Corporate Core

Equality Performance Report 2013

www.milton-keynes.gov.uk/equalities

Published September 2013

1. Key Ideas and Performance Challenges

1.1 Purpose of the Report

The Equality Performance Report is the Council's statutory published information showing how it complies with its Equality Duties. The Equality Duty requires the Council to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity; and
- foster good community relations.

1.2 Summary

The highlights of equality performance in 2012/13 are:

☑ An improving trend in five (5) of the nine equality areas that the Council has focussed on since 2010.

☑ Council's policies are successful in providing a fair basis for recruitment. Key indicators are better than Derby City Council, which is nationally celebrated.

☑ "Many examples of the Council achieving good outcomes as a result of responsive services", was the finding of an external review. They also found:

  o Increases in group and service engagement, with an increase in participation;
  o Equality Impact Assessments contributing to service and decisions adjustments and improved service knowledge, including staff profiles;
  o Notable practice in most service areas;
  o Service Users reporting improved respect.

☒ However the review also observed that more work was needed to ensure that these outcomes are support by a sustainable process.

1.3 Council's Approach

The Council has a clear equality vision, which is:

> "Improve the way we engage, think, plan and act to deliver equality and accessibility for everyone, every day"

This vision articulates the way the council works on equality (see Appendix 1); as it engages with local people, thinks about different people's needs, plans the way it works and acts to delivery quality services.

- Working throughout the council in the way it: develops its workforce; delivers its services; and shapes Milton Keynes as a place to live.
- For everyone, everyday; it is not a separate vision for one group or another. Although mindful of the equality-act-protected characteristics, it is a universal vision that applies everyday.

1.4 External Review

In June 2013, the Council invited the Local government Association to undertake a review by a group of people from outside Milton Keynes, who are experts in the

equality field. They provided a critique of the Council using the Equality Framework for Local Government (EFLG). The EFLG is a standard that councils can assess themselves against, and this provided an opportunity to identify and draw out learning and good practice. A summary of their findings are:

> "The Council has a clear high level commitment and vision on equality. There are also good outcomes achieved on the ground."

Positive messages from the Peers **(the quotes are from the Peer Report)**	"Staff know the communities they work in and use that information to shape the services they provide." "There are many examples of MKC achieving good outcomes as a result of responsive services." "Corporate Directors not only have a true and full grasp of equality and its challenges, but are inspirational in leading the Council to achieve outcomes." Many examples of how community engagement and satisfaction are excellent "Staff could see how their input in the staff survey and focus groups led to new organisational values and improved management training." Notable practice throughout the Council.
Three Major Areas of Concern	How equality gaps are identified and data is turned into a clear narrative, which can be used to create strategy and service planning. The communication of the Equality Vision and how frontline work on equality is being driven and guided by the equality objectives. The equality analysis of the workforce data and how this affects the implementation of the workforce strategy.

The areas of concern were considered to be significant and Council was not able to get validation against the Excellent Level (the top or "3 star level") of the EFLG, and so remains at the Achieving Level (the middle or "2 star level").

1.5   Report Organisation

The information in this report is provided in two sections:

- Section One: The story of equality improvement in 2012/3 using the four component elements of the equality vision.

- Section Two: Indicators and trends: equality objectives and staff.

Recommended improvements are found in Section 8.

SECTION ONE

2. Engage: Deepening our Engagement

2.1   What do we mean by engagement?

Engagement is the way the Council develops and sustains a relationship with one or more local groups (eg. older people, people with a disability or religious groups) and builds an understanding of the impact of its services and the decisions it makes. The Council has four different types of engagement, those with:

*   Staff
*   Communities of type or identity (e.g. people with a disability)
*   Service users
*   Local geographical communities.

2.2   Staff Engagement

The External Review observed that: "staff demonstrated a great deal of enthusiasm and seriousness for the equality and diversity agenda", but expressed a concern that the Council's approach to equality was not fully understood across the Council.

*   The Council uses a number of different means to ensure that staff are provided with accurate and up to date information about what is happening within the organisation and the influences upon it. Equality needs to feature more often in these communication channels.

*   The Chief Executive has made frequent visits, with Corporate Leadership Team colleagues, to different Council offices; these pick up on staff satisfaction and allow them to hear staff views and answer questions. The Review suggested that more opportunities for staff to share more sensitive feedback that was not appropriate to existing service be investigated.

