# What the data tells us about Ethnic Diversity in Milton Keynes

This section looks at the contextual profile of Milton Keynes and lays out the extent and composition of ethnic diversity within Milton Keynes. Data shows that there is growing ethnic diversity across the borough, varying by type of ethnic minority category and by density of ethnic populations. This data highlights that there is an increasing need to focus on this area, for further service development and to meet the needs of the growing ethnically diverse population.

## **Data showing current levels of ethnic diversity**:

### Data on ethnic diversity is recorded on a national (census[[1]](#footnote-1)) level and on a local level. The census produces comprehensive population statistics, the last census took place in 2011; data has gradually been released throughout 2013. The data is broken down geographically; at the time of publishing, data was available at borough wide and ward level and can be compared with other local authorities and the national average. The 2011 data can be compared with the previous census of 2001 to highlight trends in ethnic diversity levels. Census data has been used to look at ethnic diversity across Milton Keynes, including cross tabulated data showing information such as:

* Economic activity by ethnicity
* Occupation by ethnicity
* Qualification levels by ethnicity
* Housing tenure by ethnicity.

This highlights the position and status of ethnic groups.

Data for live birth by non-UK born mothers[[2]](#footnote-2) in Milton Keynes is available on an annual basis; last data released was 2012; borough data can be compared with national data and statistical neighbours.

### Local data includes the schools pupil census,[[3]](#footnote-3) an annual data collection; this provides a detailed regular update on changes in proportions of ethnic groups and languages in primary and secondary schools. This data was last published in 2013 and is available at a ward level; previous years can be compared to show changes in proportions of ethnic groups. Educational attainment data is available on an annual basis and can be compared to national figures; at the time of publishing 2012 data was the most complete set of data available, with some availability of 2013 data.

### When looking at services and how they respond to the increasing levels of ethnic diversity in Milton Keynes, where possible it is pertinent to look at BME representation amongst the key services that represent our focus for this Commission’s report, i.e. health, childcare, school and Council staff, to identify whether the workforce amongst these services have a significant representation of BME groups. This was highlighted in both the consultation with service users and the select committee hearings as a key issue.

### The data above will be the source of data included within this section.

## **Milton Keynes economic overview** [[4]](#footnote-4)

* Milton Keynes is the seventh fastest growing local authority across England, with population increasing by 36,100 between 2001 and 2011, a 17% increase
* The population in Milton Keynes has a younger age profile than England; 22.3% are aged under 16 compared with 18.9% in England; 11.1% are aged over 65 compared with 16.3% in England
* On the whole, Milton Keynes has one of the strongest city economies in the UK
* Milton Keynes has one of the largest populations of businesses in the country: 11,005 during the recession in 2009, rising to 11,150 in 2012, a rise of 1.3%. It also has one of the highest levels of business start-ups in England. Large business units employing over 250 people made up 0.6% of all businesses in Milton Keynes in 2011 but they employed over one third of all employees in Milton Keynes
* The employment rate in Milton Keynes was higher than both in the South East and in England between 2004 and 2008 but fell below the South East between 2009 and 2010. 68% of Milton Keynes residents aged 16-74 are in employment compared to 62.1% in England
* 85.3% of those in employment in Milton Keynes are employed in the service sector compared with 81.2% in England. The percentage of those employed in the manufacturing sector has declined from 14.4% in 2001 to 8% in 2011
* Self-employment rates in Milton Keynes were lower than in the South East and England between 2004 and 2009 but increased as a result of the recession
* The unemployment rate in MK was 3.3% in January 2013. Long term unemployment rates in Milton Keynes remain low but there has been a general rise in the rate since the recession in 2009, 0.1% in 2002 to 0.8% in December 2012
* The proportion of people employed as managers and senior official occupations declined from 16.6% to 10.9% between 2001 and 2011. The number of people, however, employed in professional occupations[[5]](#footnote-5) increased from 11.4% to 18.2% between 2001 and 2011
* 18% of the population in Milton Keynes have no qualifications compared to 22.5% in England
* 28.2% of the population in Milton Keynes have a degree or higher qualification (18.9% in 2001), compared with 27.4% in England.

