

Annual Equality Report

2025



Bury
Council

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Introduction

Bury Council is committed to advancing equalities and being an inclusive employer and service provider/commissioner. This commitment is made as part of our leadership role in delivering the Bury 2030 vision through the [Let's Do It Strategy](#). This Strategy has inclusion at its core.

The inclusion vision for Bury 2030 is to enable every person in the Borough to fully participate in and shape the collective, by supporting people to be themselves; to speak out about ideas and concerns and to be heard. It describes commitments to develop relationships; create new and developed fora to hear every voice and co-design services with the people who use them, as well as ongoing community safety activity which drives cohesion through a culture of trust, tolerance and understanding.

This commitment is further demonstrated in our [Equality, Diversity and Inclusion strategy for 2024-2028](#). This strategy underpins the principles of our LET'S values by recognising people with different characteristics and circumstances will have a different journey to sharing in the success of our LET'S Do It strategy. It also sets out our obligations as a local authority under the Equality Act 2010 and the Public Sector Equality Duty.

Recognising and supporting the rich diversity of our residents and having a workforce that is representative of the people it serves is a core focus of our inclusion commitment. This commitment relates to all nine of the protected characteristics set out in the Equality Act 2010:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or belief (or lack thereof)
- Sex
- Sexual Orientation

The council recognises four additional characteristics with the same level of commitment. These groups are:

- Carers
- Care Experienced Children and Care Leavers
- Military Veterans
- Socio-Economically Vulnerable.

The council recognises that a diverse workforce that reflects the community it serves leads to increased cultural understanding, knowledge, capabilities, creativity and innovation. This enables us to tailor our work and services to the needs of our

residents by identifying opportunities to work differently, better address needs and improving outcomes.

Additionally, being an inclusive employer and workplace makes the council attractive to larger talent pools that attracts talent from our local communities and supports our colleagues in realising their true potential. This contributes to retaining a diverse workforce which drives service improvements and feeds representation of our communities at leadership levels.

This report illustrates our progress against these aims and commitments and obligations

Summary

This report comprises analysis of a large amount of workforce data between April 2024 to March 2025. This is a highlight summary regarding our workforce working within Council Services and excluding Schools staff and Casual workers.

- Our average unknown data across all demographics has increased from 44.87% to 47.91% since March 2024
- Our percentage of ethnic minority colleagues has increased to 9.80% from 8.51%.
- The percentage of ethnic minority senior management has increased to 7.03% from 6.00%
- Both figures are short of the 20.9% of people from ethnic minorities living in Bury.
- The percentage of disabled colleagues has increased slightly for a third year from 7.43% to 7.61%.
- Almost a quarter of disabled colleagues stated their disability is through a long term health condition.
- 68.77% of colleagues are female, an increase from 67.54%
- 61.72 of senior colleagues grade SM1 or above are female
- Both figures are higher than the 51% female population of Bury
- Most colleagues are aged 45 or over at 60.30% with our largest age band being ages 55-64 which accounts for 28.59% of the workforce. 99% of our senior managers are over the age of 35.
- Colleagues declaring their sexual orientation as lesbian, gay or bisexual has increased from 1.64% to 2.16%. Lesbian, gay or bisexual colleagues account for 7.03% of senior management roles.
- The sexual orientation demographic has the largest percentage of 'prefer not to say' responses at 3.24%
- The proportion of Jewish (0.20% workforce, 5.5% population) and Muslim (4.05% workforce, 9.9% population) colleagues has increased slightly however both are under represented when compared to the population of the borough.
- The percentage of working carers in our workforce has reduced from 23.28% to 21.30% This includes 10.13% of colleagues who have parental responsibilities.
- Excluding parental responsibility our percentage of working carers falls to 11.17% which is higher than the 9.4% of Bury's population who are unpaid carers.

- Due to low volumes of declaration for care leaver, transgender, veterans and reservist colleagues, it has not been possible to complete detailed analysis for these demographics

Key Workforce Facts

This report analyses data is for the year to end 31st March 2025 and provides an analysis of our workforce by protected characteristics under the Equality Act 2010 and the additional characteristics recognised by the council. This is with the exception of pregnancy and maternity and socio-economic vulnerability as data is not recorded for these characteristics.

The 2021 census has been used to compare workforce data against the population of the borough.

Headcount

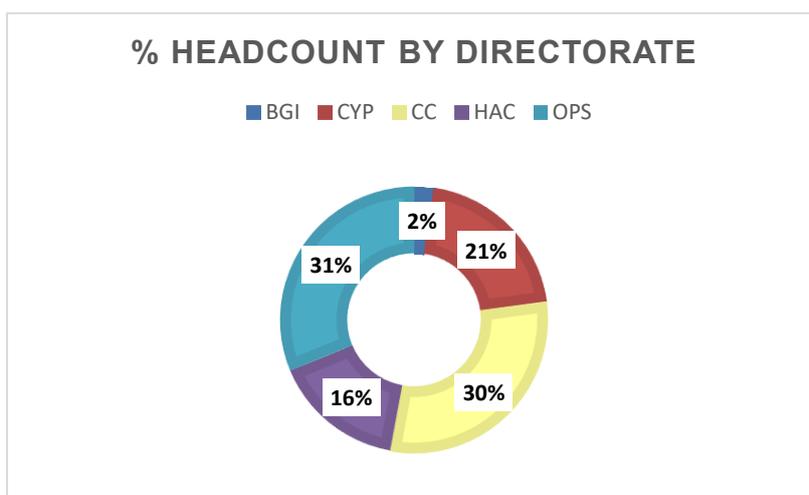
As of 31st March 2025, the overall headcount of Council employees was 3428

The Council is structured into 5 directorates:

- Business Growth and Infrastructure (BGI)
- Children and Young People (CYP)
- Corporate Core Services (CC)
- Health and Adult Care (HAC)
- Operations (OPS)

Note: From April 2025, the BGI and OPS directorates merged to form a new Place directorate.

The chart below highlights the headcount of the workforce in each directorate.



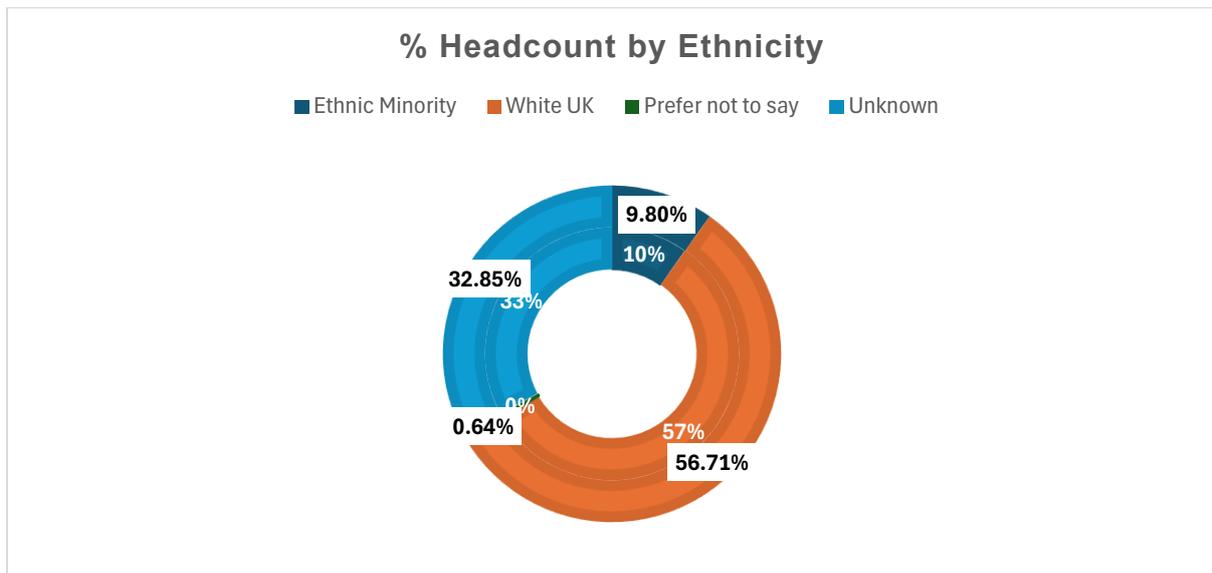
58.75% of colleagues were full-time and 41.25% of colleagues were part-time.

10.41% of colleagues had an increase in grade compared to 12.55% last year.

As of 31st March 2025, 30.4% of colleagues were up to date with all mandatory training. Significant work has been undertaken to improve this measure and this is expected to be improved in the snapshot on 31st March 2026.

Ethnicity

As of 31st March 2025, 9.80% of colleagues identified as being from an ethnic minority compared 8.51% last year. This includes all ethnic groups except white UK. When this is disaggregated further, 7.64% of colleagues are from a non-white identity compared with 6.79% last year.