2.3   Active Umbrella Engagement Groups

All equality streams (age, race, disability, religion, etc) have engagement groups and organisations. Most of these are supported by the Council to support other organisations and individuals to engage. Details of these can be found on the Council's website: http://bit.ly/MKC-EqGroups. These organisations meet together as the Diversity & Equality Partnership (DEP) and they have been active to deliver the following:

*   The Disability Advisory Group, supported by the Centre for Integrated Living, has been active in working with: Housing to design new wheel chair suitable homes; and contributing to large projects such as Station Square and Welfare and Council Tax Support Scheme changes. They have helped deal with minor access issues for people with a disability and reviewing Council leaflets and communications.

*   The Milton Keynes Equality Council supports ethnic and racial issues has been in an active working partnership with Safer MK. They have co-ordinated the work of the PREVENT board, which is Milton Keynes' local prevention of terrorism group and led Public Health campaigns. They have concentrated on engaging with older people from Black and Minority Ethnic (BME) communities

and have been able to present their findings to the Council through its BME Older People's Group, and directly to services.

- Women and Work held a conference for women and girls to look at breaking gender stereotypes about work - they were supported in this by Nissan, Network Rail and GE Capital.

- Council of Faiths have involved in: the burial grounds review; the Multi-Faith Building of Remembrance, and faith groups' expectations; Citizens' Advice Bureau and priorities for future advice provision; and the new casino and best use of the available community funding.

- Q: Alliance has over 600 local followers on Facebook, an active Twitter page with over 1,000 followers who engage with them on issues such as Health and Young People's needs.

2.4 Specific participation in services

There is also notable practice in different services in supporting specific participation groups:

- Council Tenants are offered training opportunities to increase their involvement (e.g. chairing skills and confidence building). The agendas of meetings are flexible to encourage participation by tenants. This has led to an increase in tenant involvement, particularly at housing meetings.

- There is a healthy supplementary schools network in Milton Keynes supported by the Council. Training for volunteers is tailored to meet cultural needs (e.g. safeguarding children), and staff from mainstream schools work with volunteers from the supplementary schools to share skills and knowledge and provide training.

- Working with MKCHS, films are used to ensure the seldom heard voices of some of service users are heard and their experiences used to inform the decision making process. In 2012/13 these Films included: an elderly female's experience of intermediate care, a service user experience of Mental Health Services, a service user with disability discussing care regarding pressure ulcers and a mother discussing care to her child provided by health visitors.

2.5 The local community

The Citizens' Survey was last conducted in Jan 2012 and figures showed that over two-thirds of respondents (69.6%) agreed that in their local area there are 'strong and positive relationships between people from different backgrounds'; whilst nearly one-third (30.4%) disagreed. The level of agreement has risen significantly since 2010. Questions about community relations are being revised to help the council see how Milton Keynes compares to places elsewhere.

Neighbourhood Action Groups (NAGs) have developed Neighbourhood Action Plans (NAP), connecting and supporting regeneration in different areas, including a new one for Central Milton Keynes, working with relevant businesses

3. Think: Using Equality Analysis

3.1   How does the Council analyse equality?

Thinking and understanding how issues of equality affect a decision, project or service is critical to the equality duties. To aid this, the Council uses:
- Equality Impact Assessments
- Demographic analysis
- Service trends
- Levels of satisfaction

3.2   Equality Impact Assessments

An Equality Impact Assessment (EqIA) is the way the Council reviews the potential impact (both positive and negative) that a policy, service or project may have on different groups. All 2012/13 Equality Impact Assessments can be found on the following website: http://bit.ly/EQIA2013-all.

For 2012/13 there were 45 assessments: including 6 special assessments, also the Council's overall budget proposals which included 13 assessments. The following are examples of the recommendations that have been made:

- The prioritising of housing for people with a disability and older people in the Housing Strategy.

- Changes were made to the Council Tax Support Scheme. The proposed scheme is more likely to meet the needs of those in severe difficulties whatever their individual characteristics.

- The transformation of Children and Family Services targeted services towards vulnerable young people. The assessment highlighted how this advanced opportunities and addressed potential areas of discrimination.

Major reports included: Council Tax Support Scheme, Partnership Changes, Welfare Reform Programme and Housing Allocations and Homelessness Strategy

The External Review found: "a genuine commitment to equality analysis; there was an expectation and understanding that EqIAs are done and no reluctance expressed in doing them. EqIAs are undertaken regularly on a vast range of services and policies. A streamlined approach has led to a workable method which has led to EqIAs being seen as an integral part of service planning".

However they also noted that: "The Council has developed a system of one-to-one coaching by the Equality Officer to improve confidence amongst staff. Sharing knowledge across different service areas could increase the capacity of this resource and reduce the apparent dependency on one person".

