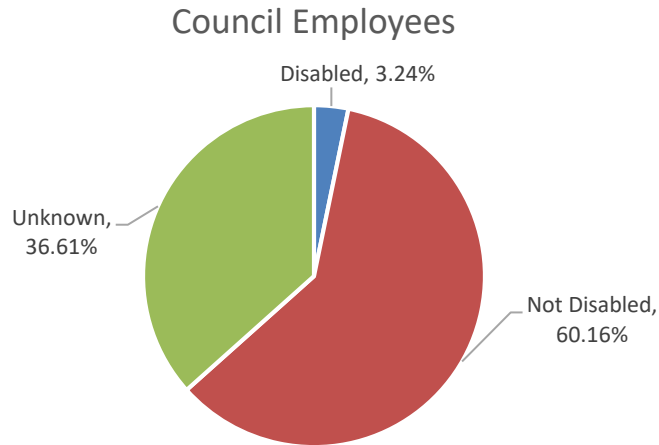
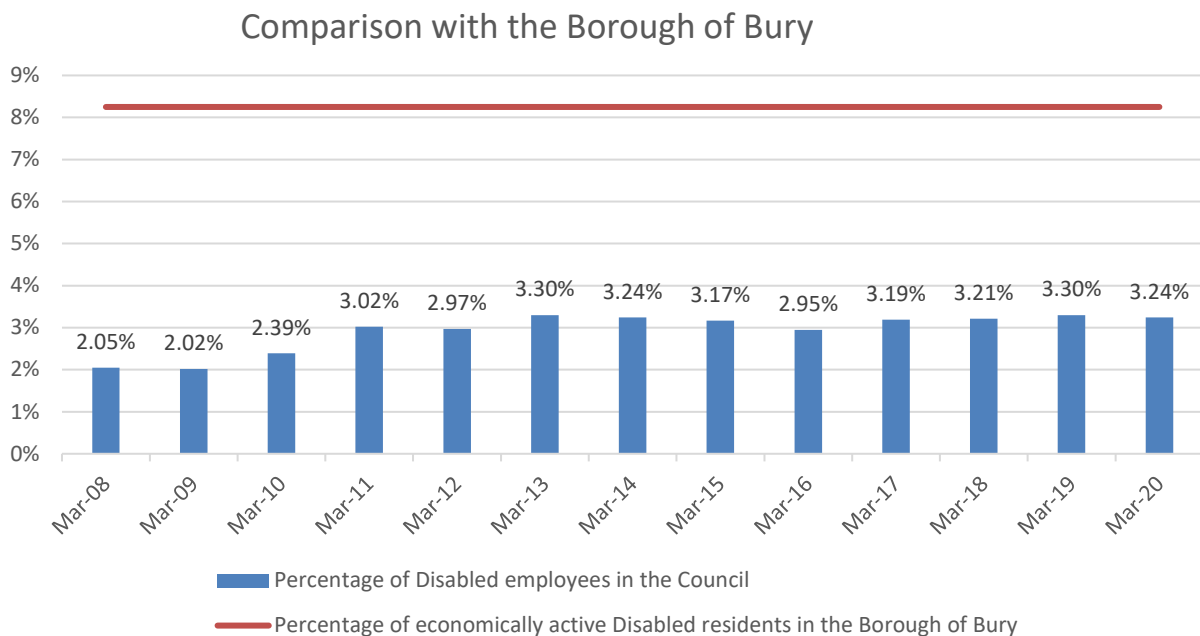


Disability

- At the end of March 2020, **3.24%** of Council employees declared a disability. This is slightly down on last year's figure of **3.30%** and we are still generally increasing from the baseline figure of 2.05% in 2008.