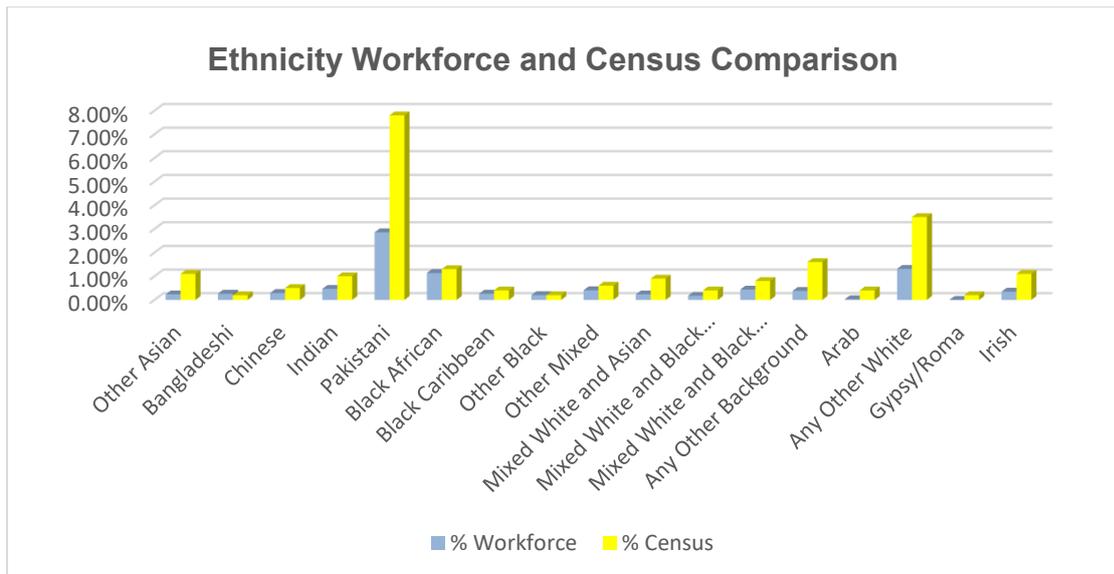
Unknown data for ethnicity is 32.85%, an increase from last year at 27.69%.

7.03% of colleagues at grade SM1 or above are from an ethnic minority compared to 6.00% last year, when counting those from non-white backgrounds only, the percentage is 4.69%, an increase from 4.00% last year.

9.23% of ethnic minority colleagues had an increase in grade within their current position, over the past year compared to 10.13% of white UK employees.

In the last year, 11.11% of disciplinary cases involved ethnic minority colleagues. This is based on a small sample size (27 colleagues entering the formal disciplinary process). 11.11% of grievance cases involved ethnic minority colleagues this also has a small sample size (9 formal grievance cases). Despite the high percentage of grievance cases involving ethnic minority colleagues, analysis of the disciplinary and grievance cases has shown that there are no underlying or systemic grievance issues relating to the race protected characteristic.

The next graph compares the workforce to the population of Bury (but does not include figures for white UK).



This graph shows an under representation of most ethnic backgrounds apart from Bangladeshi and Other Black in our workforce with particular under representation compared to our Pakistani community, and other white ethnicities.

The Council analyses our race pay gap annually. The race pay gap for 2024/2025 is shown in the next table.

| | Mean | Median |
|---------|-------------|-------------|
| 2022/23 | 6.87% Lower | 0.00% |
| 2023/24 | 6.03% Lower | 1.70% Lower |
| 2024/25 | 6.03% Lower | 2.46% Lower |

These figures show that the mean pay for ethnic minority colleagues is 6.03% lower than for white UK colleagues.

The most recent figures from The Office for National statistics (ONS) for the UK mean ethnicity pay gap is 4.7% lower and for the North West it is 5.4% lower. Direct comparisons for benchmarking may not be accurate as disclosing ethnic group is voluntary. Despite this the council's ethnicity pay gap is higher than the national and regional average and requires attention to address.

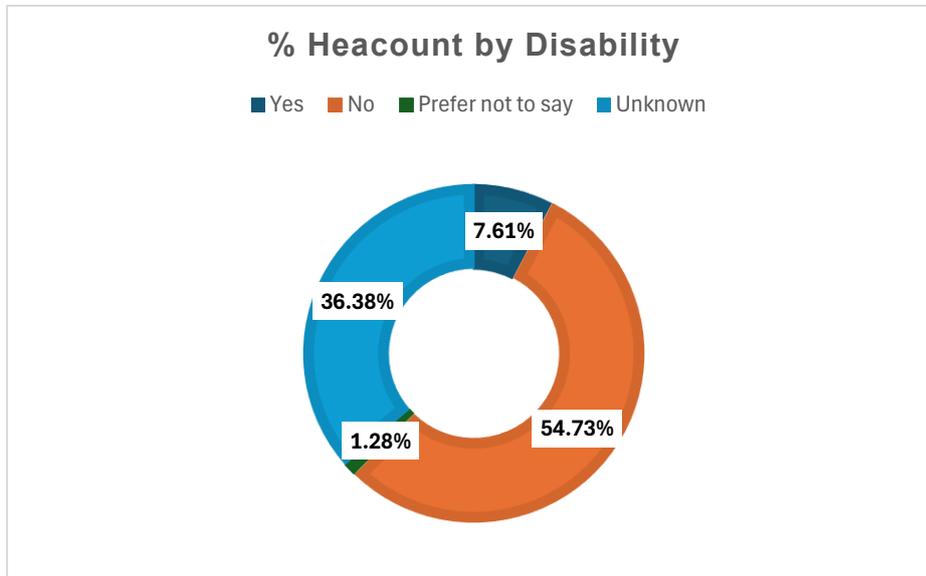
In the year ending March 2025, 66.89% of ethnic minority colleagues had accessed some form of mandatory or non mandatory training and development compared to 73.71% of white UK colleagues.

As of 31st March 2025, 45.83% of our ethnic minority colleagues are part time, compared to 40.89% of white UK colleagues.

Analysis of the demographics of colleagues leaving employment with the council shows that 5.88% of leavers were from ethnic minority backgrounds.

Disability

As of 31st March 2025, 7.61% of Council colleagues considered themselves disabled compared to 7.43% last year. Despite this increase we are under represented when compared to the estimated economically active percentage of disabled residents in the borough estimated to be 10.50% based on the 2021 census data of disabled people whose day-to-day activities are limited a little.

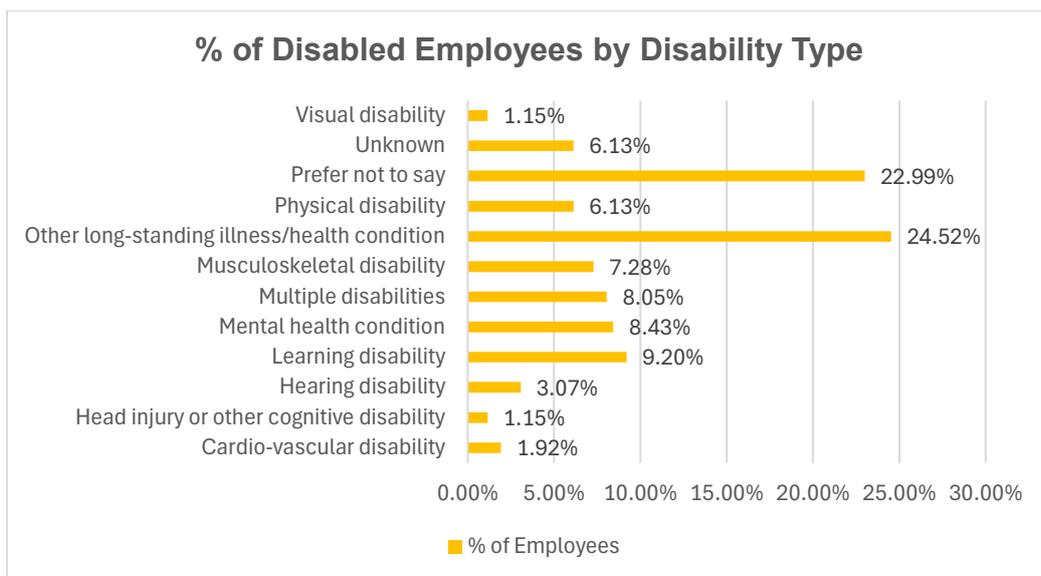


The level of unknown data is 36.38%, an increase from 32.01% last year.

As of 31st March 2025, 5.47% of colleagues in senior roles, grade SM1 or above were disabled, a decrease from 6.00% last year.

In the last year 11.11% of disabled colleagues received an increase in grade within their current position, compared to 10.07% of non-disabled colleagues.

70.88% of disabled employees disclosed their disability type, this has decreased from 77.25%.last year



The largest declared disability type is long-standing illness or health condition. There has been a significant increase in colleagues declaring a learning disability/difficulty and mental health conditions.