3.3   Demographic analysis

The Council maps and collects data on local needs. The Joint Strategic Needs Assessment (JSNA) (http://bit.ly/JNA2011), in conjunction with the Milton Keynes Social Atlas (http://bit.ly/MKSA2011) are the primary processes for identifying the needs of the population and building a robust evidence base. The Council continues to develop its understanding of equality in different areas; these include health, education, community safety, access to work and identifying where the equality gaps are for different groups.

The People of Milton Keynes

(all figures 2011 unless other wise stated)

The percentage increase in the MK population since 2001 (2012: 252,200 people)	**18.2**
12.9	The percentage increase in the BME Community in MK since 2001
The percentage of the households with over 1.5 people per room that have an African background	**27.4**
35.3	The percentage of pupils in MK Schools who have a BME Background (2013)
The percentage of the population of MK whose language isn't English (over 90 languages)	**9.5**
1.5	The percentage of the population of MK who cannot speak English well or at all
The percentage of economically active people with a BME background	**16.7**
21,753 (8.8)	The number (and percentage) of population who are unpaid carers (2001 8.4%)
The percentage of people with a religion (2001 71.5%)	**62.7**
6.4	The percentage of people whose day-to-day activities are limited a lot (Eng. 8.3%)
The percentage of people in MK that are 65 and over (Eng. 16.3%)	**11.1**

Most frequent main languages other than English are: Polish (1.5%), Tamil (0.8%), Urdu (0.8%); 65 people have Sign Language as their main language.

Further information and analysis can be found at the MKi Observatory: http://www.mkiobservatory.org.uk. Link to brief guides - http://bit.ly/MK-brief-guides

Producing detailed information on each of the equality strands can set this demographic information within a context and provide services with a greater understanding of their challenges. For example, the increase in unpaid carers was seen as a large increase in terms of numbers. However, when set in the context of the increase in overall population, it was found to have increased only by 0.4% since 2001 as a proportion of the overall population. The Council will work with its partners in community organisations to develop a more detailed equality analysis.

3.4 Service analysis of trends

The Equality Peers were very critical of the way Council Services analyse trends. They observed that: "Data was not routinely analysed by a wide range of protected characteristics or other locally important criteria".

An officers' view is that this does not provide a true reflection of how the Council, and its services, consider equality issues. The Council has moved away from routine equality monitoring and analysis. Nationally this is a topic of much debate. What would be better is an acceptable, resource appropriate way to gather equality data that recognises the danger that those who are most discriminated against can become anonymous and invisible.

The Council monitors with a purpose:
- Where the analysis can be effective in decision making regarding a service change or commissioning.
- To understand differential outcomes or service uptake
- Equality and diversity of its workforce (Section 7 contains the workforce trends).

However, the Council will review its monitoring and analysis approach.

3.5 Understanding of satisfaction

Sometimes aspects of the Council's work do not go smoothly. The Council has received more complaints from key groups.

Table 2: Service Complaints (Source: Law & Governance, MKC)

Indicator	2011/12	2012/13
% of complaints from people with a BME background	17.4%	14.6%
% (No.) of complaints from people with a disability	4.3%(36)	6.6% (57)
% (No.) of complaints from older people	4.9% (42)	6.3% (55)

4.   Plan: Objectives and Aims

4.1   How does the Council plan for equality?

The Corporate Plan has two cross cutting themes; Equality and Cohesion is one of these. The aim is to make Milton Keynes a place where opportunities are created and barriers to achievement are removed. This aim is developed through its equality objectives, service plans and major strategies.

4.2   Equality Objectives

In 2010 the Council developed its first set of Equality Objectives they were designed to help us achieve the aims of the general equality duty and were aligned to our Corporate Objectives. Feedback from staff and partners is that these are complicated and could be simplified.

The Equality Objectives can be simplified to four objectives:

1.   The percentage of people who report that they are rarely or never treated with respect and consideration by Milton Keynes Council is less than 5% by 2016.

2.   The elimination of any over representation of people from a white background in recruitment, as measured by the proportion of applicant with a white background minus the proportion of those recruited being under 3% by 2016

3.   To achieve significant improvement against 9 adopted equality indicators by 2016.

4.   The percentage of people who agree that: a) people pull together to improve the local area is over 60%, and b) that their area is a place where people from different ethnic backgrounds get on well together is over 75% by 2016

The Council continues to engage with individuals and organisations across Milton Keynes to develop the Equality Objectives. The objectives are:
- a snapshot revealing whether Council's services and employment are fair, accessible, responsive to people's needs, and communities are cohesive.
- focus on the equality challenges facing the Council, and those that will have the greatest impact in furthering the aims of the Equality Duty.