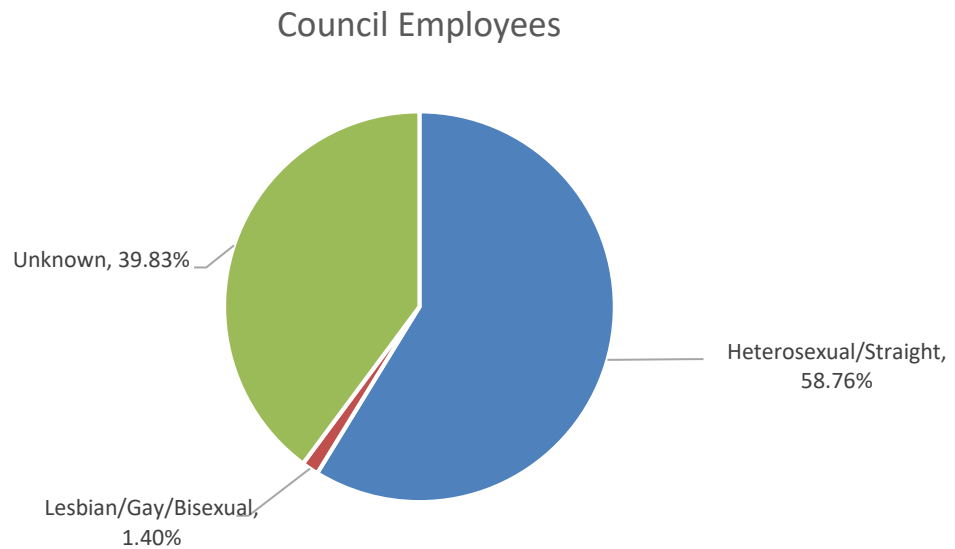


- The amount of unknown data for disability is **36.61%** – this is higher than **34.12%** last year.
- We are still considerably under-represented in terms of disabled employees, when compared to the estimated economically active percentage of disabled residents in the Borough of Bury (estimated to be 8.25% by a local disabled community group).

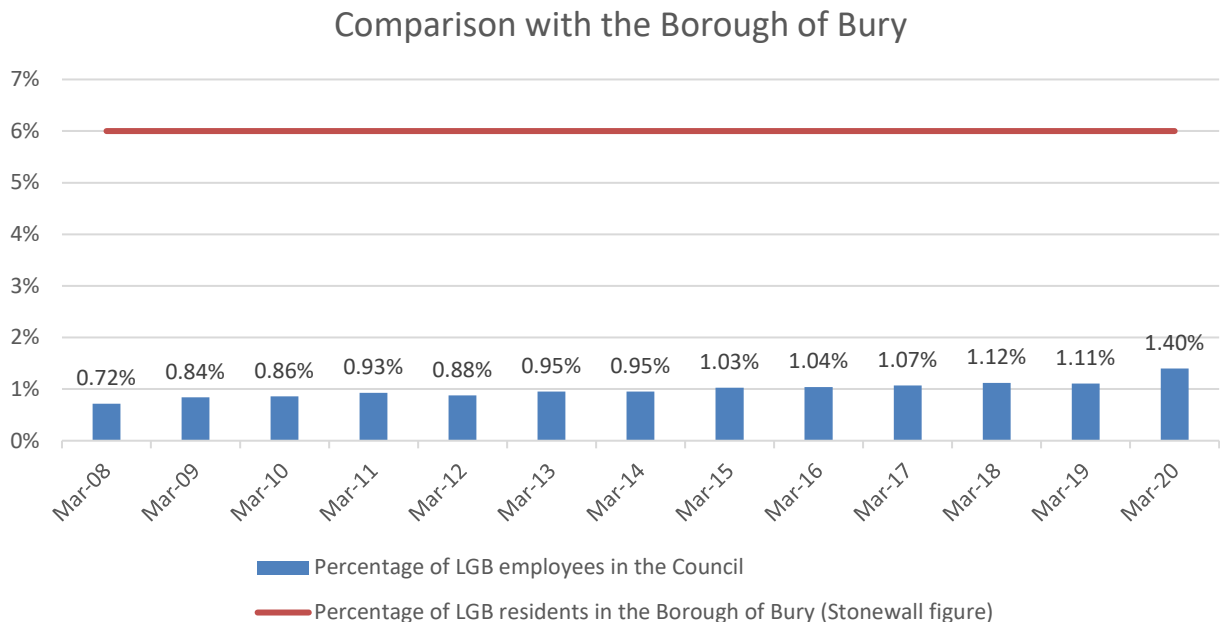


Sexual Orientation

- At the end of March 2020, **1.40%** of Council employees declared that they were lesbian, gay or bisexual. This is slightly up from **1.11%** last year but this figure has increased from a baseline of 0.72% in 2008.



