

# Employment Equality Report

2022



**Bury**  
COUNCIL

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## Introduction

The Bury Council and CCG partnership has, through the leadership of the Strategic Commissioning Board, made a commitment to significant improvements in our equalities and inclusion practice as both an 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](#). The 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.*

The Council and CCGs strategic commitment to inclusion is further articulated in our [joint inclusion strategy](#), agreed in early 2021 following a comprehensive external review.

Building a workforce which is representative of the people it serves is a core focus of our shared inclusion commitment. This commitment relates to all nine of the protected characteristics in law:

- sex
- gender reassignment.
- race
- disability
- sexual orientation
- age
- religion or belief (or lack thereof)
- pregnancy and maternity
- marriage or civil partnership

As well as four additional groups defined as vulnerable and supported with the same level as priority.

These groups are:

- carers
- our looked after children and care leavers
- military veterans and
- the socio-economically vulnerable.

We recognise the value of a diverse workforce that reflects the community it serves. Increased diversity within the workforce leads to creativity and innovation, through a richer tapestry of skills, life experience and networks. A more diverse workforce brings the internal operations and external reality of those operations closer together, identifying opportunities to work differently and better address needs, improving outcomes as well as being a more effective use of resource, delivering together strength through cultural diversity.



An inclusive workforce, with opportunities for all to excel and progress, will raise inspiration and aspiration for careers within the Council, including attracting the best talent from our local communities. Similarly, it is important existing staff, regardless of their background, can see opportunities to progress so to retain existing talent to drive service improvements and develop greater representation of our communities at leadership levels.

This report illustrates our progress against these aims and commitments. It also complies with the requirements of the Public Sector Equality Duty to publish equality information upon our workforce.

As at the time of producing this report, data collated from the 2021 census has not been published (due to be published summer 2022).

The information set out below is based on the Council workforce at the end of March 2022.

## Summary

This report has compiled a large amount of statistical data on our workforce. Below is a summary of some of the key information this report has highlighted regarding our workforce, taking account of staff working within Council Services and excluding Schools staff and Casual workers.

- Our overall head count has reduced by 1.68% compared to last year (from 2919 to 2870).
- Our level of unknown data overall has reduced over the past 12 months, our average amount of unknown data last year was 48.54% this has reduced to 45.34% this year. despite the improvement this is still a cause for concern (e.g., 26% of disability, 20% for race and 78% for gender identity) and work to address this is a key priority to enable us to have an accurate analysis and a more accurate picture of the makeup of our workforce.
- It is positive that the percentage of Council employees who consider themselves to have a disability has increased to 7.25% compared to 5.93% last year.
- The percentage of applications shortlisted from non-white and BAME candidates has also increased this year against last year's figures. This year 56.59% of applications from non-white candidates were shortlisted for assessment (57.14% BAME) compared to 41.58% non-white and 41.97% BAME last year.
- Some of the data on race remains a significant cause for concern, especially the size of the gap in the relative likelihood of non-white staff entering the formal disciplinary process compared to white staff (whilst the absolute numbers are small) 2.06% (4) non-white staff were subject to disciplinary action compared to 0.91% (19) white staff. In Context achieving no difference in the likelihood would mean that for every instance of a non-white employee entering the formal disciplinary process 11 white employees would need to enter the formal disciplinary process. There is work still to do in this area, as the only way to ensure that progress is made in reducing the likelihood is to increase the overall headcount of non-white staff.
- It is positive that there has been an increase in the percentage of disabled candidates shortlisted to interview 69.74% this year compared to 48.31%

last year suggests that the guaranteed assessment programme has been used by recruiting managers.

- Our workforce has a lower proportion of Jewish (-5.57%) and Muslim (-2.57%) workers in comparison to that of the borough's population.
- It is encouraging that the data highlight a higher proportion of LGBT staff holding senior positions (8.52% compared to 2.05% in other grades),
- Work needs to be done to build confidence to recruit younger workers as when they join us, they do well (in relation to increases in grade).
- The proportion of working carers within our workforce is significantly higher than that of the boroughs' population (24% compared to 11%)

## **Key Workforce Facts**

This Employment Equality Report is for the period April 2021 to March 2022 and has been produced to provide an analysis of our workforce by protected characteristics:

- Race
- Disability
- Gender
- Age
- Sexual orientation
- Religion or belief
- Marriage and Civil partnerships
- Gender identity
- Pregnancy and maternity

In addition to these protected characteristics, data has also been collected on staff who have caring responsibilities, looked after children and care leavers, military veterans and reservists.