Table 1 shows the Council's performance against these objectives.

Table 1: Equality Objectives Performance

Equality Objectives Performance	2011	2012	2013
Respect and consideration	9.4	7.1	Awaiting Survey
Over Representation	12.6%	10.7%	5%
Equality Indicators	New	4 Improving Trends	5 Improving Trends
Community Relations	In recent years these indicators have changed several times those indicators that were used in the last two years are below.		

The Citizens Survey 2013 has not yet been published.

Table 2: Community Relations - Citizens Survey

Indicator	2011 Survey	2012 Survey	What does this mean?
The percentage of people who agree that there are strong and positive relationships between people from different backgrounds in your local area	61.5	69.6	Higher is better - this mirrors the increase in satisfaction in the local area
The percentage of people who feel fairly or very strongly that they belong to their immediate neighbourhood	59.7	59.4	Higher is better – levels of belonging have remained stationary in the last 5 years

4.2   Other plans and strategies

The Equality Delivery Improvement Plan - contains all the process orientated changes some of which can be found in Section 8.

Service Plans - contain the challenges that services face, which are picked up in the Equality Objectives and Equality Development Plan.

Strategies and Policies – contain an issue specific challenges and actions, these are summarised in an Appendix to the Corporate Plan which can be found here

5. Act: Improving the Quality of Services

5.1 What is the Council achieving?

Acting on equality is the fourth and most important element of responding to the Equality Duty. The Council has had due regard through:

- Achieving equality outcomes and improving equality for the most vulnerable
- Meeting service challenges and delivering notable practices

5.2 Notable Practices

This year's notable practices are those highlighted by the Peer Review:

- **Quarterly performance challenges:** every quarter, Assistant Directors report to CLT on the performance of their services. They provide information on a number of performance measures and are challenged about achievements.

- **Community Mobilisers:** There are currently ten Community Mobilisers in Milton Keynes, each based in their own locality. There has been a recent improvement in service provision, with their roles changing to assist with holistic community development by supporting children, families and residents to design, develop, commission and deliver projects. They are there to support people to have a voice in their communities. They are integral in making the Neighbourhood Action Plans work.

- **Flowers House** is a new purpose built sheltered accommodation for people with dementia. It contains 34 specially designed flats, which enables the residents to have choice and control to live independently for as long as they feel able to do so. Verbal feedback from families is that they "feel assured that the move was the right choice for their parents". Spouses of people with dementia are also able to live with their spouse in Flowers House. There is a high ratio of staff to residents, which allows for greater interaction, support and choice for residents, such as shopping trips and attending hairdressers.

- **Westminster House** is a new purpose built home for young people with learning difficulties. Young people were heavily involved in its design, with alterations being made as a result of their feedback (e.g. the décor). It is a home with an emphasis on empowering its residents to take control over their lives and live as independently as possible.

- **Mediation Service for MKC staff.** There is a group of people trained as mediators who work not only with individuals in conflict situations, but also different groups. Group mediation focuses on newly created teams, teams going through change and teams in conflict. Different tools are used to work through difficulties in the teams and gain understanding and consensus (e.g. 360 degree feedback).

- **Children and Families Commissions:** The Children and Families Partnership held a Ethnic Diversity Commission made up of relevant statutory, voluntary and community sector partners with an independent Chair. They investigated issues using a holistic approach and are due to make formal recommendations in Autumn 2013. These are used to change service provision.

SECTION 2

6. Corporate Objectives

Indicator	2011	2012	2013	Trend What does this mean?
Reduce the achievement gap between pupils entitled to free school meals and their peers achieving 5 A*-C at GCSE and equivalent incl. English and maths.	N/A	Gap 34.7%	Gap 27.5%	☑ The gap is reducing
The percentage point gap between pupils with Special Educational Needs (SEN) and their peers achieving 5 A*-C grades at GCSE or equivalent including English and Maths	Gap 49%	Gap 39.5%	Gap 39.4%	☑ The gap is reducing
Reduce the achievement gap between the lowest achieving 20% in the Early Years Foundation Stage and the rest.	Gap 30.7%	Gap 29.5%	Gap 29.8%	☒ The trend is flat
Increase the percentage of black and minority ethnic heritage (BME) pupils achieving 5+ A*-C grades at GCSE including English and maths	49.7	51.4	59.5	☑ The percentage is increasing
The proportion of carers who received an assessment or review and received a specific carers' service or advice and information within the same year, as a % of all people receiving a community-based service, during the period.	N/A	12.3	9.7	☒ The proportion is decreasing