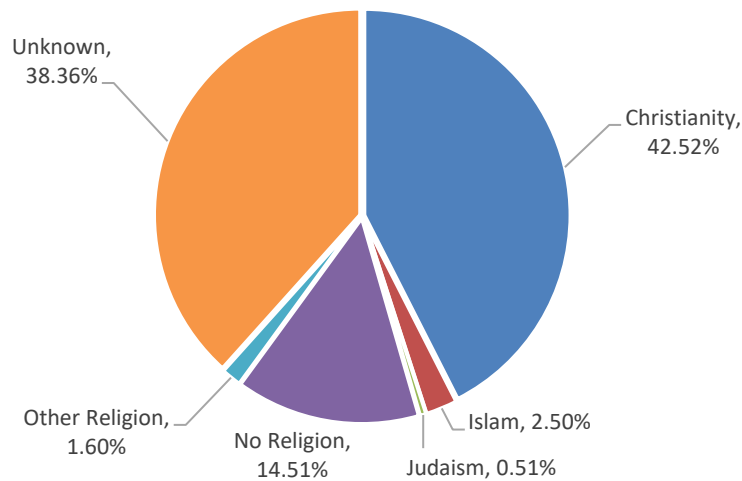
- The amount of unknown data for sexual orientation is **39.83%** - slightly up from **39.50%** last year, this includes **0.05%** conflicting data
- Stonewall suggest that the national LGB population is 6%.



Religion or Belief

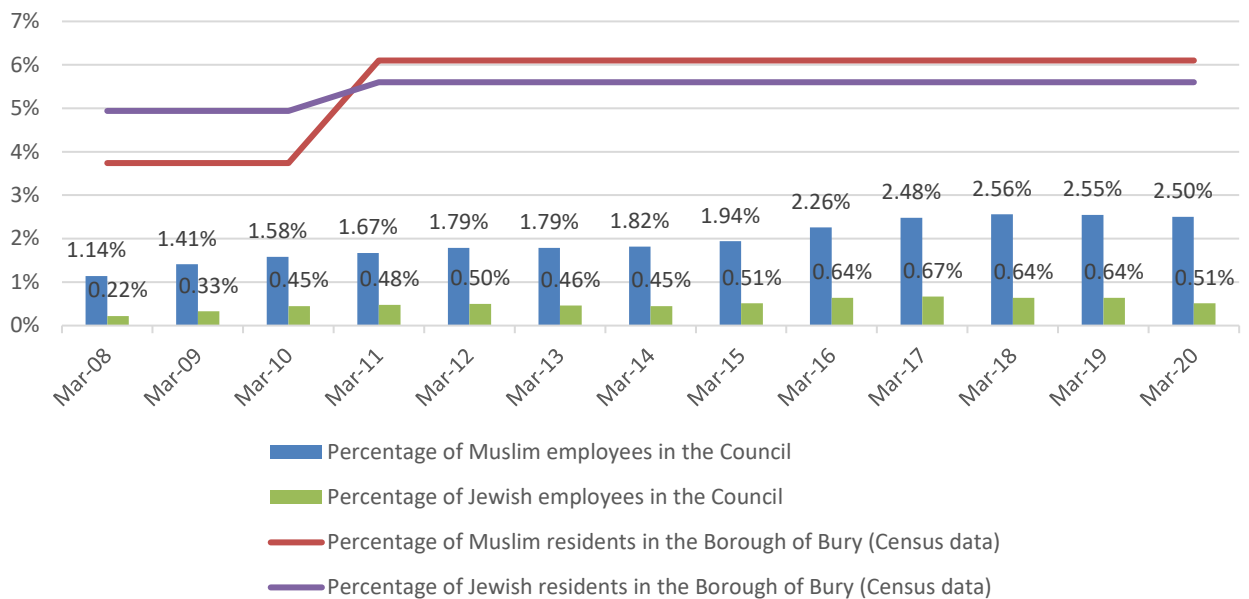
- At the end of March 2020, **42.52%** of employees declared themselves as Christians, **2.50%** declared themselves as Muslims and **0.51%** declared themselves Jewish. In 2008, the figures were 1.14% for Muslim employees and 0.22% for Jewish employees respectively.

Council Employees



- The amount of unknown data for religion and belief is **38.36%** - slightly down from **38.48%** last year.
- Within the Borough of Bury, 6.10% of the population are Muslim and 5.60% are Jewish.

