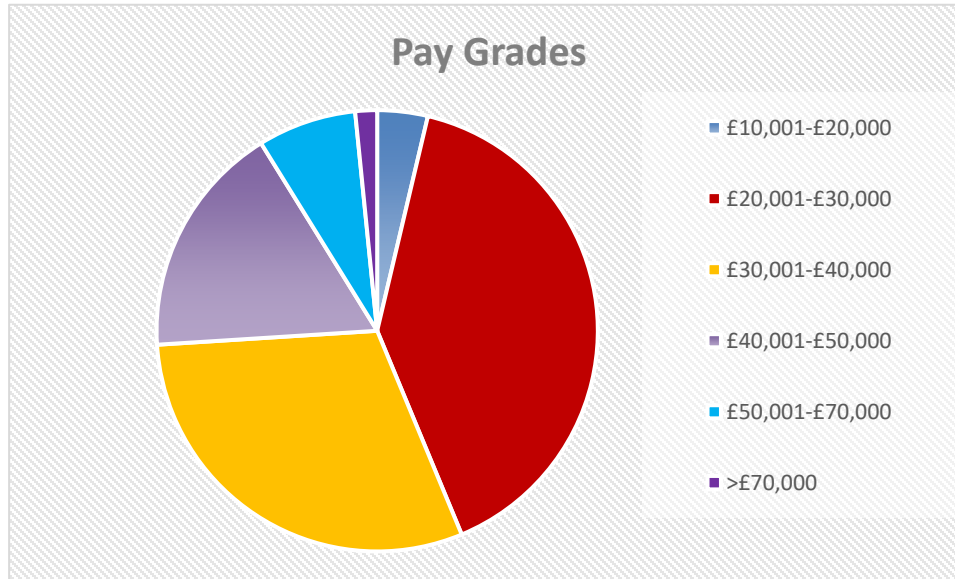


Year	2016	2017	2018	2019	2020	2021	2022
MKC Staff Numbers	2,534	2,316	2,242	2,342	2,482	2,358	2,380

Staff numbers have been stable in the last five years

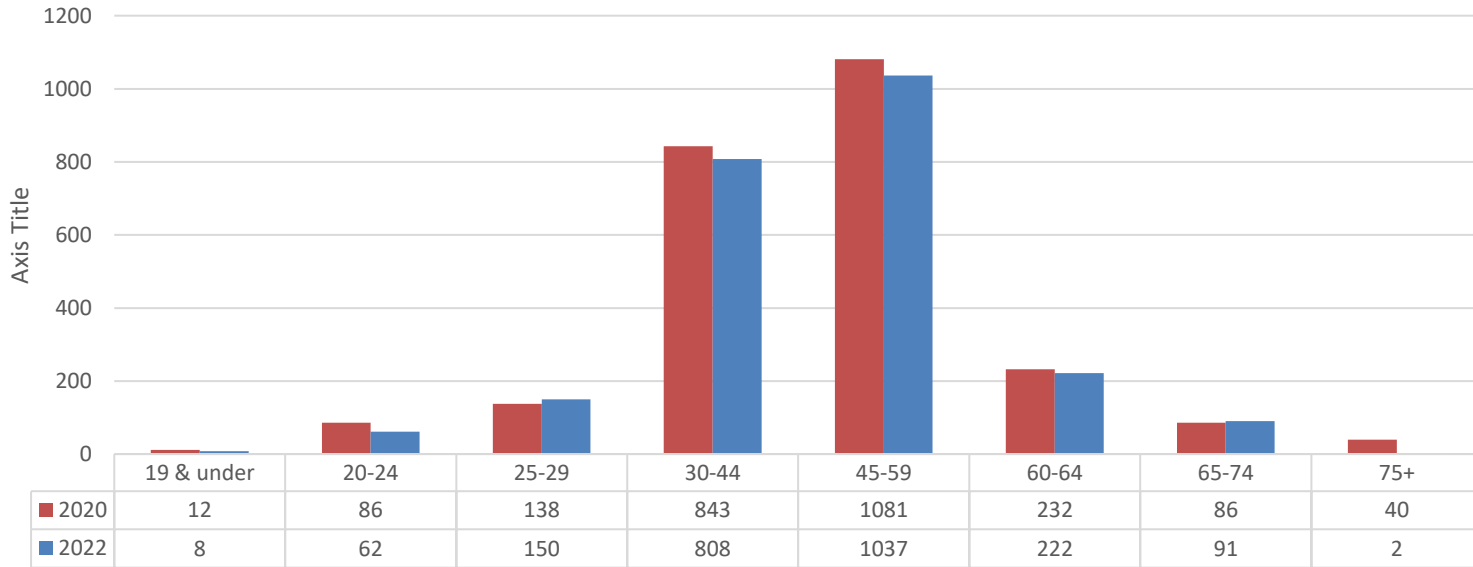
How many staff?