Indicator	2011	2012	2013	Trend What does this mean?
Repeat rate of medium risk domestic violence individuals	44.91	46.44	45.99	☒ The trend is flat
Percentage of older people achieving independence through rehabilitation/ intermediate care	74.0%	84.0%	91.5%	☑ The percentage is increasing
Number of households in temporary accommodation (differentiation by ethnicity, type of household) Number of households in Choice Based Lettings Priority Band 1: Households awaiting offers Of which the number that need wheelchair adapted accommodation Those from the Traveller community	150	181 353 36 3	191 446 34 3	☒ The number is increasing
Number of adults from target regeneration neighbourhoods supported to secure employment	New	15	263	☑ The number is increasing and above target

7. The Diversity of Staff

The Council is building a diverse and competent workforce by:
- Ensuring the Council's workforce is proportionately reflective of the ever changing community
- Adopting policies and practices that make best use of the differing skills and talents of individuals
- Creating a harassment free environment

The following tables and information reveal the trends in workforce composition, with some commentary regarding the significant equality challenges.

6.1 Staff at the Council

Table 1: Staff Numbers 2011-13 (Source: Human Resources, MKC)

Year	2011	2012	2013
Staff Numbers	2,540	2,257	2,190

The numbers of staff employed by the Council has been falling in the last three years. Below is a longer term summary of the main trends in the top 5% earners in the Council:

Table 2: Staff Proportions 2006-13 (Source: Human Resources, MKC)

Description	06/7	07/8	08/09	09/10	10/11	11/12	12/13
Top 5% Earners: Women	37.8%	40.0%	39.7%	42.6%	46.0%	50.7%	52.6%
Top 5% Earners: Ethnic Minority	4.2%	2.5%	1.8%	1.7%	3.8%	3.5%	4.9%
Top 5% Earners: Disability	2.1%	2.0%	2.6%	1.8%	11.3%	10.3%	7.1%

Trends are discussed under the various sections.

Table 3: Years in Service 2011-13 (Source: Human Resources, MKC)

Years in Service	2011	2012	2013
Under 1 Year	10.2%	8.6%	11.4%
1 - 4 Years	36.3%	34.0%	22.7%
5 - 9 Years	23.7%	26.6%	30.5%
10 - 19 Years	25.4%	26.1%	30.5%
20 +	4.5%	4.7%	4.9%

6.2   Age

The staff profile at the Council suggests no large trend in respect to age with proportions remaining relatively steady in the organisation and a large age range: although there is a slight increase in the oldest group and decrease in the youngest group. The organisation has a median age in the mid to late 40s which is much older than Milton Keynes as a whole, and there is some evidence that it is getting slightly older. The largest group are those aged 50-59.

Chart 1: Age Proportions 2011-13 (Source: Human Resources, MKC)
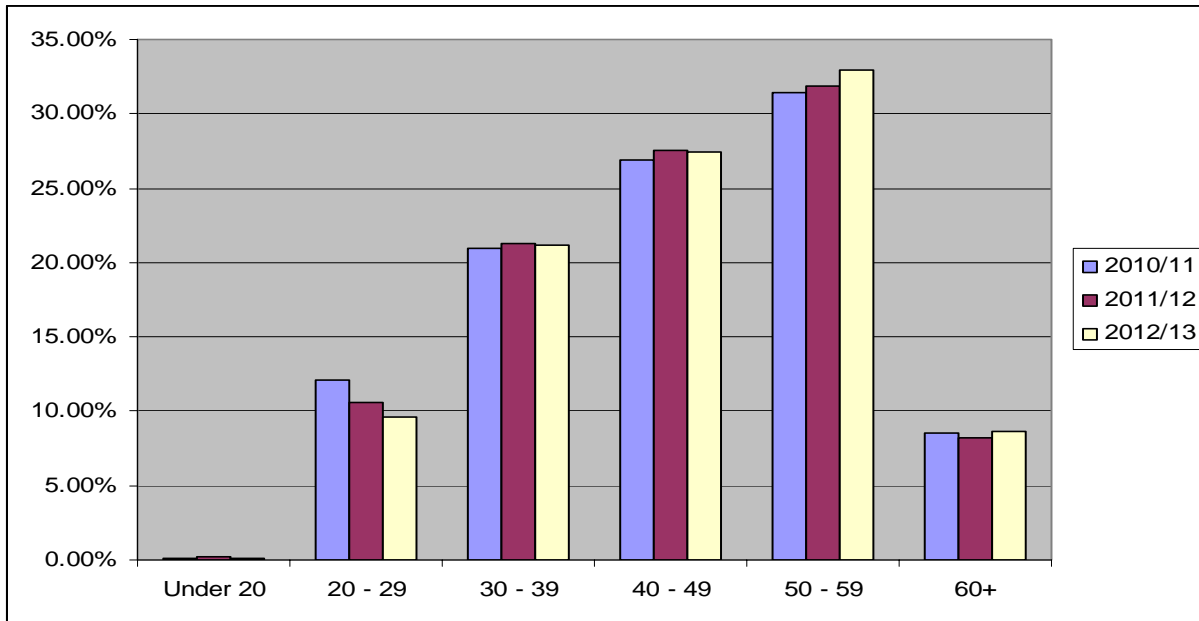
The median age is much higher than the general population at 46-48. The largest group is 50-59, about 10 years older than partner organisation.