Comparison with the Borough of Bury

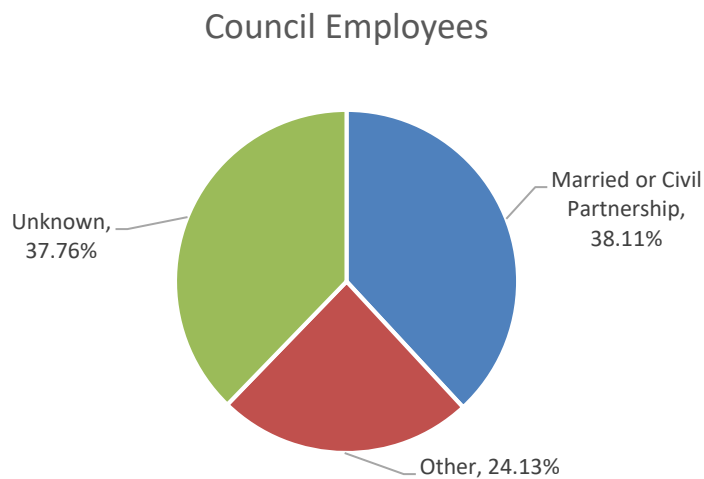


Pregnancy and Maternity

- During the financial year 2019-20, **2.07%** of Council employees took a period of maternity leave. This is slightly down from **2.41%** last year.

Marriage and Civil Partnership

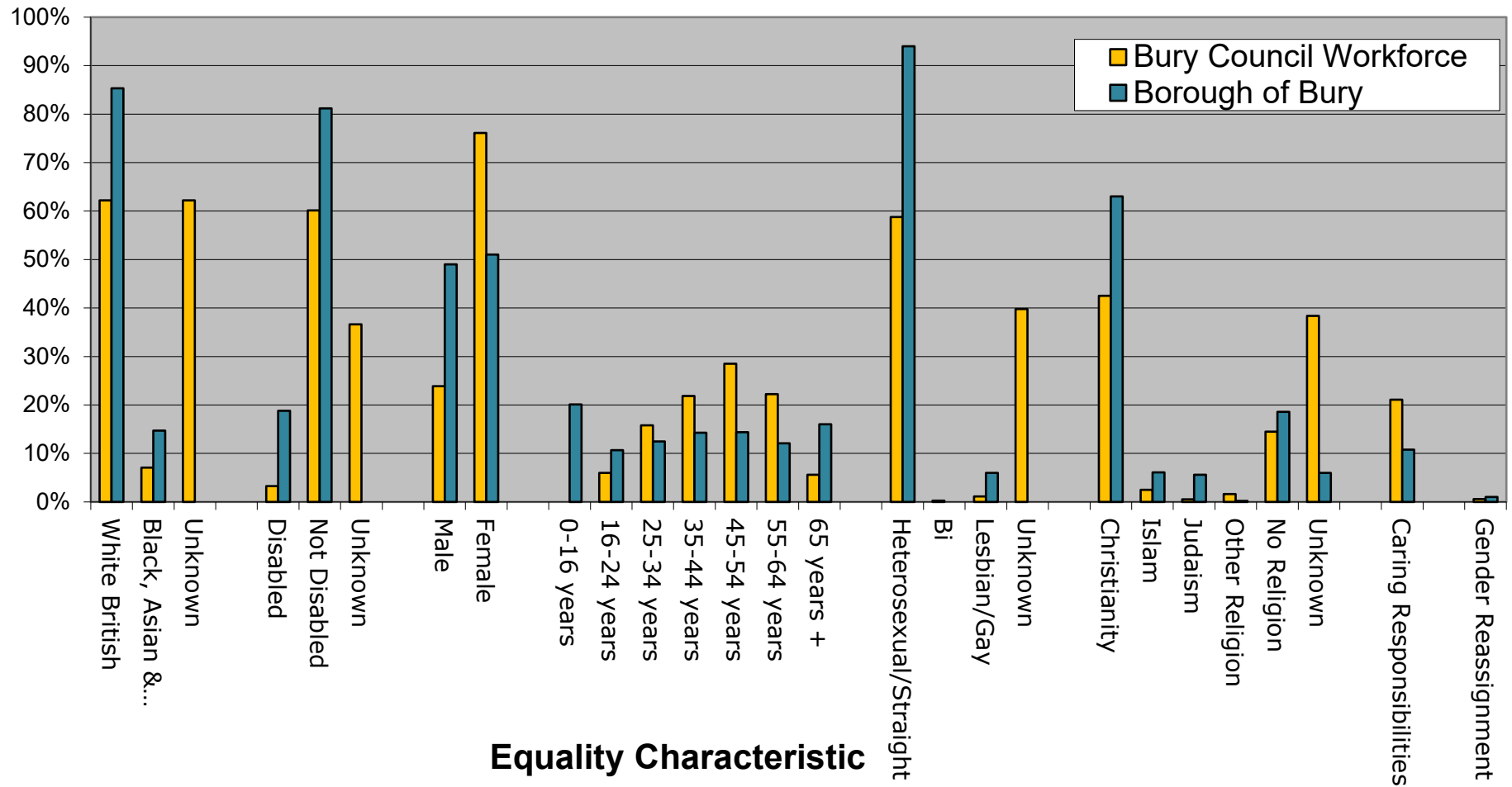
- At the end of March 2020, **38.11%** of Council employees were in a marriage or civil partnership. This has decreased slightly from **38.85%** last year; and is lower than our baseline figure of 39.85% in 2015.