In the year ending 31st March 2025, no disciplinary cases involved disabled colleagues. 33% of grievance cases involved disabled colleagues from a small sample size (9 formal grievance cases). Despite the high percentage of grievance cases involving disabled colleagues, analysis of the grievance cases has shown no underlying or systemic grievance issues relating to the disability protected characteristic.

As part of our commitment to being a Disability Confident Leader, we calculate our disability pay gap, the next for the disability pay gap for 2024/2025.

| | Mean | Median |
|---------|--------------|--------------|
| 2022/23 | 2.71% Higher | 3.53% Higher |
| 2023/24 | 2.42% Higher | 3.42% Higher |
| 2024/25 | 3.60% Higher | 5.98% Higher |

These figures show that disabled colleagues' mean pay is 3.60% higher than non disabled colleagues.

The most recent figures from ONS for the UK mean disability pay gap is 17.2% lower and for the North West it is 13.4% lower. Direct comparisons for benchmarking our progress may not be accurate as disclosing a disability is voluntary.

In the year ending 31st March 2025, 75.33% of disabled colleagues had accessed some form of mandatory or non mandatory training and development compared to 72.46% of non disabled colleagues.

As of 31st March 2025, 36.02% of our disabled colleagues are part time, compared to 42.00% of non disabled colleagues

Analysis of the demographics of colleagues leaving employment with the council shows that 3.92% of leavers considered themselves disabled.

Sex/Gender

As of 31st March 2025, 68.77% of Council colleagues were female and 30.91% male. The percentage of male colleagues at the Council is much lower than the 49% of males in the borough.

As of 31st March 2025, female colleagues accounted for 61.72% of our most senior roles, grade SM1 or above.

In the last year 11.31% of female staff received an increase in grade compared to 8.33% of male staff.

In the year ending 31st March 2025, 40.74% of all disciplinary cases involved female colleagues and 59.26% involved male colleagues. These figures are significantly disproportionate to the overall workforce data however analysis of cases shows there are no concerns relating specifically to gender. This is based on a small sample size (27 colleagues entering the formal disciplinary process). 77.78% of grievance cases involved female colleagues this also has a small sample size (9 formal grievance cases).

Our annual gender pay gap reporting showed 79.57% of the lower pay quartile are female colleagues compared to 20.43% of male colleagues, representing a 4% decrease in the percentage of female staff in the lower pay quartile from the previous year. A copy of our full gender pay gap report can be found the council's pay policy statement:

[Pay policy statement - Bury Council](#)

In the year ending 31st March 2025, 75.52% of female colleagues had accessed some form of mandatory or non mandatory training and development compared to 70.73% of male colleagues.

As of 31st March 2024, 48.60% of our female colleagues are part time, compared to 24.98% of male colleagues

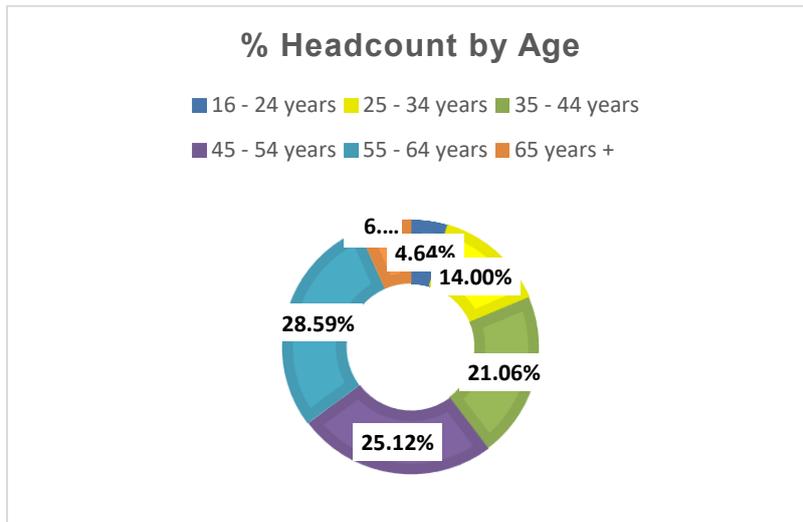
Analysis of the demographics of colleagues leaving employment with the council shows that 64.38% of leavers were female and 35.62% were male. This is proportionate to the overall workforce.

Age

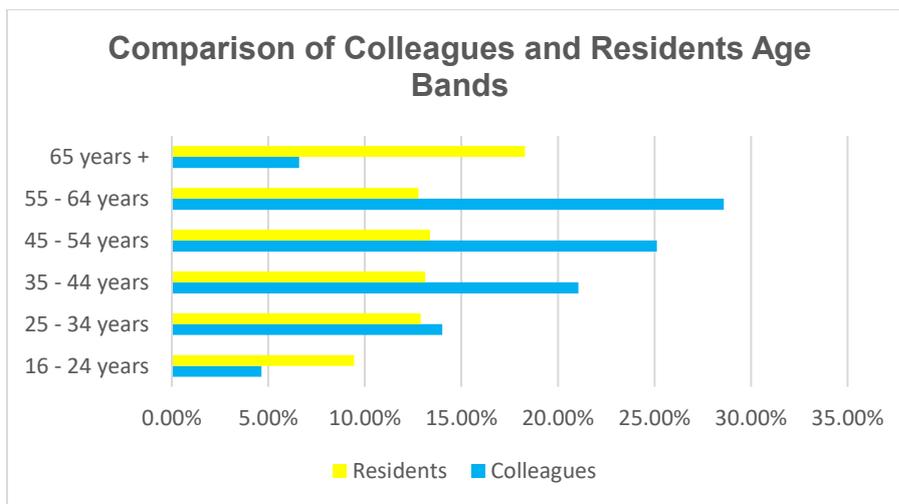
As of 31st March 2025, the highest age band for colleagues was the 55-64 years age band at 28.59% of the workforce. This is a decrease of 1.41% on the previous year. The age band with the biggest increase from last year was the 25-44 years age band which increased by 1.84% and the age band with the largest decrease was the 45-54 age band which decreased by 1.82%

60.30% of our workforce are over the age of 45 and within 10 years of the minimum local government pension scheme retirement age, this is a decrease of 2.39% since

2024. The percentage of colleagues over the age of 45 is considerably higher than the population of Bury where 44.44% of residents are over the age of 45.



The next graph compares the age of Council colleagues and that of the population of Bury from the 2021 census. This shows our workforce is significantly older than the population of Bury with younger colleagues under the age of 35 underrepresented when compared to the population of Bury.



The following table details the percentages of the different age bands for senior colleagues, disciplinary, grievance and leavers. The percentage is of the total number of colleagues from the given age band for each metric.

| Age Band | Senior Colleagues | Disciplinary | Grievance | Leavers |
|-------------|-------------------|--------------|-----------|---------|
| 16-24 years | 0.00% | 3.70% | 0.00% | 5.25% |
| 25-34 years | 0.78% | 14.81% | 11.11% | 11.33% |
| 35-44 years | 25.00% | 11.11% | 11.11% | 19.34% |
| 45-54 years | 45.31% | 37.04% | 33.33% | 19.61% |
| 55-64 years | 26.56% | 33.33% | 33.33% | 25.14% |
| 65 years + | 2.34% | 0.00% | 11.11% | 19.34% |

For all other metrics the next table shows the percentage of colleagues in each age band these metrics apply to as a proportion of each age band.

| Age Band | Increase in Grade | Accessed Training | Part time |
|-------------|-------------------|-------------------|-----------|
| 16-24 years | 10.06% | 57.05% | 50.31% |
| 25-34 years | 15.00% | 68.08% | 27.71% |
| 35-44 years | 12.60% | 72.67% | 38.37% |
| 45-54 years | 10.22% | 74.23% | 37.05% |
| 55-64 years | 7.86% | 75.03% | 44.59% |
| 65 years + | 5.75% | 61.50% | 74.34% |

These metrics tell us 99% of our senior management roles are filled by colleagues who are older than 35 years of age. Increases in grade tend to apply to colleagues aged between 25 and 44. Younger colleagues (under 25) and older colleagues (over 55) are more likely to work part time. Colleagues over the age of 35 are more likely to leave employment than colleagues under 35,

Sexual Orientation

As of March 2025, 2.16% of Council colleagues identify as lesbian, gay or bisexual, an increase from 0.52% last year. 0.20% of colleagues 'declined to specify' which could include colleagues who describe their sexual orientation in another way than lesbian, gay, bisexual or heterosexual. It is possible some colleagues selecting this have confused this with 'prefer not to say'.