Staff Pay Grades



40% of staff are within the second pay band

Age



The proportion of staff in each group has remained stable



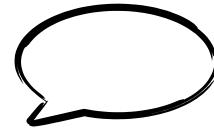
Age



Median Age

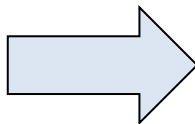


... the median age is 46, and continues to be well above that of the MK working population



Sexual Orientation

	2019	2020	2021	2021
Bisexual	0.5%	0.8%	0.9%	1.1%
Gay	0.5%	0.6%	0.5%	0.5%
Heterosexual	65.2%	79.1%	86.3%	86.6%
Lesbian	0.3%	0.5%	0.7%	0.8%
Other	0.7%	0.8%	1.1%	1.1%
I do not wish to disclose my sexual orientation	32.7%	18.1%	10.5%	10.0%



Stonewall Champion Council	
	1.1%
	0.6%
	72.0%
	1.5%
	1.2%
	14.0%



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

3.5

MKC

4.4

Comparator

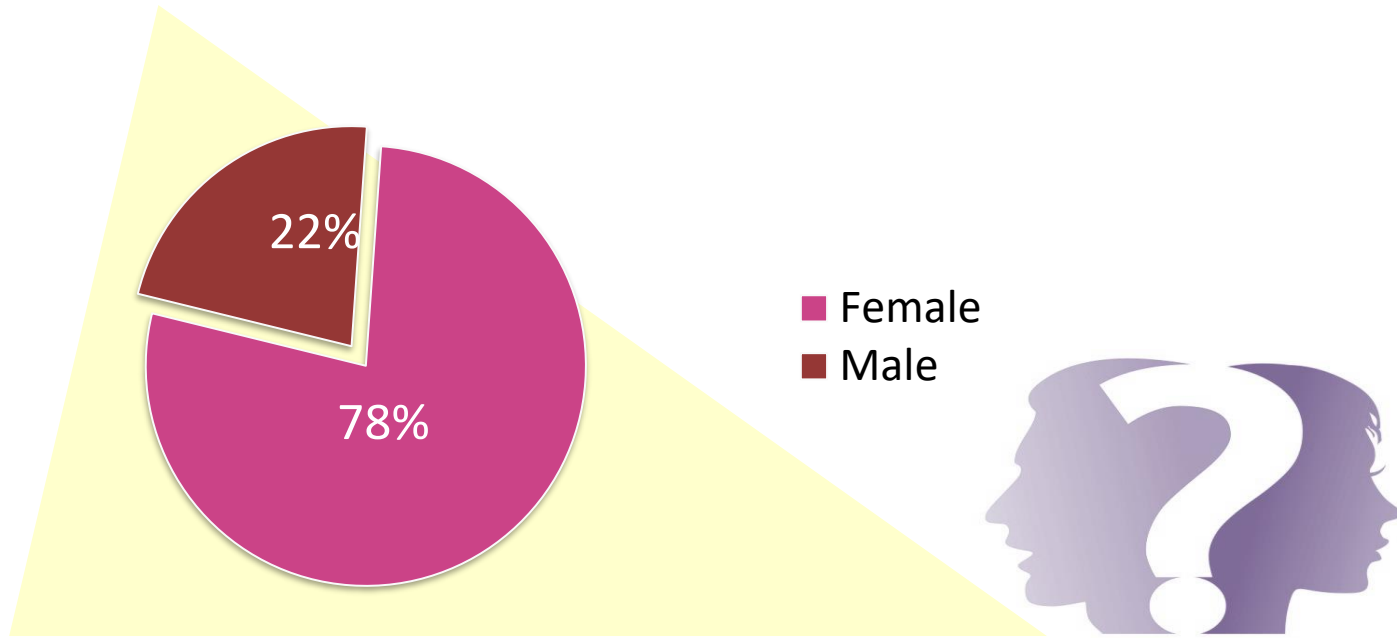
3.3

UK

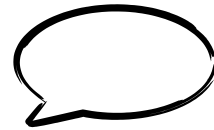


Doing well?