- The amount of unknown data for marriage and civil partnership status is **37.76%** - an increase from **34.86%** last year.

Borough Comparisons

The graph below provides a useful comparison between the make-up of the Borough of Bury (mostly based on data from the 2011 Census) and the make-up of the Council's workforce.



Equality Monitoring Data

The following data has been taken from the Council's iTrent and e-recruitment systems to show data as at the end of March 2020.

It is split into the following tables:-

Table 1	Bury Council Workforce
Table 2	Recruitment
Table 3	Take up of Training
Table 4	Take up of Work Life Balance initiatives
Table 5	Disciplinaries
Table 6	Leavers
Table 7	Return to work after maternity leave
Table 8	Borough of Bury figures

Table 1: Bury Council Workforce

Race			
White		Mixed Race	
British	62.23% (4654)	White and Black Caribbean	0.37% (28)
Irish	0.87% (65)	White and Asian	0.11% (8)
Traveller of Irish Heritage	0% (0)	White and Black African	0.15% (11)
Gypsy/Roma	0% (0)	Any other Mixed Race background	0.27% (20)
Other White European	0.29% (22)	Black or Black British	
Any other White background	0.87% (65)	Black Caribbean	0.24% (18)
Asian or Asian British		Black African	0.31% (23)
Indian	0.36% (27)	Black British	0.27% (20)
Pakistani	1.90% (142)	Any other Black background	0.01% (1)
Bangladeshi	0.12% (9)	Unknown	31.02% (2320)
Any other Asian background	0.36% (27)	(Total BME =6.75% (505))	
Other Ethnic Backgrounds			
Chinese	0.17% (13)		
Any other ethnic background	0.08% (6)		

Disability			
Disabled	3.24% (242)	Unknown	36.61% (2738)
Not Disabled	61.16% (4499)		

Gender			
Male	23.89% (1787)	Unknown	
Female	76.11% (5692)		

Gender Identity			
Trans	0.59% (44)		

Age			
16-24 years	5.96% (446)	25-34 years	15.82% (1183)
35-44 years	21.85% (1634)	45-54 years	28.52% (2133)
55-64 years	22.21% (1661)	65 years +	5.63% (421)
Unknown	0.01% (1)		

Sexual Orientation			
Heterosexual/Straight	58.76% (4395)	Unknown	39.83% (2975)
Lesbian/Gay Woman/Gay Man	1.14% (85)	(Total LGB = 1.40% (105))	
Bisexual	0.27% (20)		

Religion or Belief			
Christianity	42.52% (3180)	No Religion	14.51% (1085)
Islam	2.50% (187)	Other Religion	1.60% (120)
Judaism	0.51% (38)	Unknown	38.36% (2869)

Caring Responsibilities			
Yes	21.07% (1576)	Unknown	65.01% (4862)
No	13.92% (1041)		

Pregnancy and Maternity			
Pregnant			
Maternity Leave	2.07% (155)		