The next table shows the different responses to the sexual orientation demographic.

| Sexual Orientation | Percentage |
|------------------------|------------|
| Lesbian, Gay, Bisexual | 2.16% |
| Declined to Specify | 0.20% |
| Heterosexual/Straight | 58.17% |
| Prefer not to Say | 3.24% |
| Unknown | 36.44% |

Unknown data for sexual orientation is 36.44%, an increase of 5.88%. Sexual orientation also has the largest number of 'prefer not to say' declarations at 3.24%. This indicates there is further work to be done to ensure colleagues feel comfortable declaring their sexual orientation in the workplace.

The following table details the percentages for senior colleagues, disciplinary, grievance and leavers. The percentage is of the total number of senior colleagues and cases involving colleagues with the different sexual orientations.

| Sexual Orientation | Senior Colleagues | Disciplinary | Grievance | Leavers |
|------------------------|-------------------|--------------|-----------|---------|
| Lesbian, Gay, Bisexual | 7.03% | 7.41% | 0.00% | 0.82% |
| Straight/Heterosexual | 55.47% | 40.74% | 55.56% | 31.21% |
| Prefer not to Say | 3.13% | 7.41% | 11.11% | 1.80% |
| Unknown | 34.38% | 44.44% | 33.33% | 65.69% |

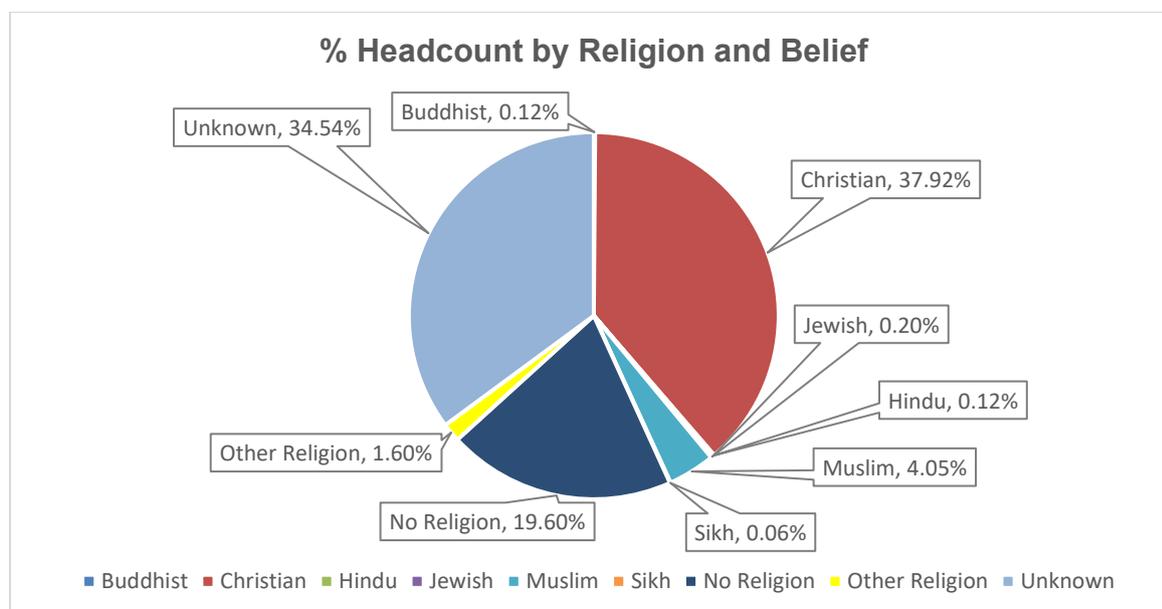
For all other metrics the next table shows the percentage of colleagues in each sexual orientation. These metrics are the proportion from each sexual orientation.

| Sexual Orientation | Increase in Grade | Accessed Training | Part time |
|------------------------|-------------------|-------------------|-----------|
| Lesbian, Gay, Bisexual | 13.43% | 68.25% | 26.87% |
| Straight/Heterosexual | 9.58% | 72.72% | 41.37% |

These metrics tell us the proportion of lesbian, gay or bisexual colleagues in senior roles grade SM1 or above is much higher than the overall population of lesbian, gay or bisexual colleagues. Additionally lesbian, gay and bisexual colleagues are more likely to work full time compared to straight colleagues

Religion or Belief

As of 31st March 2025, 37.92% of colleagues declared themselves as Christian, 4.05% declared themselves as Muslim and 0.20% declared themselves Jewish. Unknown data for religion and belief is 34.54%.



The next table compares the declared religion of council colleagues to the population of Bury, this shows an underrepresentation of colleagues from all major religions and those with no religion.

| Religion or Belief | Colleagues % | Residents % |
|--------------------|--------------|-------------|
| Buddhist | 0.12% | 0.30% |
| Christian | 37.92% | 48.80% |
| Hindu | 0.12% | 0.50% |
| Jewish | 0.20% | 5.50% |
| Muslim | 4.05% | 9.90% |
| Sikh | 0.06% | 0.30% |
| No Religion | 19.60% | 29.40% |
| Other Religion | 1.60% | 0.30% |

| | | |
|---------|--------|-------|
| Unknown | 34.54% | 4.90% |
|---------|--------|-------|

The following table details the percentages of declared religions and beliefs of senior colleagues, disciplinary and grievance. The percentage is of the total number of senior colleagues and cases involving colleagues with the declared religion or belief.

| Religion & Belief | Senior Colleagues | Disciplinary | Grievance | Leavers |
|-------------------|-------------------|--------------|-----------|---------|
| Buddhist | 0.00% | 0.00% | 0.00% | 0.00% |
| Christian | 37.5% | 18.52% | 33.33% | 21.90% |
| Hindu | 0.00% | 0.00% | 0.00% | 0.00% |
| Jewish | 0.00% | 0.00% | 0.00% | 0.33% |
| Muslim | 3.13% | 7.41% | 11.11% | 2.12% |
| Sikh | 0.00% | 0.00% | 0.00% | 0.16% |
| No Religion | 20.31% | 22.22% | 11.11% | 9.31% |
| Other religion | 1.56% | 7.41% | 0.00% | 0.65% |
| Prefer not to say | 3.13% | 0.00% | 11.11% | 1.14% |
| Unknown | 34.55% | 44.44% | 33.33% | 64.38% |

For all other metrics, the next table shows the percentage of colleagues in each religion or belief these metrics are the proportion from each religion and belief.

| Religion & Belief | Increase in Grade | Accessed Training | Part time |
|-------------------|-------------------|-------------------|-----------|
| Buddhist | 0.00% | 100% | 25.00% |
| Christian | 9.23% | 75.26% | 44.15% |
| Hindu | 25.00% | 50.00% | 50.00% |
| Jewish | 0.00% | 57.14% | 42.86% |
| Muslim | 10.79% | 63.33% | 41.73% |
| Sikh | 0.00% | 100.00% | 100% |
| No Religion | 11.61% | 69.49% | 34.38% |
| Other religion | 10.91% | 68.00% | 43.64% |
| Unknown | 10.98% | 69.88% | 41.72% |

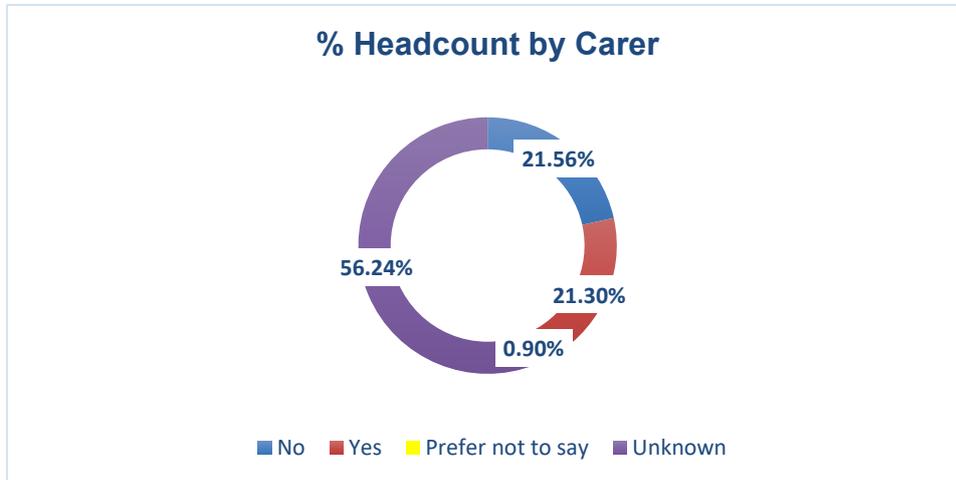
These percentages tell us most metrics are proportionate with our overall colleague population for religion and belief. Muslim colleagues are slightly underrepresented at grade SM1 or above and Muslim and Jewish colleagues are less likely to have accessed training compared to all other colleagues.

Colleagues who follow a religion are more likely to work part time than colleagues who do not follow a religion.