Gender

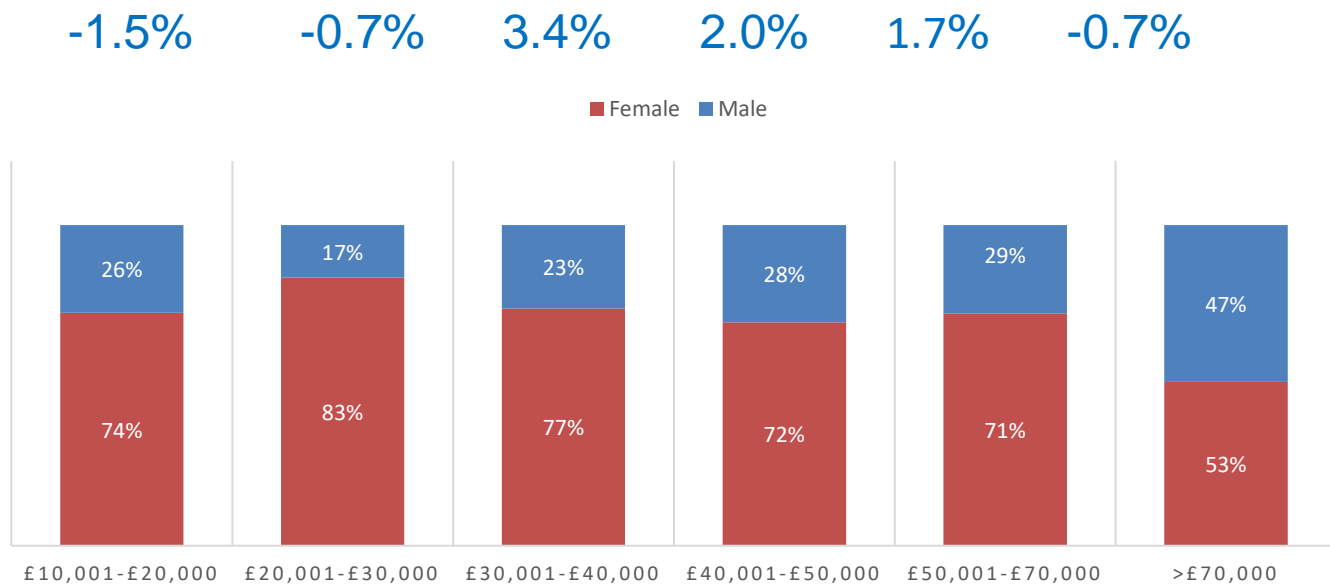


No change in overall proportion but...



Gender

Change in
Female since
2020



... Since 2020 some changes have occurred



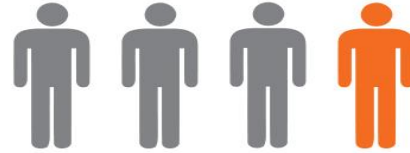
Ethnicity

Staff with a BAME heritage



MK

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



MKC

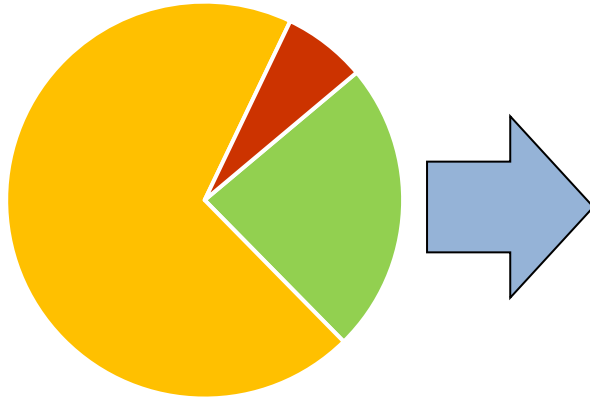
1 in 4 or
25% of staff

Known ethnicity amongst staff generally reflects the community” *census figures in autumn