### **Economic activity** **in Milton Keynes by ethnicity**

### The chart below shows levels of economic activity by ethnic groups, including:

## Those economically inactive[[6]](#footnote-6)

## Those economically active; unemployed

## Those economically active; in employment.

### The chart shows that there are high levels of economically inactive amongst the following groups:

## Asian/Asian British: Bangladeshi

## Asian/Asian British: Pakistani

## White Irish

## White Gypsy or Irish Traveller showing the lowest levels of economic activity.

### Low levels of ‘economically active: in employment’ can be found amongst the same groups as above.

### There are small proportions of unemployed amongst all ethnic groups; those with the highest proportions, ranging between 10-13% are:

## White Gypsy or Irish Traveller

## Black African / Caribbean / Black British

## Mixed /multiple ethnic group: White and Black Caribbean.

##

### **Occupation in** **Milton Keynes by ethnicity**

The chart below shows the distribution of occupation groups by ethnicity; there are nine occupation groups within ONS statistics. It can be seen that in some ethnic groups there is a significant proportion of managers and professional occupations, e.g. for Asian/British: Indian and Arab groups this represents approximately 50%. White other and Black / African / Caribbean / Black British are more significantly represented among elementary occupations. For other ethnic groups it is more evenly distributed across the occupations.

##

### **Qualification level in** **Milton Keynes by ethnicity**

The chart below shows the distribution of qualification levels by ethnic group; it can be seen that there are significant levels of ‘no qualifications’ amongst some ethnic groups e.g. White Gypsy or Irish Traveller and White Irish; there are also significant proportions of ‘level 4’ qualifications, amongst most ethnic groups, with high representation in Asian/Asian British Chinese and Asian/Asian British Indian and Arab.

##

### **Housing tenure in** **Milton Keynes by ethnicity**

The chart below shows housing tenure by ethnic group; it can be seen that there are significant proportions of ‘owned with a mortgage or loan or shared ownership’, amongst all ethnic groups, except for the ‘White Gypsy or Irish Traveller’ group. There are also significant proportions of ‘private landlord or letting agency’, with high representation among Black / African /Caribbean / Black British groups.



## Headline ethnicity statistics for Milton Keynes

### 2011 Census data: shows that 26.1% of the Milton Keynes population are from a black and minority ethnic group; this compares to 13.2% in 2001. In 2011 this was 18.9% for England as a whole; 13% for England in 2001.

### School census data: there has been a constant increase in the representation of BME groups amongst pupils; the largest groups are Black African, Mixed and White Other. There is a consistently higher than average proportion of BME groups in nursery and reception.

### **Language**:

* 10.6% of households have at least one person whose main language is not English
* 109 languages are reported to be spoken as first languages
* 142 languages are reported to be spoken in Milton Keynes
* In 1,255 households (1.3%) no person aged 16 and over in a household, but at least one person aged 3-15 has English as a main language.

### **Religion**:

* 52.8% stated their religion was Christian, compared to 59.4% in England (2011 census); (2001 census results showed Milton Keynes at 65% and England at 71.7%).

## Trends for ethnic diversity in Milton Keynes (Census data)

### Key headline statistics in the box below show that Milton Keynes is:

### Increasingly becoming ethnically diverse, growing from 13% in 2001 to 26% in 2011, consistently above the England average

* Largest groups represented are Black African; White other, Mixed and Indian
* There is a corresponding growth in BME groups and a decline in White British.

|  |  |
| --- | --- |
| **Census 2001** | **Census 2011** |
| • 13% of the Milton Keynes population were from a BME ethnic group, compared to 13% in England. | • 26% of the Milton Keynes population are from a BME ethnic group, compared to 18.9% in England. |
| Largest groups represented were:• Black African: 1.3% in Milton Keynes• White other: 2.5% in Milton Keynes• Indian: 1.9% in Milton Keynes• Pakistani: 0.8%. | Largest groups represented were:• Black African: 5.2% in Milton Keynes compared to 1.8% England average• White other: 5.1% in Milton Keynes compared to 4.6% England average• Mixed/multiple ethnic groups and Indian both represented 3.3%• Pakistani: 2.5%• White British declined to 73.9%. |

### The table below shows the number and percentage per ethnic group in Milton Keynes, compared with the percentage in England.