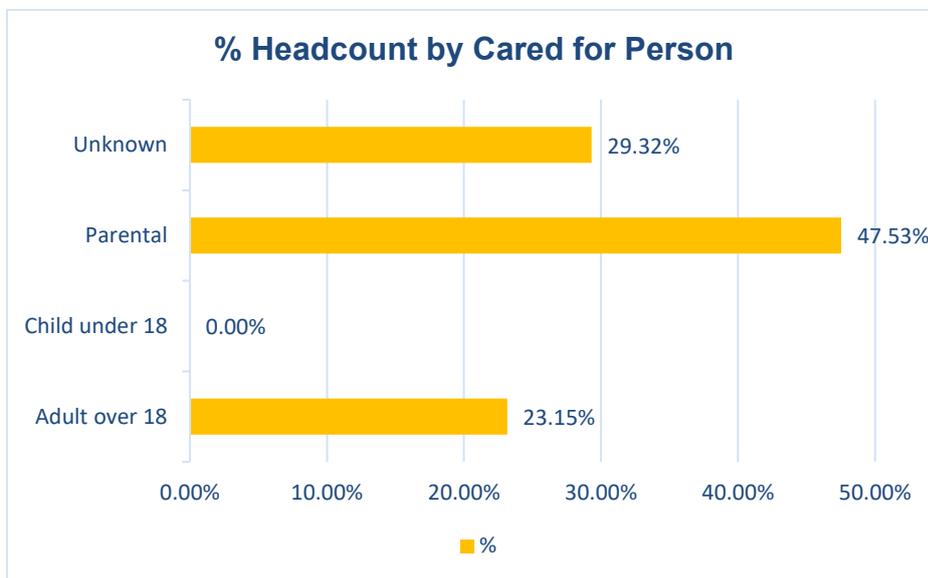
Caring Responsibilities

The 2021 census showed 9.40% of Bury residents were unpaid carers for a person who could not cope without their support. As of 31st March 2025, 21.30% of Council colleagues declared a caring responsibility of some kind, a reduction from 23.28% last year. Unknown data for caring responsibilities is 56.24%, an increase from 55.49% last year.

The representation of carers in the workforce is higher than the borough as the Council's definition of a working carer extends to those with parental responsibility. Compared to the census and excluding those who declared a parental responsibility, this reduces the unpaid carers percentage to 11.17% which is a larger proportion than the number of Bury residents with caring responsibility.



The next graph highlights who care is provided for, 47.53% of carers declared a parental responsibility and 23.15% provide care to an adult over the age of 18. No carers care for a child that has a long term disability or illness and 29.32% of carers have not declared who they care for.



The following table details the percentages of declared carer responsibilities for senior colleagues, disciplinary, grievance and leavers. The percentage is of the total number of senior colleagues and cases involving colleagues with stated caring responsibilities. Despite the high level of carers being involved in disciplinary and grievance cases, analysis of the cases has shown the cases are not specific to individuals being carers.

| Carers | Senior Colleagues | Disciplinary | Grievance | Leavers |
|--------|-------------------|--------------|-----------|---------|
|--------|-------------------|--------------|-----------|---------|

| | | | | |
|-------------------------|--------|--------|--------|--------|
| Carer for Adult | 7.81% | 7.41% | 11.11% | 1.80% |
| Disabled Child | 0.00% | 0.00% | 0.00% | 0.00% |
| Parental Responsibility | 16.41% | 14.81% | 11.11% | 4.08% |
| Carer but not specified | 4.69% | 48.15% | 44.44% | 4.25% |
| Not a carer | 19.53% | 29.63% | 33.33% | 12.25% |
| Prefer not to say | 2.34% | 0.00% | 0.00% | 0.00% |
| Unknown | 49.22% | 37.04% | 33.33% | 77.61% |

For all other metrics the next table shows the percentage of colleagues for each caring responsibility these metrics apply to as a proportion of each caring responsibility.

| Carers | Increase in Grade | Accessed Training | Part time |
|-------------------------|--------------------------|--------------------------|------------------|
| Carer for Adult | 13.01% | 79.47% | 37.28% |
| Disabled Child | 0.00% | 0.00% | 0.00% |
| Parental Responsibility | 14.41% | 73.24% | 39.19% |
| Carer but not specified | 9.35% | 76.60% | 46.26% |
| Not a carer | 10.01% | 70.53% | 38.57% |

These percentages show the workplace experience and access to training and development is proportionate for colleagues who have caring responsibilities as well as for colleagues who are not carers

Gender Identity

Colleagues whose gender identity is the same as assigned at birth are considered cisgender, and those whose gender identity is different from that assigned as birth are transgender.

Colleagues' given gender identity whether they are cisgender or transgender is 68.84% female, 30.83% male and 0.12% non binary.

As of 31st March 2025, 0.18% of colleagues declared their gender identity was different to that assigned at birth, this is a decrease from 0.22%. Figures from the 2021 census indicate that 0.47% of Bury's population identify as transgender.

Due to the low volume of colleagues identifying as transgender, we have been unable to complete detailed analysis of this demographic.

Care experienced young people and care leavers

As of 31st March 2025, 0.50% of Council colleagues identified as a care experienced young person or care leaver, up from 0.11% last year.. The level of unknown data for this category has reduced from 82.2% to 73.83%.

Due to the low volume of colleagues identifying as care experienced or a care leaver, we have been unable to complete detailed analysis of this demographic.

Military Veterans

As of 31st March 2025, 0.5% of Council colleagues had previously served in the armed forces, this is a decrease from 0.71% last year. The unknown data for this category is high but has reduced from 76.83% last year to 72.81%.

Due to the low volume of colleagues identifying as a veteran, we have been unable to complete detailed analysis of this demographic.

Reservists

As of 31st March 2025, no Council colleagues were current reservists, However the amount of unknown data for this is 74.59%, this is an improvement from 78.96% last year.

Due to the low volume of colleagues identifying as reservist, we have been unable to complete detailed analysis of this demographic.

Recruitment and Turnover

Recruitment data is taken from the Greater Jobs system used by the council to advertise vacancies and manage recruitments. The Greater Jobs system was fully upgraded in June 2024, data held on the previous version is no longer available.

Greater Jobs is used to manage most council recruitments but not all council recruitments are managed through the system. Some roles are recruited through third parties such as niche or specialist recruitments or agency workers recruited for temporary work which becomes substantive.

This analysis of recruitment activity only covers recruitments through the Greater Jobs system and includes concluded recruitments which commenced between June 2024 and March 2025.

Between June 2024 and March 2025 Greater Jobs was used to manage recruitments for 79 positions with 7169 applicants for these positions.

Recruitment by Ethnicity

The following table shows the percentage of applications, shortlisted applicants and successful applicants by ethnicity.

| Ethnicity | % Applications | % Shortlisted | % Successful |
|------------------------------|-----------------------|----------------------|---------------------|
| White UK | 49.18% | 68.75% | 70.89% |
| All Ethnic Minorities | 48.66% | 29.68% | 27.85% |
| Asian Heritage | 18.92% | 10.15% | 2.53% |
| Black Heritage | 18.05% | 10.94% | 11.04% |
| White non UK | 11.69% | 8.59% | 13.92% |
| Prefer not to Say | 2.12% | 1.57% | 1.26% |
| Unknown | 0.04% | 0.00% | 0.00% |

This shows the proportion of shortlisted applicants and successful applicants by ethnicity is largely proportionate. However, when looking closer at different ethnic minority categories, the proportion of Asian heritage successful candidates is three quarters lower than the proportion shortlisted, the proportion of black heritage successful candidates is proportionate to those shortlisted and the proportion of non white UK successful candidates is almost fifty percent higher than the proportion shortlisted.

Recruitment by Disability

The following table shows the percentage of applications, shortlisted applicants and successful applicants by disability.

| Disability Status | % Applications | % Shortlisted | % Successful |
|-------------------|----------------|---------------|--------------|
| Disabled | 6.48% | 10.94% | 5.06% |
| Not Disabled | 91.73% | 87.50% | 94.94% |
| Unspecified | 1.79% | 1.56% | 0.00% |

This shows the application rate for disabled candidates is below that of both our workforce and census data for the borough of Bury. Additionally, the proportion of disabled candidates shortlisted is higher than the proportion of applications however the proportion of disabled successful candidates is more than halved compared to shortlisted candidates.

Recruitment by Gender Identity

The following table shows the percentage of applications, shortlisted applicants and successful applicants by gender identity.

| Gender Identity | % Applications | % Shortlisted | % Successful |
|-------------------|----------------|---------------|--------------|
| Female | 58.41% | 72.66% | 70.89% |
| Male | 39.99% | 26.56% | 29.11% |
| Non Binary | 0.61% | 0.00% | 0.00% |
| Other | 0.01% | 0.00% | 0.00% |
| Prefer not to Say | 0.97% | 0.78% | 0.00% |

This shows applications from female candidates are more likely to be shortlisted than from male applicants but the proportion of successful candidates by gender identity is proportionate to those shortlisted.