Summary	
Seniority	Senior officers are a mix of ages and follow the corporate age trend
Recruitment	Trends are consistent with respect to age.
Leavers	Trends are consistent with respect to age.
Disciplinary	Trends are consistent with respect to age.
Grievance	Trends are consistent with respect to age.
Training	Training is provided in near proportion with respect to staff age. With those who are 60+ underrepresented in training numbers by nearly 1% and those who are under 30 overrepresented by 1.5%. Both are reasonable variations.

6.3   Sex / Gender

As can be seen from the proportions above the gender balance has remained stable in the last 3 years. The number of male staff is low and it compares with 49.5% in the general population.

Table 5: Staff Numbers 2011-13 (Source: Human Resources, MKC)

Year (figures in March)	2011	2012	2013
Female	73.1%	72.9%	73.4%
Male	26.9%	27.1%	26.6%

| Summary	
Seniority	For staff who earn under £40,000 the proportion of female to male is very close to the proportions across the organisation. Above that it trends towards 50:50.
Recruitment	Women are over represented in the recruitment process by 4% this has decrease since 2012 and compares with 10% in MKCHS.
Leavers	Men were over represented proportional amongst those who were at risk in 2012. This is consistent with the services that were transformed and the higher proportion of men in middle manager positions.
Disciplinary	Trends are consistent with respect to gender/sex.
Grievance	Trends are consistent with respect to gender/sex.
Training	Training is provided in near proportion with respect to gender. With men under-represented by 1.6% and women over-represented by the same amount. Both are reasonable variations.

6.4 Ethnicity / Race

Ethnicity statistics are collected on a self-identification basis and the set of classifications is wider than the census collection. However to aid comparison, the number of classifications are here redistricted to those used by the census.

Table 6: Staff Proportions: Ethnic Origin 2011-13 (Source: HR, MKC)

Ethnic Origin	2011	2012	2013	Milton Keynes
White	81.5%	79.1%	78.9%	80.0%
Asian/ Asian British	3.4%	3.3%	3.2%	8.1%
Black / African / Caribbean / Black British	5.8%	6.3%	6.8%	6.8%
Mixed / Multiple ethnic groups	0.2%	0.2%	0.1%	3.2%
Chinese & Other Ethnic	1.2%	1.3%	1.2%	1.1%
Unknown	8.0%	9.9%	9.8%	---
Proportion of Known Ethnic Origin (Milton Keynes figure is working pop.)				
White Communities	88.6%	87.8%	87.4%	83.3%
BME Communities (ex. White Other)	11.4%	12.2%	12.6%	16.7%

The staff composition broadly reflects the community of Milton Keynes.