Ethnicity

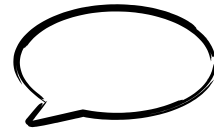
Staff Numbers



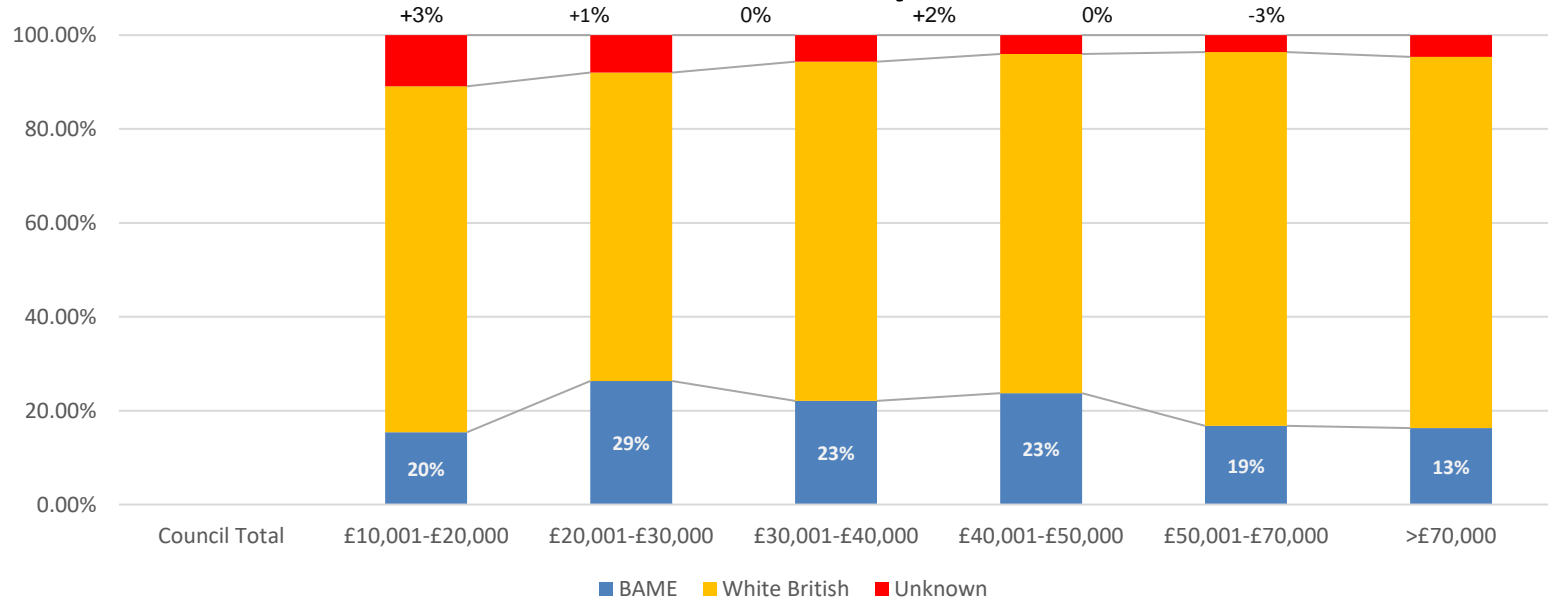
■ BAME ■ White British ■ Unknown

Black / African / Caribbean / Black British - African	5.1%
Black / African / Caribbean / Black British - Caribbean	4.8%
Other White background	4.2%
Asian or Asian British - Indian	2.2%
Asian or Asian British - Pakistani	1.6%
Other Asian background	1.0%
White – Irish	0.9%
Other mixed / multiple ethnic groups	0.8%
Asian or Asian British – Bangladeshi	0.8%
Mixed - White and Black Caribbean	0.8%
Any Other Ethnic group	0.7%
Asian or Asian British - Chinese	0.7%
Mixed - White and Black African	0.6%
Other Black background	0.5%
Mixed - White and Asian	0.3%
Other Ethnic group - Arab	0.0%

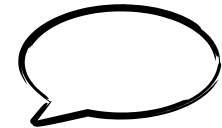
Known ethnicity amongst staff generally reflects the community”



Ethnicity



“There is increase in proportion of ethnic staff across grades except for the highest pay grades” ** (Unknown down from 351 to 154 in 3 years)



Disability

Year	2022 Total	10-20k	20-30k	30-40k	40-50k	50-70k	70k+
With a disability	6.7%	9.1%	6.4%	6.8%	6.6%	5.2%	7.9%



Estimated 6.6% - of those in MK who are economically active have a disability



Disability proportion in MKC is improving slowly