Recruitment by Sexual Orientation

The following table shows the percentage of applications, shortlisted applicants and successful applicants by sexual orientation.

| Sexual Orientation | % Applications | % Shortlisted | % Successful |
|--------------------|----------------|---------------|--------------|
| Ace | 0.38% | 0.00% | 0.00% |
| Bisexual | 3.81% | 2.90% | 0.00% |
| Gay/Lesbian | 2.55% | 4.35% | 1.27% |
| Other | 0.67% | 0.48% | 1.27% |
| Straight | 88.38% | 89.37% | 92.41% |
| Prefer not to Say | 4.59% | 2.90% | 5.06% |

This shows shortlisted candidates are largely proportionate to the percentage of applications however the proportion of successful gay and lesbian candidates is more than halved compared to shortlisted gay and lesbian candidates.

Recruitment by Religion and Belief

The following table shows the percentage of applications, shortlisted applicants and successful applicants by Religion or Belief.

| Religion or Belief | % Applications | % Shortlisted | % Successful |
|--------------------|----------------|---------------|--------------|
| Buddhist | 0.48% | 0.00% | 0.00% |
| Christian | 40.61% | 44.44% | 45.57% |
| Hindu | 2.64% | 0.00% | 0.00% |
| Jewish | 0.42% | 0.48% | 1.27% |
| Muslim | 14.91% | 6.76% | 5.06% |
| Sikh | 0.21% | 0.00% | 0.00% |
| Other Religion | 1.64% | 2.42% | 1.27% |
| No Religion | 34.64% | 41.06% | 41.77% |
| Prefer not to Say | 4.44% | 4.83% | 5.06% |

This data shows that the proportion of shortlisted applicants and successful applicants by religion or belief is largely proportionate across all categories.

Equality Monitoring Data Tables

The following workforce statistics has been compiled from data taken from the Council's iTrent system.

The following workforce information shows data as at the end of March 2025.

It is split into the following tables: -

Table 1: Bury Council Workforce

Table 2: Working Pattern

Table 3: Seniority

Table 4: Increase in Grade

Table 5: Take up of Training

Table 6: HR Casework

Table 7: Leavers

Table 8: Borough of Bury Figures

Table 1: Bury Council Workforce

| Ethnicity | |
|----------------------------|--------|
| White | |
| British | 56.71% |
| Irish | 0.35% |
| Gypsy / Roma / Traveller | 0% |
| Other White European | 0.50% |
| Any other White background | 1.31% |

| Asian or Asian British | |
|-------------------------------|-------|
| Indian | 0.47% |
| Pakistani | 2.86% |
| Bangladeshi | 0.26% |
| Chinese | 0.29% |
| Any other Asian background | 0.23% |

| Mixed Race | |
|---------------------------------|-------|
| White and Black Caribbean | 0.44% |
| White and Asian | 0.23% |
| White and Black African | 0.18% |
| Any other Mixed-Race background | 0.41% |

| Black or Black British | |
|-------------------------------|-------|
| Black Caribbean | 0.26% |
| Black African | 1.41% |
| Black British | 0.26% |
| Any other Black background | 0.20% |

| Other Ethnic Backgrounds | |
|---------------------------------|--------|
| Arab | 0.03% |
| Any other ethnic background | 0.38% |
| Prefer not to say | 0.64% |
| Unknown | 32.85% |

Total Ethnic Minority = 9.80%

Total White UK = 56.71%

| Disability | |
|-------------------|--------|
| Disabled | 7.61% |
| Not Disabled | 54.73% |
| Prefer not to say | 1.28% |
| Unknown | 36.38% |

| Sex/Gender | |
|-------------------|--------|
| Female | 68.77% |
| Male | 30.91% |
| Prefer not to say | 0.2% |

| Gender Identity | |
|------------------------|--------|
| Female | 68.84% |
| Male | 30.83% |
| Non-Binary | 0.15% |
| Cisgender | 28.03% |

| | |
|-------------------|--------|
| Transgender | 0.18% |
| Prefer not to say | 0.58% |
| Unknown | 71.21% |

| Age | |
|-------------|--------|
| 16-24 Years | 4.64% |
| 25-34 Years | 14.00% |
| 35-44 Years | 21.06% |
| 45-54 Years | 25.12% |
| 55-64 Years | 28.59% |
| 65 Years + | 6.59% |

| Sexual Orientation | |
|---------------------------|--------|
| Heterosexual/Straight | 58.17% |
| Lesbian/Gay Man | 1.14% |
| Bisexual | 0.82% |
| Declined to specify | 0.20% |
| Prefer not to say | 3.24% |
| Unknown | 36.44% |

| Religion | |
|-------------------|--------|
| Buddhist | 0.12% |
| Christian | 37.92% |
| Hindu | 0.12% |
| Jewish | 0.20% |
| Muslim | 4.05% |
| Sikh | 0.06% |
| Other Religion | 1.60% |
| No Religion | 19.60% |
| Prefer not to say | 1.78% |
| Unknown | 34.54% |

| Caring Responsibility | |
|---------------------------------------|--------|
| Yes (carer for adult aged 18 or over) | 4.93% |
| Yes (carer for a disabled child) | 0.00% |
| Yes (Parental responsibility) | 10.12% |
| Yes (Responsibility not specified) | 6.24% |
| No | 21.56% |
| Prefer not to say | 0.90% |
| Unknown | 56.24% |

| Care experience young person /care leaver | |
|--|--------|
| Yes | 0.50% |
| No | 25.53% |
| Prefer not to say | 0.15% |
| Unknown | 73.83% |

| Previously Served in the Armed Forces | |
|--|--------|
| Yes | 0.50% |
| No | 24.59% |
| Prefer not to say | 0.20% |
| Unknown | 72.81% |

| Currently a Reservist | |
|------------------------------|--------|
| Yes | 0.00% |
| No | 25.89% |
| Prefer not to say | 0.32% |
| Unknown | 74.59% |

Table 2: Working Pattern

| Race | Full Time | Part Time |
|------------------------------|------------------|------------------|
| White British | 59.10% | 40.90% |
| Ethnic Minority | 54.17% | 45.83% |
| Prefer not to say | 77.27% | 22.73% |
| Unknown | 59.15% | 40.85% |
| Disability | | |
| Disabled | 63.98% | 36.02% |
| Not Disabled | 58.00% | 42.00% |
| Prefer not to say | 63.64% | 36.36% |
| Unknown | 58.62% | 41.38% |
| Gender | | |
| Female | 51.40% | 48.60% |
| Male | 75.02% | 24.98% |
| Non-binary | 50.00% | 50.00% |
| Prefer not to say | 85.71% | 14.29% |
| Gender Identity | | |
| Cisgender | 65.87% | 34.14% |
| Transgender | 33.33% | 66.37% |
| Prefer not to say | 65.00% | 35.00% |
| Unknown | 55.95% | 44.05% |
| Age | | |
| 16-24 | 49.69% | 50.31% |
| 25-34 | 72.29% | 27.71% |
| 35-44 | 61.63% | 38.37% |
| 45-54 | 62.95% | 37.05% |
| 55-64 | 55.41% | 44.39% |
| 65+ | 25.66% | 74.34% |
| Sexual Orientation | | |
| Heterosexual/Straight | 58.63% | 41.37% |
| Bisexual | 75.00% | 25.00% |
| Lesbian/Gay Man | 71.79% | 28.21% |
| Prefer not to say | 54.95% | 45.05% |
| Unknown | 58.61% | 41.39% |
| Religion | | |
| Buddhist | 75.00% | 25.00% |
| Christian | 55.85% | 44.15% |
| Hindu | 50.00% | 50.00% |
| Jewish | 57.14% | 42.86% |
| Muslim | 58.72% | 41.28% |
| Sikh | 0.00% | 100% |
| Other Religion | 56.36% | 43.64% |
| No Religion | 65.63% | 34.37% |
| Prefer not to say | 59.02% | 40.98% |
| Unknown | 58.28% | 41.72% |
| Caring Responsibility | | |

| | | |
|--|--------|--------|
| Yes (for adult aged 18 or over) | 62.72% | 37.28% |
| Yes (for disabled child) | 0.00% | 0.00% |
| Yes (parental responsibility) | 60.81% | 39.19% |
| No | 61.43% | 38.57% |
| Prefer not to say | 70.97% | 29.03% |
| Unknown | 57.37% | 42.63% |
| Marriage and Civil Partnership | | |
| Married or Civil Partnership | 57.01% | 42.99% |
| No | 63.69% | 38.31% |
| Prefer not to say | 79.17% | 20.83% |
| Unknown | 56.38% | 43.62% |
| Care experienced child/Care leaver | | |
| Yes | 70.59% | 29.41% |
| No | 66.74% | 33.26% |
| Prefer not to Say | 60.00% | 40.00% |
| Unknown | 55.91% | 44.09% |
| Previously served in the Armed forces | | |
| Yes | 82.35% | 17.65% |
| No | 67.07% | 32.93% |
| Prefer not to say | 71.43% | 28.57% |
| Unknown | 55.53% | 44.47% |
| Currently a Reservist | | |
| Yes | 0.00% | 0.00% |
| No | 68.95% | 31.05% |
| Prefer not to say | 54.55% | 45.45% |
| Unknown | 55.34% | 44.66% |

