



Gender & Ethnicity

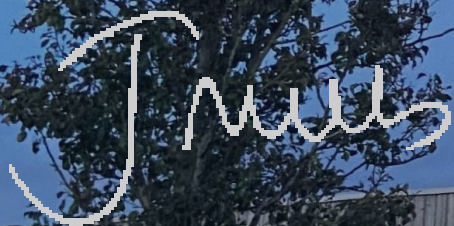
Pay Gaps and Data 2020-21



The Milton Keynes College Group published its Strategic Plan, 2021 – 2026, Building Fairer Futures, in the summer of 2021. It includes a strategic aim to Promote and live fairness, equality, diversity, and inclusion and this has driven a fresh approach to how we challenge inequality and unfairness.

This report has a new format which goes beyond meeting our statutory requirement to submit and publish pay gap data in relation to Gender. Whilst there is no statutory requirement to publish Ethnicity Pay Gap data, MK College Group has signed the Race at Work Charter and has, therefore, for the first time, provided Ethnicity Pay Gap data alongside Gender Pay Gap data. The aim of the report is to provide information that is easily understood and simply captures the many activities that are happening throughout the Group continuously improving our approach to equality, diversity, and inclusion (EDI). Needless to say, our activities and focus are aimed towards diminishing any existing pay gaps and ensuring no pay gaps exist in the future. By combining Gender and Ethnicity Pay Gap reporting, it allows us to understand and demonstrate how our collective EDI activities affect the experience of all of our employees and increases our shared understanding of intersectionality.

The 2020/2021 data do not indicate that we have significant pay gaps based on Gender or Ethnicity. However, a key area of focus for MK College Group is to increase representation of Black and Asian employees, particularly in curriculum areas and in leadership teams. Work is well underway to support inclusive cultural development, positive action, allyship, education of employees and leaders to make improvements in our representation. However, the Group recognises that this work needs dedicated time and resource. The appointment, in January 2021, of Arv Kaushal as EDI Manager and launch of the Fairer Futures Strategy is testament to the Group's commitment to improve its focus and drive for inclusion. 2021 and into 2022 sees MK College Group consolidating and prioritising effort to where it will have most impact for colleagues, learners, and the communities it serves.



Julie Mills (Group CEO & Principal)



David Meadowcroft (Chair of Governors)

A woman with curly hair is smiling and looking towards the right. She is wearing a white top and a dark blazer. In the background, there are other people in a meeting setting, including a man in a white shirt and another person in a dark shirt. The scene is set in a modern office environment with a laptop and a notebook visible on a table.

This report includes two pay gap aspects for MK College Group (MKCG). The two parts of this report cover the pay gap analysis and representation data for gender and ethnicity of the MKCG workforce that had permanent or fixed term contracts at the end of March 2021.

We are publishing both at the same time to identify the challenges holistically and set out what we are going to do about them. We hope that reviewing them together will support the conversation about the type of employer we want to be as set out in our [Strategy Overview 2021-2026, Building Fairer Futures](#), to develop a fit for purpose organisation that enables us to be a leading further education provider and **inclusive** employer of choice.



Take a closer look...

- 1 Ethnicity
- 2 Gender
- 3 Highlights
- 4 Key points
- 5 Actions

Ethnicity Data

1

We are not legally bound, in the same way as gender, to publish our ethnicity pay gaps but we are committing to publishing both on our website to bring about a meaningful conversation and change within our organisation.

The impact of global issues such as Covid-19 has affected everyone, but we know it has disproportionately affected people from Black, Asian, and Minority Ethnic backgrounds, and exacerbated inequalities we know already exist.

Ethnicity Data

Of the **90.5%** of colleagues that have **shared** their ethnicity with us...

...Just over **13%** have told us they are from a **Black, Asian, Mixed or Minority Ethnic** background

1



Ethnicity Data

Milton Keynes' diversity is above the national average and the data for the key groupings used in this report are as follows:

Black – Black African, Black Caribbean, and any other Black ethnicity.

Asian – Bangladeshi, Chinese, Indian, Pakistani, and any other Asian background.

Mixed – Any Minority ethnic mixed background.

White – Any White background, and Irish.

Disclosure rate – includes “Prefer Not To Say” and those that have not entered any details on our self-serve platform.

1

Ethnicity Pay Gap

For every £1 a White employee earns...

1

All Black, Asian, and Mixed background employees earn...