Marriage and Civil Partnership			
Married or Civil Partnership	38.11% (2850)	Unknown	37.76% (2824)
Other	24.13% (1805)		

Total number of employees = 7479

Table 2: Recruitment

Equality Characteristic		Applications	Interviews	Appointments
Race	White British	74.36% (1256)	74.45% (650)	49.58% (298)
	BME	21.61% (365)	19.82% (173)	6.16% (37)
	Unknown	4.03% (68)	5.73% (50)	44.26% (266)
Disability	Disabled	5.92% (100)	4.81% (42)	2.00% (12)
	Not Disabled	87.21% (1473)	86.94% (759)	48.09% (289)
	Unknown	6.87% (116)	8.25% (72)	49.92% (300)
Gender	Male	33.57% (567)	31.16% (272)	22.46% (135)
	Female	62.94% (1063)	64.15% (560)	77.54% (466)
	Non-Binary / Genderqueer	0.06% (1)	0.00% (0)	
	Unknown	3.43% (58)	4.69% (41)	
Gender Identity	Assigned at birth	94.67% (1599)	92.90% (811)	
	Opposite to birth	0.53% (9)	0.46% (4)	
	Unknown	4.80% (81)	6.64% (58)	
Age	16-24			16.81% (101)
	25-34			23.13% (139)
	35-44			21.30% (128)
	45-54			19.80% (119)
	55-64			14.31% (86)
	65+			4.66% (28)
	Unknown			
Sexual Orientation	Heterosexual /Straight	90.70% (1532)	89.69% (783)	48.92% (294)
	LGB	3.91% (66)	3.43% (30)	1.83% (11)
	Unknown	5.38% (91)	6.88% (60)	49.25% (296)
Religion Or Belief	Christianity	49.18% (814)	49.60% (433)	32.45% (195)
	Islam	7.92% (131)	6.41% (56)	1.66% (10)
	Judaism	0.60% (10)	0.34% (3)	0.33% (2)
	Other Religion	1.57% (26)	3.55% (31)	1.50% (9)
	No Religion	35.05% (580)	33.22% (290)	15.97% (96)
	Unknown	5.68% (94)	6.87% (60)	48.09% (289)
Caring Responsibilities	Yes	32.39% (547)	32.53% (284)	6.99% (42)
	No	61.16% (1033)	59.57% (520)	8.82% (53)
	Unknown	6.45% (109)	7.90% (69)	84.19% (506)
Pregnancy and Maternity	Pregnant			
	Maternity Leave			3.00% (18)
Marriage or Civil Partnership	Married or Civil Partnership			21.30% (128)
	Other			18.64% (112)
	Unknown			60.07% (361)

Total applications = 1689
Total interviews = 873
Total appointments = 601

NB. Most recruitment has been internal only. All posts are advertised – the Council does not promote employees.

Table 3: Take up of Training

Race	
White British	78.57% (1067)
BME	7.58% (103)
Unknown	13.84% (188)
Disability	
Disabled	8.17% (111)
Not Disabled	73.41% (1001)
Unknown	18.11% (246)
Gender	
Male	24.67% (335)
Female	75.33% (1023)
Unknown	
Gender Identity	
Trans	
Age	
16-24	2.87% (39)
25-34	10.82% (147)
35-44	18.85% (256)
45-54	34.39% (467)
55-64	29.53% (401)
65+	3.46% (47)
Unknown	0.07% (1)

Sexual Orientation	
Heterosexual / Straight	78.06% (1060)
LGB	1.91% (22)
Unknown	20.03% (272)
Religion or Belief	
Christianity	54.86% (745)
Islam	2.50% (34)
Judaism	0.29% (4)
Other Religion	1.62% (22)
No Religion	21.50% (292)
Unknown	19.22% (261)
Caring Responsibilities	
Yes	31.15% (423)
No	19.59% (266)
Unknown	49.26% (669)
Pregnancy and Maternity	
Pregnant	
Maternity Leave	2.50% (34)
Marriage and Civil Partnership	
Married or Civil Partnership	49.19% (668)
Other	31.00% (421)
Unknown	19.81% (269)