Table 3: Seniority

| Race | Below SM1 | SM1 or Above |
|------------------------|------------------|---------------------|
| White British | 56.52% | 61.72% |
| Ethnic Minority | 9.91% | 7.03% |
| Prefer not to say | 0.67% | 0% |
| Unknown | 32.91% | 31.25% |
| Disability | | |
| Disabled | 7.70% | 5.47% |
| Not Disabled | 54.52% | 60.16% |
| Prefer not to say | 1.27% | 1.56% |
| Unknown | 36.52% | 32.81% |
| Sex/Gender | | |
| Female | 69.09% | 61.72% |
| Male | 30.42% | 37.5% |
| Prefer not to say | 0.21% | 0.00% |
| Gender Identity | | |
| Female | 69.12% | 61.72% |
| Male | 30.55% | 38.28% |
| Non Binary | 0.12% | 0.00% |
| Cisgender | 27.61% | 39.06% |
| Transgender | 0.15% | 0.78% |
| Prefer not to say | 0.58% | 0.78% |
| Unknown | 71.67% | 59.38% |
| Age | | |

| | | |
|--|--------|--------|
| 16-24 | 4.82% | 0.00% |
| 25-34 | 14.52% | 0.78% |
| 35-44 | 20.91% | 25.00% |
| 45-54 | 24.33% | 45.31% |
| 55-64 | 28.67% | 26.56% |
| 65+ | 6.76% | 2.34% |
| Sexual Orientation | | |
| Heterosexual/Straight | 52.87% | 55.47 |
| Bisexual | 0.79% | 1.56% |
| Lesbian/Gay Man | 0.97% | 5.47% |
| Prefer not to say | 3.24% | 3.13% |
| Unknown | 36.52% | 34.38% |
| Religion | | |
| Buddhist | 0.12% | 0.00% |
| Christian | 37.94% | 37.50% |
| Hindu | 0.12% | 0.00% |
| Jewish | 0.21% | 0.00% |
| Muslim | 4.09% | 3.13% |
| Sikh | 0.06% | 0.00% |
| Other Religion | 1.61% | 1.56% |
| No Religion | 19.58% | 20.31% |
| Prefer not to say | 1.73% | 3.13% |
| Unknown | 34.55% | 34.38% |
| Caring Responsibility | | |
| Yes (for adult aged 18 or over) | 4.82% | 7.81% |
| Yes (for disabled child) | 0.00% | 0.00% |
| Yes (parental responsibility) | 9.88% | 16.41% |
| No | 21.64% | 19.53% |
| Prefer not to say | 0.85% | 2.34% |
| Unknown | 55.52% | 49.22% |
| Care experienced child/Care leaver | | |
| Yes | 0.48% | 0.78% |
| No | 25.00% | 39.06% |
| Prefer not to Say | 0.15% | 0.00% |
| Unknown | 74.36% | 60.16% |
| Previously served in the Armed forces | | |
| Yes | 0.45% | 1.56% |
| No | 26.00% | 39.06% |
| Prefer not to say | 0.21% | 0.00% |
| Unknown | 73.33% | 59.38% |
| Currently a Reservist | | |
| Yes | 0.00% | 0.00% |
| No | 24.52% | 39.84% |
| Prefer not to say | 0.33% | 0.00% |
| Unknown | 75.15% | 60.16% |

Table 4: Increase in Grade

The increases in grade included in this table include members of staff who have received an increase in grade, this includes through promotion or an uplift in their current role.

| | |
|---------------------------------------|--------|
| Race | |
| White British | 10.13% |
| Ethnic Minority | 9.23% |
| Prefer not to say | 13.64% |
| Unknown | 11.19% |
| Disability | |
| Disabled | 11.11% |
| Not Disabled | 10.07% |
| Prefer not to say | 18.18% |
| Unknown | 10.51% |
| Gender | |
| Female | 11.31% |
| Male | 8.33% |
| Non-binary | 25.00% |
| Prefer not to say | 14.29% |
| Gender Identity | |
| Cisgender | 12.28% |
| Transgender | 16.67% |
| Prefer not to say | 30.00% |
| Unknown | 9.50% |
| Age | |
| 16-24 | 10.06% |
| 25-34 | 15.00% |
| 35-44 | 12.60% |
| 45-54 | 10.22% |
| 55-64 | 7.86% |
| 65+ | 5.75% |
| Sexual Orientation | |
| Heterosexual/Straight | 9.58% |
| Bisexual | 21.43% |
| Lesbian/Gay Man | 7.69% |
| Prefer not to say | 11.71% |
| Unknown | 11.37% |
| Religion | |
| Buddhist | 0.00% |
| Christian | 9.23% |
| Hindu | 25.00% |
| Jewish | 0.00% |
| Muslim | 10.79% |
| Sikh | 0.00% |
| Other Religion | 10.91% |
| No Religion | 11.61% |
| Prefer not to say | 11.48% |
| Unknown | 10.98% |
| Caring Responsibility | |
| Yes (Carer for adult aged 18 or over) | 13.01% |
| Yes (carer for disabled child) | 0.00% |
| Yes (parental responsibility) | 14.41% |

| | |
|--|--------|
| No | 9.35% |
| Prefer not to say | 10.01% |
| Unknown | 9.75% |
| Care experienced child/Care leaver | |
| Yes | 17.65% |
| No | 11.66% |
| Prefer not to Say | 20.00% |
| Unknown | 9.92% |
| Previously served in the Armed forces | |
| Yes | 5.88% |
| No | 12.11% |
| Prefer not to say | 28.57% |
| Unknown | 9.78% |
| Currently a Reservist | |
| Yes | 0.00% |
| No | 12.44% |
| Prefer not to say | 9.09% |
| Unknown | 9.74% |

Table 5: Take up of Training

| Race | % Of Colleagues |
|---------------------------|------------------------|
| White British | 73.71% |
| Ethnic Minority | 66.89% |
| Prefer not to say | 85.00% |
| Unknown | 69.09% |
| Disability | |
| Disabled | 75.33% |
| Not Disabled | 72.46% |
| Prefer not to say | 71.05% |
| Unknown | 69.55% |
| Gender | |
| Female | 75.52% |
| Male | 70.73% |
| Prefer not to say | 71.43% |
| Gender Identity | |
| Female | 71.89% |
| Male | 70.85% |
| Non-Binary | 100% |
| Cisgender | 72.16% |
| Transgender | 33.33% |
| Prefer not to say | 70.59% |
| Unknown | 71.47% |
| Age | |
| 16-24 | 57.05% |
| 25-34 | 68.08% |
| 35-44 | 72.67% |
| 45-54 | 74.23% |
| 55-64 | 75.03% |
| 65+ | 61.50% |
| Sexual Orientation | |
| Heterosexual/Straight | 72.72% |
| Bisexual | 55.56% |

| | |
|--|--------|
| Lesbian/Gay Man | 80.56% |
| Prefer not to say | 72.23% |
| Unknown | 69.49% |
| Religion | |
| Buddhist | 100% |
| Christian | 75.26% |
| Hindu | 50.00% |
| Jewish | 57.14% |
| Muslim | 63.33% |
| Sikh | 100% |
| Other Religion | 68.00% |
| No Religion | 69.49% |
| Prefer not to say | 72.73% |
| Unknown | 69.88% |
| Caring Responsibility | |
| Yes (Carer for adult aged 18 or over) | 79.47% |
| Yes (carer for disabled child) | N/A |
| Yes (parental responsibility) | 73.24% |
| No | 70.53% |
| Prefer not to say | 76.92% |
| Unknown | 70.42% |
| Care experienced child/Care leaver | |
| Yes | 62.50% |
| No | 71.61% |
| Prefer not to Say | 40.00% |
| Unknown | 71.71% |
| Previously served in the Armed forces | |
| Yes | 67.71% |
| No | 71.60% |
| Prefer not to say | 57.14% |
| Unknown | 71.68% |
| Currently a Reservist | |
| Yes | N/A |
| No | 71.95% |
| Prefer not to say | 60.00% |
| Unknown | 71.51% |