| Ethnic Group | Milton Keynes | England |
| --- | --- | --- |
| Persons | Percentage | Percentage |
| White: British | 183,934 | 73.9 | 79.8 |
| White: Irish | 2,498 | 1.0 | 1.0 |
| White: Gypsy or Irish Traveller | 72 | 0.0 | 0.1 |
| White: Other White | 12,590 | 5.1 | 4.6 |
| Mixed/multiple ethnic groups | 8,235 | 3.3 | 2.2 |
| Asian/Asian British: Indian | 8,106 | 3.3 | 2.6 |
| Asian/Asian British: Pakistani | 3,851 | 1.5 | 2.1 |
| Asian/Asian British: Bangladeshi | 1,989 | 0.8 | 0.8 |
| Asian/Asian British: Chinese | 2,722 | 1.1 | 0.7 |
| Asian/Asian British: Other Asian | 6,114 | 2.5 | 1.5 |
| Black/Black British: African | 13,058 | 5.2 | 1.8 |
| Black/Black British: Caribbean | 2,524 | 1.0 | 1.1 |
| Black/Black British: Other Black | 1,549 | 0.6 | 0.5 |
| Other Ethnic Group: Arab | 565 | 0.2 | 0.4 |
| Other ethnic group | 1,014 | 0.4 | 0.6 |
| All usual residents | 248,821 | 100.0 | 100.0 |

## **Languages in Milton Keynes**[[7]](#footnote-7)

### There are approximately 149 languages spoken in Milton Keynes. There are some major groups that these fall within, where there has been significant growth and change, these include:

* 49 African languages are spoken in Milton Keynes, this represents approximately one third of languages
* 17 Eastern European languages are spoken in Milton Keynes; representing 11% of languages
* 27 new Middle Eastern languages are spoken in Milton Keynes (18%)
* There are also a significant number of children whose language classification are pending, but believed to be other than English.

### It is pertinent to understand the breadth and complexity of the languages spoken in Milton Keynes, but also the different language experiences of children i.e. levels of language competency. Some children may speak a number of different languages for different circumstances/groups/events, but operate at a low level of language competency; they may understand other languages. They may also be more accomplished at a particular language, e.g. English rather than a language spoken at home with the family.

## **BME representation amongst school pupils (School census data)**

### The box below shows the school census 2011 – 2013, it can be seen that:

* There has been a constant increase in the representation of BME groups amongst pupils
* The largest minority ethnic groups were Black African, Mixed and White other
* There has consistently been a higher than average proportion of BME groups in nursery and reception classes.

|  |  |  |
| --- | --- | --- |
| **School Census 2011**Overall in Milton Keynes, BME groups represented 32.8% of pupils. | **School Census 2012**Overall in Milton Keynes, BME groups represented 34.1% of pupils. | **School Census 2013**Overall in Milton Keynes, BME groups represented 35.3% of pupils. |
| • The Black African group was the largest minority ethnic group at 8.6% of pupils• Followed by Mixed group 5.8%• And White other groups at 4.4%• There is a higher than average proportion of minority ethnic groups in nursery and reception years accounting for 38.4% of pupils. | • The Black African group was the largest minority ethnic group at 9.2% of pupils• Followed by Mixed group at 5.9%• And White other groups at 4.4%• There is a higher than average proportion of minority ethnic groups in nursery and reception years accounting for 40.2% of pupils. | • The Black African group was the largest minority ethnic group at 9.6% of pupils• Followed by Mixed at 6.3%• And White other groups at 4.7%• There is a higher than average proportion of minority ethnic groups in nursery and reception years accounting for 39.3% of pupils. |

### The chart below shows the percentage of pupil ethnicity in Milton Keynes 2004-2013; overall the percentage of BME pupils has nearly doubled from 19% in 2004 to 35.3% in 2013. The percentage of BME pupils amongst nursery and reception class children has consistently represented a higher than MK average.

##

### The following two charts below show the number of all BME pupils and those in nursery and reception class 2004-2013, to illustrate actual numbers of pupils concerned.