99p
median

BLACK employees earn...

100p
median

ASIAN employees earn...

104.1p
median

MIXED employees earn...

92.4p
median

MKCG Ethnicity Representation

1



3.7%

BLACK

Milton Keynes has a higher proportion of 6.8 percent compared to 3.4 percent in England.



4.3%

ASIAN

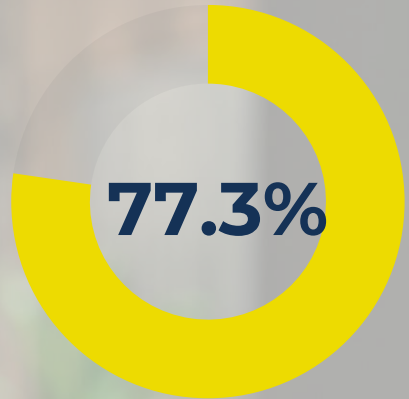
Milton Keynes has a higher proportion of 6.7 percent compared to 5.8 percent in England.



4.8%

MIXED

Milton Keynes has a higher proportion of 3.3 percent compared to 2.2 percent in England.



77.3%

WHITE

Milton Keynes has a lower proportion of 80 percent compared to 85.4 percent in England.

Ethnicity Leadership Pipeline

1

External measures use AoC leadership levels

Level 2 Posts: Deputy / Vice Principal

Level 3 Posts: Assistant Principal or Head of Major Function

Level 4 Posts: Heads - Faculty or Department

Level 5 Posts: First Appointment Managers, Assistant Heads & Specialists

Internal measures use Job Grades

Executive

E Creates Strategy

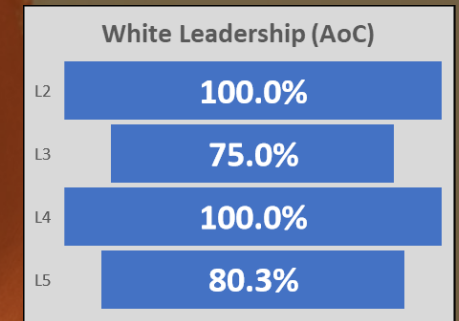
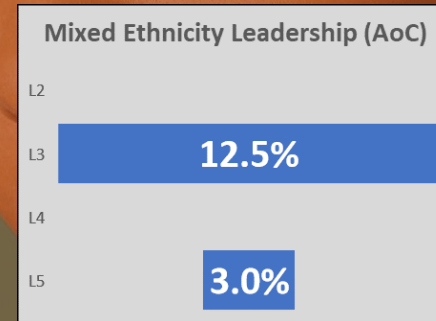
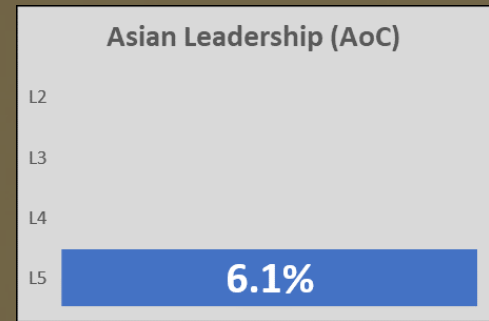
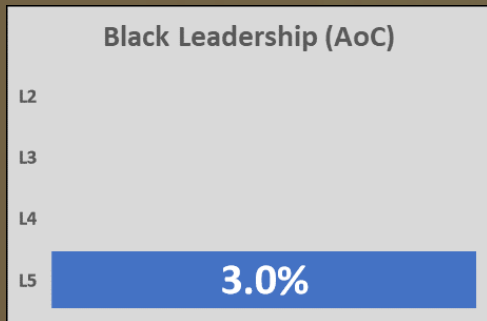
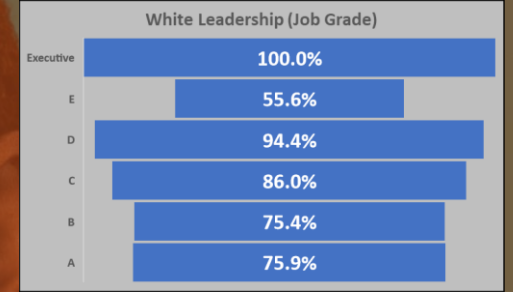
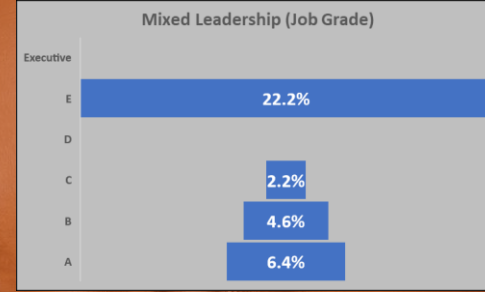
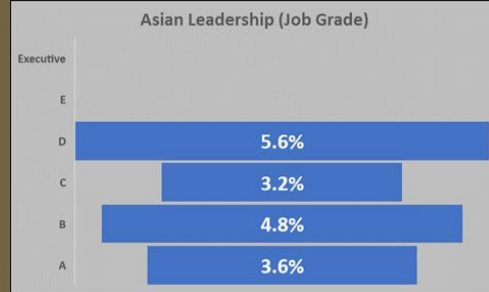
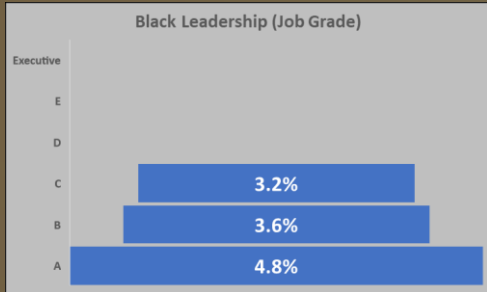
D Implements Strategy