Table 6: HR Casework

| Race | Disciplinary | Grievance |
|-------------------|---------------------|------------------|
| White British | 62.69% | 58.33% |
| Ethnic Minority | 11.11% | 11.11% |
| Prefer not to say | 0% | 11.11% |
| Unknown | 25.93% | 33.33% |
| Disability | | |
| Disabled | 0.00% | 33.33% |
| Not Disabled | 66.67% | 55.56% |
| Prefer not to say | 7.41% | 0.00% |
| Unknown | 25.93% | 11.11% |
| Gender | | |
| Female | 40.47% | 77.78% |
| Male | 56.26% | 22.22% |
| Non-binary | 0% | 0% |

| | | |
|--|--------|--------|
| Prefer not to say | 0% | 0% |
| Gender Identity | | |
| Cisgender | 33.33% | 22.22% |
| Transgender | 0.00% | 0.00% |
| Prefer not to say | 0.00% | 0.00% |
| Unknown | 66.67% | 77.78% |
| Age | | |
| 16-24 | 3.70% | 0.00% |
| 25-34 | 14.81% | 11.11% |
| 35-44 | 11.11% | 11.11% |
| 45-54 | 37.04% | 33.33% |
| 55-64 | 33.33% | 33.33% |
| 65+ | 0.00% | 11.11% |
| Sexual Orientation | | |
| Heterosexual/Straight | 40.74% | 55.56% |
| Bisexual | 0.00% | 0.00% |
| Lesbian/Gay Man | 7.41% | 0.00% |
| Prefer not to say | 7.41% | 11.11% |
| Unknown | 44.44% | 33.33% |
| Religion | | |
| Buddhist | 0.00% | 0.00% |
| Christian | 18.52% | 33.33% |
| Hindu | 0.00% | 0.00% |
| Jewish | 0.00% | 0.00% |
| Muslim | 7.41% | 11.11% |
| Sikh | 0.00% | 0.00% |
| Other Religion | 7.41% | 0.00% |
| No Religion | 22.22% | 11.11% |
| Prefer not to say | 0.00% | 11.11% |
| Unknown | 44.44% | 33.33% |
| Caring Responsibility | | |
| Yes (Carer for adult aged 18 or over) | 7.41% | 11.11% |
| Yes (carer for disabled child) | 0.00% | 0.00% |
| Yes (parental responsibility) | 14.81% | 11.11% |
| No | 29.63% | 33.33% |
| Prefer not to say | 0.00% | 0.00% |
| Unknown | 37.04% | 33.33% |
| Marriage and Civil Partnership | | |
| Married or Civil Partnership | 29.63% | 11.11% |
| Other | 29.63% | 44.44% |
| Prefer not to say | 0.00% | 0.00% |
| Unknown | 40.74% | 44.44% |
| Care experienced child/Care leaver | | |
| Yes | 0.00% | 0.00% |
| No | 29.63% | 33.33% |
| Prefer not to Say | 0.00% | 0.00% |
| Unknown | 70.37% | 66.67% |
| Previously served in the Armed forces | | |
| Yes | 0.00% | 0.00% |
| No | 33.33% | 33.33% |
| Prefer not to say | 0.00% | 0.00% |
| Unknown | 66.67% | 66.67% |

| Currently a Reservist | | |
|------------------------------|--------|--------|
| Yes | 0.00% | 0.00% |
| No | 29.63% | 33.33% |
| Prefer not to say | 0.00% | 0.00% |
| Unknown | 70.37% | 66.67% |

Total number of disciplinarys recorded = 27

Total number of grievances recorded = 9

Table 7: Leavers

| Race | % Of Colleagues |
|---------------------------|------------------------|
| White British | 31.54% |
| Ethnic Minority | 5.88% |
| Prefer not to say | 0.16% |
| Unknown | 62.42% |
| Disability | |
| Disabled | 3.92% |
| Not Disabled | 29.58% |
| Prefer not to say | 0.49% |
| Unknown | 66.01% |
| Gender | |
| Female | 64.38% |
| Male | 35.62% |
| Non-binary | 0.00% |
| Prefer not to say | 0.00% |
| Gender Identity | |
| Cisgender | 13.24% |
| Transgender | 0.33% |
| Prefer not to say | 0.16% |
| Unknown | 86.27% |
| Age | |
| 16-24 | 5.25% |
| 25-34 | 11.33% |
| 35-44 | 19.34% |
| 45-54 | 19.61% |
| 55-64 | 25.14% |
| 65+ | 19.34% |
| Sexual Orientation | |
| Heterosexual / Straight | 31.21% |
| Bisexual | 0.65% |
| Lesbian/Gay Man | 1.92% |
| Prefer not to say | 1.80% |
| Unknown | 65.69% |
| Religion | |
| Buddhist | 0.00% |
| Christian | 21.90% |
| Hindu | 0.00% |
| Jewish | 0.33% |
| Muslim | 2.12% |
| Sikh | 0.16% |
| Other Religion | 0.65% |
| No Religion | 9.31% |

| | |
|--|--------|
| Prefer not to say | 1.14% |
| Unknown | 64.38% |
| Caring Responsibility | |
| Yes (Carer for adult aged 18 or over) | 1.08% |
| Yes (carer for disabled child) | 0.00% |
| Yes (parental responsibility) | 4.08% |
| No | 12.25% |
| Prefer not to say | 0.00% |
| Unknown | 77.61% |
| Marriage and Civil Partnership | |
| Married or Civil Partnership | 20.42% |
| Other | 11.93% |
| Prefer not to say | 0.33% |
| Unknown | 67.32% |
| Care experienced child/Care leaver | |
| Yes | 0.00% |
| No | 0.00% |
| Prefer not to Say | 0.00% |
| Unknown | 100% |
| Previously served in the Armed forces | |
| Yes | 0.16% |
| No | 12.09% |
| Prefer not to say | 0.16% |
| Unknown | 87.58% |
| Currently a Reservist | |
| Yes | 0.00% |
| No | 10.13% |
| Prefer not to say | 0.49% |
| Unknown | 89.38% |

Leavers total = 612

**Table 8: Borough of Bury
(Data from 2021 census)**

| Race | |
|-----------------------------|-------|
| White | |
| British | 78.2% |
| Irish | 1.1% |
| Traveller of Irish Heritage | 0.1% |
| Gypsy / Roma | 0.1% |
| Other White European | |
| Any other White background | 3.5% |

| Asian or Asian British | |
|-------------------------------|------|
| Indian | 1.0% |
| Pakistani | 7.8% |
| Bangladeshi | 0.2% |
| Chinese | 0.5% |
| Any other Asian background | 1.1% |

| Mixed Race | |
|---------------------------------|------|
| White and Black Caribbean | 0.8% |
| White and Asian | 0.9% |
| White and Black African | 0.4% |
| Any other Mixed-Race background | 0.6% |

| Black or Black British | |
|-------------------------------|------|
| Black Caribbean | 0.4% |
| Black African | 1.3% |
| Other Black British | 0.2% |

| Other Ethnic Backgrounds | |
|---------------------------------|------|
| Arab | 0.4% |
| Any other ethnic background | 1.6% |

Ethnic Minority % total = 20.9%

| Disability* | |
|--------------------|--------|
| Disabled | 19.10% |
| Not Disabled | 80.90% |

* The Council has used 10.50% based on census data of disabled people whose day-to-day activities is limited a little.

| Gender | |
|---------------|-----|
| Female | 51% |
| Male | 49% |

| Gender Identity | |
|------------------------|--------|
| Cisgender | 94.37% |
| Transgender | 0.47% |
| Unknown | 5.16% |

| Age | |
|------------|--|
|------------|--|

| | |
|-------------|--------|
| 16-24 Years | 9.44% |
| 25-34 Years | 12.90% |
| 35-44 Years | 13.12% |
| 45-54 Years | 13.38% |
| 55-64 Years | 12.77% |
| 65 Years + | 18.29% |

| Sexual Orientation | |
|---------------------------|--------|
| Heterosexual/Straight | 90.60% |
| Lesbian/Gay/Bisexual | 2.81% |
| Unknown | 6.59% |

| Religion | |
|-----------------|-------|
| Buddhist | 0.3% |
| Christian | 48.8% |
| Hindu | 0.5% |
| Jewish | 5.5% |
| Muslim | 9.9% |
| Sikh | 0.3% |
| Other Religion | 0.3% |
| No Religion | 29.4% |
| Unknown | 4.9% |

| Caring Responsibility | |
|------------------------------|--------|
| Yes | 9.40% |
| No | 90.60% |

| Marriage and Civil Partnership | |
|---------------------------------------|--------|
| Married or Civil Partnership | 45.30% |
| Other | 54.70% |

| Care experienced child/Care Leaver | |
|---|--|
| Yes | |
| No | |

| Previously Served in the Armed Forces | |
|--|--------|
| Yes | 2.60% |
| No | 97.40% |

| Currently a Reservist | |
|------------------------------|--|
| Yes | |
| No | |

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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