## **Key Stage 1 attainment by ethnicity**[[8]](#footnote-8)

### For children with English as an additional language (EAL) it can be seen:

* Reading (Level 2+) children with EAL are above the national average and are on slightly above non-EAL children
* Writing (Level 2+) children with EAL are above the national average and slightly above non-EAL children
* Maths (Level 2+) children with EAL are above the national average but slightly below non-EAL children.

|  |
| --- |
| Key Stage 1 Attainment Summary Level 2+ Reading, Writing and Maths |
|  | Reading | Writing | Maths |
| National | 89% | 85% | 91% |
| EAL | 91.2% | 88.8% | 92.8% |
| Non-EAL | 90.2% | 86.1% | 93.8% |

* Reading (Level 2B+) children with EAL are above the national average and are on slightly above non-EAL children
* Writing (Level 2B+) children with EAL are above the national average and slightly above non-EAL children
* Maths (Level 2B+) children with EAL are above the national average but slightly below non-EAL children.

|  |
| --- |
| Key Stage 1 Attainment Summary Level 2B+ Reading, Writing and Maths |
|  | Reading | Writing | Maths |
| National | 79% | 67% | 78% |
| EAL | 83.9% | 71.5% | 79.5% |
| Non-EAL | 82.0% | 68.2% | 81.2% |

* Reading (Level 3+) children with EAL are on a par with the national average and are on slightly below non-EAL children
* Writing (Level 3+) children with EAL are above the national average and slightly above non-EAL children
* Maths (Level 3+) children with EAL are below the national average and below non-EAL children.

|  |
| --- |
| Key Stage 1 Attainment Summary Level 3+ Reading, Writing and Maths |
|  | Reading | Writing | Maths |
| National | 29% | 15% | 23% |
| EAL | 29.3% | 16.8% | 22.6% |
| Non-EAL | 31.8% | 15.5% | 24.7% |

### Overall, children with EAL compare favourably with the national average and with non-EAL children for reading and writing at level 2+ and 2B+. For maths EAL children are above the national average for levels 2+ and 2B+ but are below for level 3+. However, they are consistently below non-EAL children for maths at all levels.

### It is not sufficient however, to look simply at collective EAL scores compared to the national average and to non-EAL children, as this can mask differences across the ethnic groups. Furthermore, where groups are large cohorts, this may contain a number of different groups, averaging out higher and lower attainment amongst these groups. For example:

* ‘Any other white groups’ (including Eastern European groups) performed slightly below the national average for reading at level 2+, 2B+ and 3+, for writing at level 2+ and 2B+ and significantly for maths at levels 2B+ and 3+
* The ‘Indian’ ethnic group is significantly above the national average on reading, writing and maths on all three levels
* For the ‘Black African’ ethnic group, they are largely on a par or above the national average at level 2+ for reading and writing and slightly below for maths; for level 3+ they are significantly below the national average
* For the ‘Pakistani’ group, as a collective group they show differentiation of attainment
* Further considerations for looking at educational attainment across ethnic groups may be:
	+ Explore attainment levels for further key stages, it is noted that there is a decline for ethnic groups particularly for key stages 3 and 4
	+ Explore recording mechanisms and data for the number of SEN (special educational needs) children by ethnic groups.

### **Live births by non-UK born** **mothers in Milton Keynes**[[9]](#footnote-9)

The table below shows the percentage of live births by non-UK born mothers in Milton Keynes and nationally; this figure has constantly increased in Milton Keynes and has been consistently higher than the national average, representing approximately one third of all live births in Milton Keynes. Illustrating that the upward trend is likely to continue.

| Year | Milton Keynes | England and Wales |
| --- | --- | --- |
| 2009 | 31.7% | 24.7% |
| 2010 | 31.9% | 25.1% |
| 2011 | 32.6% | 25.5% |
| 2012 | 33.2% | 25.9% |

### The table below shows the percentage of live births by non-UK born mothers across statistical neighbours; it can be seen that Milton Keynes is significantly higher than the majority of the statistical neighbours.

|  |  |  |
| --- | --- | --- |
| Statistical neighbours | 2011 | 2012 |
| Solihull | 10.9% | 11.0% |
| Stockport | 11.9% | 11.6% |
| Kent | 16.5% | 17.3% |
| Bury | 17.1% | 16.9% |
| Trafford | 19.3% | 18.7% |
| Northamptonshire | 21.9% | 22.8% |
| Swindon | 23.0% | 24.5% |
| Leeds | 23.6% | 24.1% |
| Hertfordshire | 24.6% | 24.9% |
| Bedford Borough | 31.5% | 31.9% |
| Milton Keynes | 32.6% | 33.2% |