C Owns Delivery

B Specialised Delivery

A Service Delivery

Ethnicity Leadership Pipeline



BLACK

ASIAN

MIXED

WHITE

Note: Percentages are shown as a proportion of each Level or Job Grade.



Gender Data

Gender Pay Gap and data reporting has been a legal requirement since 2016 for organisations with 250+ employees.

MKCG reported in line with this during this period and the historic reports can be found on the [MK College Group website](#).

2



Gender Pay Gap

For every £1 a Male employee earns...

Female employees earn...

91p
median

Upper Quartile...

104.4p
median

Upper Middle Quartile...

100p
median

Lower Middle Quartile...

96.7p
median

Lower Quartile...

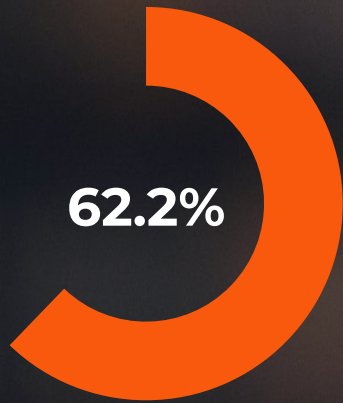
100p
median

2

MKCG Gender Data

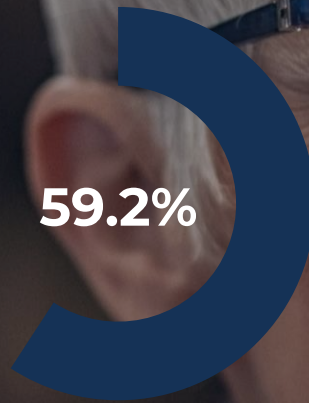
Just over 69 per cent of our colleagues are female.

2



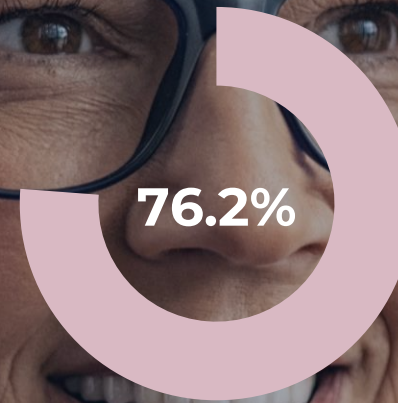
Upper Quartile

Lower representation as compared to overall MKCG representation.



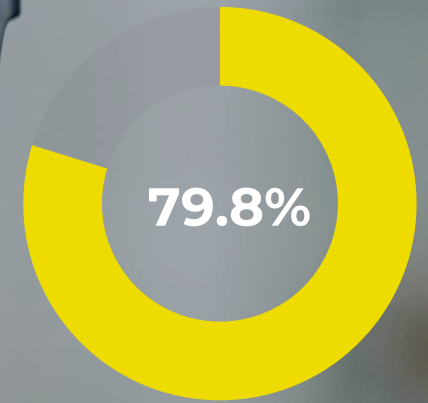
Upper Middle Quartile

Lowest representation as compared to overall MKCG representation.