Chart 7: Ethnicity and Pay Bands (Source: Human Resources, MKC)
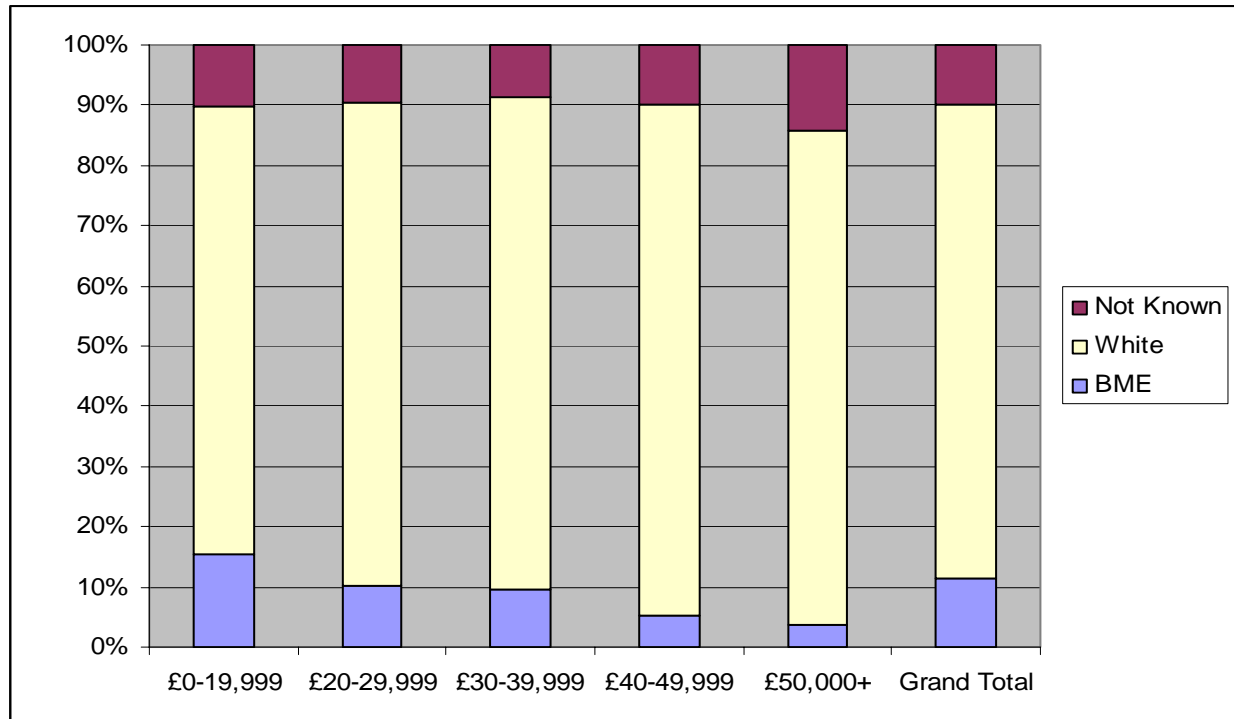
This chart reveals the distribution across different pay bands.

Table 4: Proportion Depreciation in Recruitment: (application proportion minus the hired proportion, positive figures show possible over representation in recruitment) (Source: HR - MKC, MKCHS & Derby City Council EPR)

*Derby City Council is considered a Beacon Council

Ethnicity	2012	2013	Benchmarking	
			Derby	**MKCHS**
White - Ethnicity	10.7	5.0	12.0	24.3
Asian/ Asian British - Ethnicity	-3.2	-3.2	-7.1	-9.6
Black / African / Caribbean / Black British - Ethnicity	-8.0	-2.7	-5.3	-13.3
Mixed / Multiple ethnic groups - Ethnicity	-0.3	0.9	-0.8	-0.6
Yes - Disability	1.0	0.6	1.0	1.8
No - Disability	-1.0	-0.6	-1.0	-1.8
Male	-5.7	-4.2	-4.0	-10.1
Female	5.7	4.2	4.0	10.1

Summary	
Seniority	Chart 7 shows a steady decrease in staff from a BME background with decrease in seniority. A normalised distribution would see BME communities representing around 12% of the population in each band. Of concern will be the low proportions in middle ranking positions and the high numbers of unknowns.
Recruitment	Recruitment shows a very welcomed trend reducing over representation of people with a white background through the recruitment process. MKC at 5% overrepresentation compares with Derby (national beacon) at 12% and MKCHS at 24%.
Leavers	Trends are consistent with respect to ethnicity (see the Budget EqIA)
Disciplinary	Trends are consistent with respect to ethnicity
Grievance	Trends are consistent with respect to ethnicity
Training	Training is provided in near proportion with respect to ethnicity. With staff with a Black or African heritage over represented by 1.4% and all other area marginally under-represented.

6.5   Religion

Table 8: Staff Proportions: Religion 2011-13 (Source: HR, MKC)

Religious Belief	2011	2012	2013	Milton Keynes
Christianity	39.80%	38.99%	39.54%	52.8%
Buddhism	0.31%	0.35%	0.23%	0.5%
Hinduism	0.87%	0.84%	0.73%	2.8%
Judaism	0.04%	0.00%	0.00%	0.2%
Islam	1.46%	1.51%	1.78%	4.8%
No religion	20.04%	20.56%	21.05%	31.3%
Other	1.14%	1.15%	1.19%	0.6%
Sikhism	0.35%	0.49%	0.37%	0.6%
Undefined	35.98%	36.11%	35.11%	6.6%

Although generally the religious belief of staff broadly reflects the community, there are lower proportions of staff with a Hindu and Muslim religious backgrounds and /or beliefs. Also there are higher proportions with no religion or who have undefined. The challenge for the Council is the level of religious knowledge and awareness may be low and how this might affect service delivery.