Total number of places on training courses = 1358

Table 4: Take up of Work Life Balance initiatives

Race	
White British	90.84% (446)
BME	7.54% (37)
Unknown	1.63% (8)
Disability	
Disabled	9.78% (48)
Not Disabled	86.56% (425)
Unknown	3.67% (18)
Gender	
Male	22.40% (110)
Female	77.60% (381)
Unknown	
Gender Identity	
Trans	
Age	
16-24	
25-34	1.63% (8)
35-44	18.33% (90)
45-54	39.92% (196)
55-64	37.27% (183)
65+	2.85% (14)
Unknown	

Sexual Orientation	
Heterosexual / Straight	87.37% (429)
LGB	1.63% (8)
Unknown	11.0% (54)
Religion or Belief	
Christianity	64.15% (315)
Islam	2.85% (14)
Judaism	0.41% (2)
Other Religion	2.04% (10)
No Religion	21.38% (105)
Unknown	9.16% (45)
Caring Responsibilities	
Yes	48.47% (238)
No	24.44% (120)
Unknown	27.09% (133)
Pregnancy and Maternity	
Pregnant	
Maternity Leave	0.61% (3)
Marriage and Civil Partnership	
Married or Civil Partnership	62.73% (308)
Other	33.81% (166)
Unknown	3.46% (17)

Total number of work life balance opportunities taken up = 491

Table 5: Disciplinarys

Equality Characteristic	Disciplinarys	
Race	White British	60% 6
	BME	40% 2
	Unknown	0% 0
Disability	Disabled	0% 0
	Not Disabled	100% 10
	Unknown	0% 0
Gender	Male	20% 2
	Female	80% 8
	Unknown	0% 0
Gender Identity	Trans	
Age	16-24	10% 1
	25-34	10% 1
	35-44	10% 1
	45-54	30% 3
	55-64	30% 3
	65+	10% 1
	Unknown	0% 0
Sexual Orientation	Heterosexual /Straight	90% 9
	LGB	0% 0
	Unknown	10% 1
Religion Or Belief	Christianity	40% 4
	Islam	10% 1
	Judaism	0% 0
	Other Religion	0% 0
	No Religion	30% 3
	Unknown	10% 1
Caring Responsibilities	Yes	30% 3
	No	20% 2
	Unknown	50% 5
Pregnancy and Maternity	Pregnant	
	Maternity Leave	
Marriage or Civil Partnership	Married or Civil Partnership	40% 4
	Other	30% 3
	Unknown	30% 3

Total number of disciplinarys = 10

We do not have any data available on grievances.

Table 6: Leavers

	All Leavers	Compulsory Redundancy/Retirement	Voluntary Redundancy	Other Retirement	End of Contract	Dismissal	Compromise/Mutual Termination	Resignation/Other	Not Known
Race									
White British	61.0%	100%	80%	81.5%	50.3%	50%	59.4%	58.6%	75.7%
BME	5.8%			3.1%	4.8%		15.6%	8.1%	2.7%
Unknown	33.2%		20%	15.4%	44.9%	50%	25%	33.3%	21.6%
Disability									
Disabled	3.9%			4.6%	2.5%		9.4%	3.6%	5.9%
Not Disabled	57.5%	100%	80%	69.2%	47.5%	50%	62.5%	57.2%	68%
Unknown	38.6%		20%	26.2%	50%	50%	28.1%	39.1%	26.1%
Gender									
Male	24.6%	100%	15%	30.8%	29.6%	25%	46.9%	21.7%	17.6%
Female	75.4%		85%	69.2%	70.4%	75%	53.1%	78.3%	82.4%
Unknown									
Age									
16-24	6.8%				12.9%		3.1%	6.1%	1.8%
25-34	16.6%				17.3%		3.1%	22.6%	12.2%
35-44	20.1%		5%		17%		25%	25.1%	22%
45-54	22.6%		15%		20.7%	25%	31.3%	26%	24.8%
55-64	24.1%		75%	49.2%	20.1%	50%	34.4%	14.7%	35.6%
65+	9.8%	100%	5%	50.8%	12%	25%	3.1%	5.4%	3.6%
Unknown									
Sexual Orientation									
Heterosexual /Straight	55.5%	100%	50%	55.4%	46.1%	50%	50%	59.5%	64%
LGB	1.8%			1.5%	1.9%		3.1%	2%	1.4%
Unknown	42.7%		50%	43.1%	52%	50%	46.9%	38.5%	34.6%
Religion or Belief									
Christianity	40.0%	100%	60%	52.3%	32.7%	25%	31.2%	40.1%	47.7%
Islam	2.0%				2.5%		6.3%	2.3%	0.9%
Judaism	0.6%				0.8%			0.9%	
Other Religion	1.2%				0.6%			2%	1.4%
No Religion	14.2%			4.6%	13.4%		25%	14.7%	17.1%
Unknown	42.0%		40%	43.1%	50%	75%	37.5%	40%	32.9%
Caring Responsibilities									
Yes	17.7%	100%	30%	32.3%	8.9%	25%	25%	19.7%	21.2%
No	12.3%		15%	15.4%	12%		9.4%	10.4%	15.8%
Unknown	70.0%		55%	52.3%	79.1%	75%	65.6%	69.9%	63%
Pregnancy and Maternity									
Pregnant									
Maternity Leave	0.5%				0.6%			0.9%	
Marriage and Civil Partnership									
Marriage or Civil Partnership	36.5%	100%	60%	70.8%	23.2%	25%	46.9%	35.5%	46.4%