## **Which wards in Milton Keynes have a higher density of BME groups?**

### The table below shows numbers and percentage of ethnic groups by ward, compared to the Milton Keynes average. The highlighted rows show where there are higher than Milton Keynes average density of BME groups. There are 23 wards in Milton Keynes, nearly half of the wards (11) show a higher than Milton Keynes average, with Campbell Park ward showing the highest proportions, i.e. half of the population in Campbell Park ward are from BME groups.

| Ethnic Group by Ward: Census 2011 |
| --- |
| Ethnic Group | All usual residents | BME | BME % |
| Milton Keynes | 248821 | 64887 | 26.1 |
| Bletchley and Fenny Stratford Ward | 13581 | 3601 | 26.5 |
| Bradwell Ward | 12938 | 4447 | 34.4 |
| Campbell Park Ward | 16859 | 8614 | 51.1 |
| Danesborough Ward | 4672 | 449 | 9.6 |
| Denbigh Ward | 8062 | 1549 | 19.2 |
| Eaton Manor Ward | 8563 | 1997 | 23.3 |
| Emerson Valley Ward | 17896 | 5199 | 29.1 |
| Furzton Ward | 9148 | 2659 | 29.1 |
| Hanslope Park Ward | 5132 | 534 | 10.4 |
| Linford North Ward | 8397 | 1524 | 18.1 |
| Linford South Ward | 9672 | 3046 | 31.5 |
| Loughton Park Ward | 18108 | 5667 | 31.3 |
| Middleton Ward | 15775 | 5242 | 33.2 |
| Newport Pagnell North Ward | 7392 | 609 | 8.2 |
| Newport Pagnell South Ward | 7726 | 723 | 9.4 |
| Olney Ward | 8735 | 621 | 7.1 |
| Sherington Ward | 4102 | 311 | 7.6 |
| Stantonbury Ward | 9469 | 2506 | 26.5 |
| Stony Stratford Ward | 12148 | 2351 | 19.4 |
| Walton Park Ward | 14559 | 3870 | 26.6 |
| Whaddon Ward | 8462 | 1441 | 17.0 |
| Wolverton Ward | 15601 | 3940 | 25.3 |
| Woughton Ward | 11824 | 3987 | 33.7 |

### The table below shows pupil ethnicity breakdown by ward 2009 – 2013, compared to Milton Keynes average. The highlighted rows show where there are higher than Milton Keynes average density of ethnic minority pupils. There are 23 wards in Milton Keynes, nearly half of the wards (11) show a higher than Milton Keynes average. Campbell Park ward shows the highest proportions of BME with over half of the pupils from BME backgrounds.

| MK: Wards - Pupil Ethnicity % of pupils from BME groups 2009-2013: School Census |
| --- |
| Milton Keynes and by Ward | 2009 | 2010 | 2011 | 2012 | 2013 |
| Milton Keynes | 29.2 | 31 | 32.8 | 34.1 | 35.3 |
| Bletchley and Fenny Stratford | 35.6 | 35.3 | 35.8 | 37 | 38.8 |
| Bradwell | 38.1 | 39.1 | 43.8 | 46 | 47.8 |
| Campbell Park | 50.6 | 56.2 | 59.4 | 58.7 | 60.3 |
| Danesborough | 16.2 | 17.5 | 13.5 | 16.7 | 14.3 |
| Denbigh | 23.1 | 24.3 | 25 | 26.5 | 28.5 |
| Eaton Manor | 30 | 32.7 | 34.1 | 35.2 | 37.2 |
| Emerson Valley | 30.2 | 31.1 | 32.8 | 33.9 | 34.1 |
| Furzton | 29.6 | 32.3 | 34.7 | 36.1 | 35.5 |
| Hanslope Park | 7.8 | 8.9 | 15.7 | 16.5 | 18.2 |
| Linford North | 24.5 | 25 | 26.1 | 29.5 | 29.1 |
| Linford South | 38.9 | 41.1 | 41.9 | 45.8 | 47 |
| Loughton Park | 29.9 | 31.5 | 34 | 35.2 | 36.3 |
| Middleton | 32 | 33.5 | 35.1 | 36.8 | 38.1 |
| Newport Pagnell North | 8.7 | 11 | 10.6 | 10.4 | 10.7 |
| Newport Pagnell South | 9.3 | 10.7 | 10.4 | 11.7 | 11.8 |
| Olney | 7.7 | 7.9 | 9.1 | 7.4 | 7.4 |
| Sherington | 9.6 | 11.6 | 12.5 | 10.9 | 11.6 |
| Stantonbury | 31.7 | 32.6 | 35.8 | 37 | 38.7 |
| Stony Stratford | 28 | 30 | 30.6 | 30.8 | 33.3 |
| Walton Park | 25.7 | 27 | 28.1 | 30 | 30.3 |
| Whaddon | 18.7 | 21.3 | 23.1 | 24.2 | 26.1 |
| Wolverton | 34.3 | 36.4 | 38.1 | 38 | 38.7 |
| Woughton | 34.7 | 39.4 | 42.3 | 40.4 | 43.5 |
| Unknown | 23.9 | 33.7 | 31.3 | 22.5 | 19.6 |