Lower Middle Quartile

Higher representation as compared to overall MKCG representation.



Lower Quartile

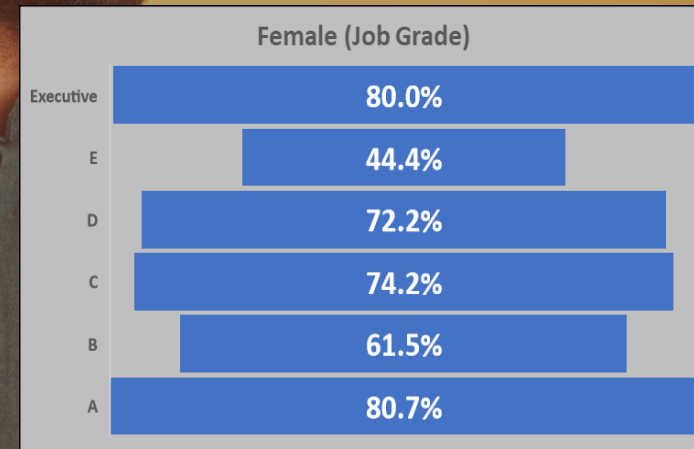
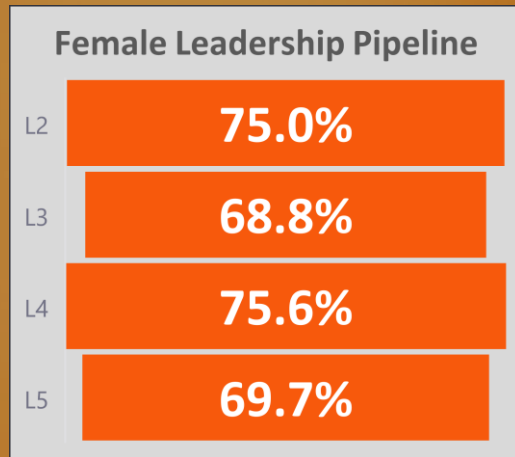
Highest representation as compared to overall MKCG representation.

Gender Leadership Pipeline

External measures use AoC leadership levels

Internal measures use Job Grades

2



Note: Percentages are shown as a proportion of each Level or Job Grade.

Highlights from 2020-21

Recruitment of a Equality, Diversity & Inclusion Manager

Signatories to the Race At Work Charter

Launch of #FEVoices

Improved reporting from HRIS (BUDDY) and shared regularly with senior leaders

Peakon (employee pulse survey) **transparency** with increased access to senior leaders

Values and inclusion **embedded** throughout the Transform leadership development programme

3

Key points to note...

4

- **White ethnicity** is the dominant ethnicity in all parts of MKCG and is over-represented at every level of leadership.
- **Higher proportions of the MKCG Black and Asian workforce are in Job Grade B** compared to the White workforce.
- **MKCG Mixed workforce proportions are higher than national and Milton Keynes demographics**, and have representation in Job Grades A to D. The overwhelming majority are in Grades A and B.
- **There is no Asian or Black representation in Senior or Executive Leadership.** All the Asian workforce is in Job Grades A to D, and all of the Black workforce is in Job Grades A to C. This is reflected in the AoC's Senior Level criteria.
- **There are marginal differences in overall pay gaps between White and all other ethnicities.** The data is impacted by the low level representation of some ethnicities and the roles they occupy.
- **There is a consistent split of 69 percent and 31 percent across MKCG for Women and Men.**
- Men are over-represented in Job Grades B and notably, E.



Key points to note...

4

It is starting to become much clearer, especially with gender, consistent representation is a key driver to minimise or eliminate pay gaps. Although more data is needed over the coming years to establish this, national reporting also echoes this as the key issue.

There is a more substantial challenge with representation of different ethnicities in MKCG's most senior levels. Trends over time need to be analysed to give a clearer picture of how representation impacts pay gaps.

Actions for 2021-22

Improve disclosure rates for disability

Identify positive action L&D opportunities – Black & Asian Leadership Pipeline

Launch and develop employee networks

Granular reporting on learner outcomes – focus on ethnicity

Launch annual EDI reporting

Risk register to include EDI focus

Create an MKCG EDI calendar

Inclusive Language Guide

Senior Leadership EDI development

5