	All Leavers	Compulsory Redundancy/Retirement	Voluntary Redundancy	Other Retirement	End of Contract	Dismissal	Compromise/Mutual Termination	Resignation/Other	Not Known
Other	20.4%		15%	16.9%	18.7%	25%	21.9%	18.6%	27.9%
Unknown	43.1%		25%	12.3%	58.1%	50%	31.2%	45.9%	25.7%

Total All Leavers = 1144

Total Compulsory Redundancy/Retirement = 1 (0.08% of all leavers)

Total Voluntary Redundancy = 20 (1.75% of all leavers)

Total Other Retirement = 65 (5.68% of all leavers)

Total End of Contract = 358 (31.29% of all leavers)

Total Dismissals = 4 (0.35% of all leavers)

Total Compromise/Mutual Termination = 32 (2.80% of all leavers)

Total Resignation/Other = 442 (38.64% of all leavers)

Total Not Known = 222 (19.41% of all leavers)

Table 7: Return to work after maternity

Race	
White British	64.74% (101)
BME	7.05% (11)
Unknown	28.21% (44)
Disability	
Disabled	1.92% (3)
Not Disabled	69.87% (109)
Unknown	28.21% (44)
Gender	
Male	N/A
Female	
Unknown	N/A
Gender Identity	
Trans	
Age	
16-24	5.13% (8)
25-34	62.82% (98)
35-44	30.77% (48)
45-54	
55-64	0.64% (1)
65+	
Unknown	0.64% (1)

Sexual Orientation	
Heterosexual / Straight	69.23% (108)
LGB	0.64% (1)
Unknown	30.13% (47)
Religion or Belief	
Christianity	49.36% (77)
Islam	3.85% (6)
Judaism	0.64% (1)
Other Religion	2.56% (4)
No Religion	14.74% (23)
Unknown	28.85% (45)
Caring Responsibilities	
Yes	10.26% (16)
No	19.23% (30)
Unknown	70.51% (110)
Marriage and Civil Partnership	
Married or Civil Partnership	39.74% (62)
Other	29.49% (46)
Unknown	30.77% (48)

Total number of employees who returned to work after maternity leave = 156

Table 8: Borough of Bury figures

Race	
White British	85.3%
BME	14.7%
Disability	
Disabled	18.8%
Not Disabled	81.2%
* The Council has traditionally used 8.25% for disability target setting as agreed with our local Disability Community Group at the time of the census - Disability Access and Involvement Forum	
Gender	
Male	49%
Female	51%
Gender Identity	
Trans	1%
Age	
0-16	20.1%
16-24	10.7%
25-34	12.5%
35-44	14.3%
45-54	14.4%
55-64	12.1%
65+	16.0%

Sexual Orientation	
Heterosexual / Straight	94%
LGB	6%
Religion or Belief	
Christianity	63.0%
Islam	6.1%
Judaism	5.6%
Other Religion	0.2%
No Religion	18.6%
Unknown	6.0%
Caring Responsibilities	
Yes	10.8%

Figures based primarily on 2011 Census and Stonewall guidance re sexual orientation and gender identity.

Further Information

This document can be made available in a number of accessible formats, including Braille, large print or other languages upon request.

If you do need this information in an alternative format, or have any other, queries please contact us:-

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