## **BME representation amongst key services across Milton Keynes**

The tables below highlight the proportions of BME staff amongst key services within Milton Keynes; this includes community health staff,[[10]](#footnote-10) childcare staff, school staff, and Milton Keynes Council staff.

### **BME** **representation amongst community health staff**

### The table below shows that 18.41% of staff are from a BME background.

|  |
| --- |
| Proportion of BME staff amongst community health staff |
| No. of staffin MKCHS | No. of BME staff | % | Non BME staff(inc. white other) | % | Unknown | % |
| 1206 | 222 | 18.41 | 952 | 78.2 | 32 | 2.65 |

## **BME representation amongst childcare staff**

### The table below shows that amongst the different types of childcare providers, White/British represent the largest group (e.g. over 80%). Other groups with a higher representation, particularly within the pre-school and nursery forms of childcare, are:

|  |  |
| --- | --- |
| * White Irish
 | * White/other
 |
| * Asian Pakistani / Asian other
 | * Mixed white / Black Caribbean
 |
| * Black Caribbean
 | * Black African
 |
| Proportion of BME staff amongst childcare staff |
|  | Childminder | Crèche | Pre-School | Nursery | Out of School | Playscheme | Other |
| White/British | 94(91.2%) | 29(93.5%) | 330(89%) | 487(83.5%) | - | - | 66(88%) |
| White/Irish | 1(1%) | - | 6(1.6%) | 12(2.1%) | - | - | - |
| White/other | 5(4.9)% | - | 6(1.6%) | 10(1.7%) | - | - | 5(6.7%) |
| Mixed-White/Black Caribbean | 1(1%) | - | 3(0.8%) | 17(3.0%) | 2(66.6%) | - | - |
| Mixed White/Asian | - | - | 3(0.8%) | 3(0.5%) | - | - | - |
| Mixed/other | - | - | - | 4(0.7%) | - | - | - |
| Asian Pakistani | - | - | 6(1.6%) | 12(2.1%) | - | - | - |
| Asian Bangladeshi | - | - | 4(1.1%) | - | - | - | - |
| Asian/other | - | 1(3.2%) | 8(2.2%) | 12(2.1%) | - | - | 1(1.3%) |
| Black Caribbean | - | - | 1(0.3%) | 9(1.5%) | - | - | - |
| Black African | 2(1.9%) | 1(3.2%) | 2(0.5%) | 8(1.4%) | 1(33.3%) | - | 2(2.7%) |
| Black/other | - | - | 2(0.5%) | 6(1.0%) | - | - | 1(1.3%) |
| Chinese | - | - | - | 3(0.5%) | - | - | - |

Source: Survey of Training and Workforce Development 2011

## **BME representation amongst school staff**

### The table below breaks down the ethnic groups of school staff. The proportion of BME staff collectively is approximately 10%; the largest groups are highlighted, these are Asian Indian, Black African and White Other.