6.6   Sexual Orientation

Table 9: Staff Proportions: Sex Orientation 2013 (Source: HR, MKC)

Religious Belief	2011	2012	2013
Bisexual	0.2%	0.2%	0.2%
Gay	0.3%	0.2%	0.3%
Heterosexual	59.3%	59.2%	61.0%
Lesbian	0.4%	0.5%	0.5%
Undefined	0.2%	0.2%	0.1%
I do not wish to disclose my sexual orientation	39.8%	39.7%	37.9%

The figures above are just for one year and proportions have not shown any trend. The proportion of staff who are Lesbian, Gay, or Bisexual seems to be low, and the numbers who feel confident enough to report their sexual orientation shows a small increase. The challenge for the Council is the level of sexual orientation knowledge and awareness may be low and how this might affect service delivery. The Council senior officers recognised this and some awareness has been occurred through staff initiatives. However further work is recommended through staff communications.

6.7 Disability

Table 10: Staff Proportions: Disability 2011-13 (Source: HR, MKC)

Disability	2011	2012	2013
Yes	12.0%	11.2%	9.7%
No	81.3%	80.3%	88.2%
Not Declared	6.7%	8.5%	2.1%

The trend in the staff profile of staff with a disability seems to be lowering. The number of not declared as fallen and the target must be to get this under 2%.

Summary	
Seniority	The trend in people with a disability and seniority has decreased as the numbers of people with a disability in staff has increased from 10% to 7%. This is still well above benchmark comparators of 3-4%
Recruitment	There is a slight fall in the representation of people with a disability through the recruitment process of 0.6%, this is less than benchmark authorities

Summary	
Leavers	Trends are consistent with respect to disability (see the Budget EqIA)
Training	Training is provided in near proportion with respect to disability. Those with a disability represent just under 10% of the staff population and receive just under 10% of the training opportunities. If extra training opportunities were provided to help people access opportunities this figure should show a significant over-representation in the training profile

8.   Conclusion and Development Plan

There are five areas that require development are:

1.   Equality Communications
2.   Strand narratives for all protected areas
3.   Trends in the workforce data
4.   Strategy creation and service planning
5.   The Council benchmarking its achievements

A development plan will created focusing on these areas in November 2013.

Appendix 1: Golden Thread of Equality Development

ENGAGE	**Keywords:** communicate, participate, capture service user experience **Corporate Value:** We are Collaborative **Corporate Framework:** • Staff have a good understanding of the equality vision and how they deliver fairness and respect • Active Umbrella Engagement Groups in all equality streams **Service Focus:** • Service user experience is captured • Fostering community relations in local areas
THINK	**Keywords:** understanding, sensitive to needs, relevant analysis **Corporate Value:** We are Responsive **Corporate Framework:** • Equality Impact Assessments published & due regard given • There is a clear narrative on each strand which can be used to create strategy **Service Focus:** • Relevant analysis of trends in data to provide a narrative on equality • Good understanding of differential needs & satisfaction
PLAN	**Keywords:** align objectives, professional behaviours, responsive **Corporate Value:** We are Responsive **Corporate Framework:** • Equality objectives are developed • Staff treat people with fairness and respect **Service Focus:** • Service Plans indentify key equality challenges (including how adverse staff trends are reversed) • Major strategies and policies indentify how fairness and respect are promoted and adverse trends reversed
ACT	**Keywords:** quality, customer-focused, outcomes **Corporate Value:** We are Customer-focused **Corporate Framework:** • Quarterly service challenges to all service groups by CLT • Equality performance report provides improvement opportunities **Service Focus:** • All residents have easy access to Council information and services • Notable practice across all Council services

Contact / Links

Website http://www.milton-keynes.gov.uk/equalities
Equality Evidence http://bit.ly/MKi-Equality
Community Equality Groups http://bit.ly/MK-Equality-Groups
Facebook http://on.fb.me/EqualitiesMK

'Improve the way we engage, think, plan and act to

deliver equality and accessibility for everyone, every day'.

www.milton-keynes.gov.uk/equalities

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