| Table Proportion of BME staff within schools |
| --- |
| Ethnic origin | Total | % |
| Any Other Ethnic Group | 5 | 0.1% |
| Asian Bangladeshi | 15 | 0.4% |
| Asian Indian | 75 | 1.8% |
| Asian Other | 20 | 0.5% |
| Asian Pakistani | 36 | 0.9% |
| Black African | 60 | 1.5% |
| Black Caribbean | 19 | 0.5% |
| Black Other | 4 | 0.1% |
| Chinese | 5 | 0.1% |
| Ethnicity Unknown | 8 | 0.2% |
| Mixed Other | 6 | 0.1% |
| Mixed White & Black African | 2 | 0.0% |
| Mixed White &Black Caribbean | 16 | 0.4% |
| Mixed White & Asian | 5 | 0.1% |
| No Return | 247 | 6.0% |
| No data | 15 | 0.4% |
| Refused | 54 | 1.3% |
| White British | 3394 | 82.8% |
| White Irish | 28 | 0.7% |
| White Other | 85 | 2.1% |
| Grand Total | 4099 | 100.0% |

## **BME representation amongst Milton Keynes Council staff**

### The table below breaks down the ethnic groups of Milton Keynes Council staff. The proportion of BME staff collectively is approximately 11%; these are less defined groups, however, the largest group is Black.

|  |
| --- |
| Proportion of BME staff within Milton Keynes Council 2011- 2013 |
| Ethnic Origin | Percentage at 31 March 2011 | Percentage at 31 March 2012 | Percentage at 31 March 2013 |
| Asian | 3.39% | 3.32% | 3.24% |
| Black | 5.79% | 6.25% | 6.80% |
| Chinese | 0.16% | 0.18% | 0.14% |
| Mixed | 1.18% | 1.28% | 1.19% |
| Unknown | 7.95% | 9.88% | 9.73% |
| White | 81.54% | 79.09% | 78.90% |
| Grand Total | 100.00% | 100.00% | 100% |

## **Conclusion**

### Service providers need to be aware of the complexity of ethnic diversity, taking into account the considerable numbers of different groups, religions and languages of Milton Keynes’ communities, bearing in mind also that Milton Keynes has a very transient and mobile population with high numbers of in-migration.

### While efforts at improving services should be concentrated on areas with a high density of black and ethnic minority groups; it needs to be remembered that there is ethnic diversity in all areas, as BME groups in these areas may be overlooked and may not access services as effectively to meet their needs.

### It is important to monitor the growing and changing population of BME groups to target services effectively, this is an on-going process that requires regular reviews. In this process it is important to collect suitable data and to use the same or similar categories across different ways of collecting data. In order to be able to target services better, too general categories such as ‘Black African’, which might mask differences and inequalities within the categories, should be reviewed. The Commission recommends positive action to improve the representation of ethnic groups among staff in Milton Keynes Council and in key Children’s and Maternity services. The Commission recommends further research into the attainment levels for older age groups e.g. Key Stage 3 and Key Stage 4 (Secondary School age) to identify and address differences of attainment between ethnic groups.

1. Census: <http://www.mkiobservatory.org.uk/page.aspx?id=1924&siteID=1026> ; <https://www.nomisweb.co.uk/census/2011/data_finder> [↑](#footnote-ref-1)
2. Office for National Statistics: <http://www.ons.gov.uk> [↑](#footnote-ref-2)
3. School census: <http://www.mkiobservatory.org.uk/document.aspx?id=10291&siteID=1026> [↑](#footnote-ref-3)
4. MK 2011 Census Profile - http://www.mkiobservatory.org.uk/document.aspx?id=10218&siteID=1026

<http://www.milton-keynes.gov.uk/business/economic-development/local-economic-assessment> [↑](#footnote-ref-4)
5. This major group covers occupations whose main tasks require a high level of knowledge and experience in the natural sciences, engineering, life sciences, social sciences, humanities and related fields. Most occupations in this major group will require a degree or equivalent qualification, with some occupations requiring postgraduate qualifications and/or a formal period of experience-related training. [↑](#footnote-ref-5)
6. Economically inactive including: retired; student; looking after home or family; long term sick or disabled; economically inactive; other. [↑](#footnote-ref-6)
7. Source: Schools Census return January 2013. [↑](#footnote-ref-7)
8. Key stage 1 includes Years 1 & 2: i.e. 5 & 6 years old children. Robust data is not available for Foundation Stage; data is incomplete as it is not statutory to collect data on ethnic origin for this age group. Trends cannot be established as there is only one year of data. [↑](#footnote-ref-8)
9. Office for National Statistics – <http://www.ons.gov.uk> [↑](#footnote-ref-9)
10. Includes: health visitors, midwives, mental health, learning difficulties and school nurses. [↑](#footnote-ref-10)