BAME is an acronym (Black, Asian and Minority Ethnic) used in this report to refer to all ethnic groups except White British as this is a required monitoring terminology for this statutory reporting. The acronym, however, can be problematic because it offers an assumption that all non-white people exist as a homogeneous group without appreciation of the uniqueness of individual ethnicities. We acknowledge that these homogenising terms do not help in the quest to root out systemic racism.

## **Headcount**

This analysis only includes equality data from Council employees and does not include information for casual or school employees. Data on both Casual and School employees is reported separately in tables 11 and 12 of this report.

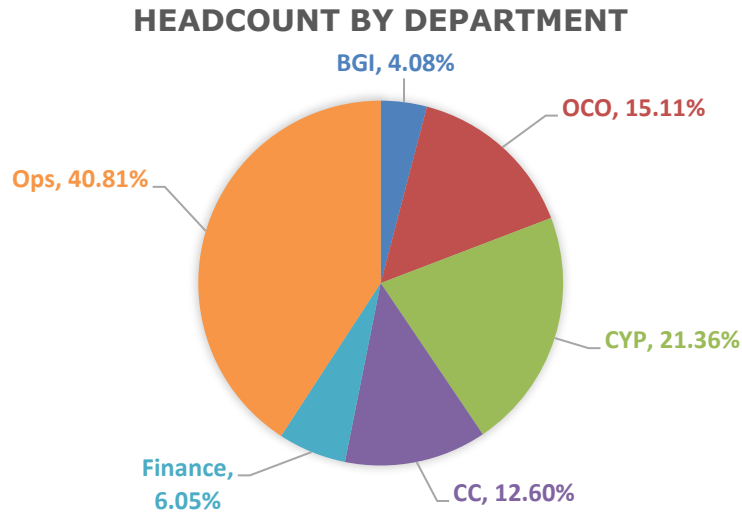
At the end of March 2022, the overall headcount of Council employees was 1.71% lower than for the 2021 employment equality report.

The Council is structured into 6 departments:

- Business Growth and Infrastructure (BGI)
- Corporate Core Services (CC)

- Operations (OPS)
- One commissioning Organisation (OCO)
- Children and Young People (CYP)
- Finance

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

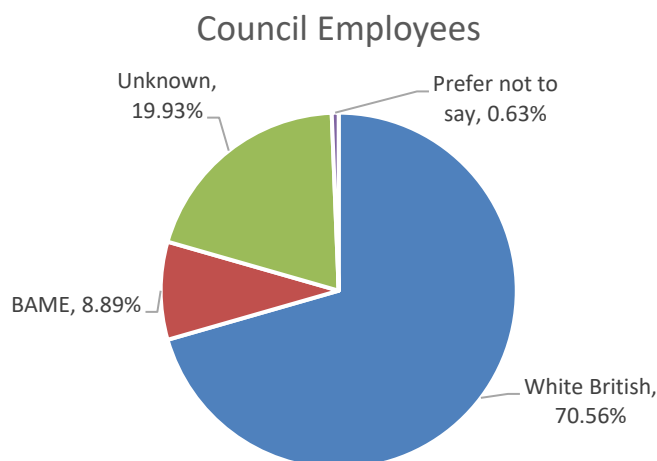


46.75% of staff work on a full-time basis and 53.25% of staff are part-time

Only 5.89% of staff had an increase in their grade this year compared to 19.73% last year, there has been a number of departmental restructures within the council over the past year particularly within the business support function and finance department which accounts in part for this reduction.

### Race

At the end of March 2022, 8.89% of Council employees were counted as Black, Asian or Minority Ethnic (BAME) compared to 8.00% last year, this figure includes all ethnic groups except White British. However, when this is disaggregated further, only 6.76% of employees are from a non-white background compared with 6.44% last year.



The level of unknown data for race has improved since last year's 24.67% to 19.93% this year.

When counting all ethnic groups but excluding white British; there are 3.66% of senior staff at grade SM1 or above, this figure drops to 0% when only counting those from non-white backgrounds.

6.27% of BAME employees (5.67% non-white employees) had an increase in grade within their current position, over the past year compared to 5.98% of White British employees.

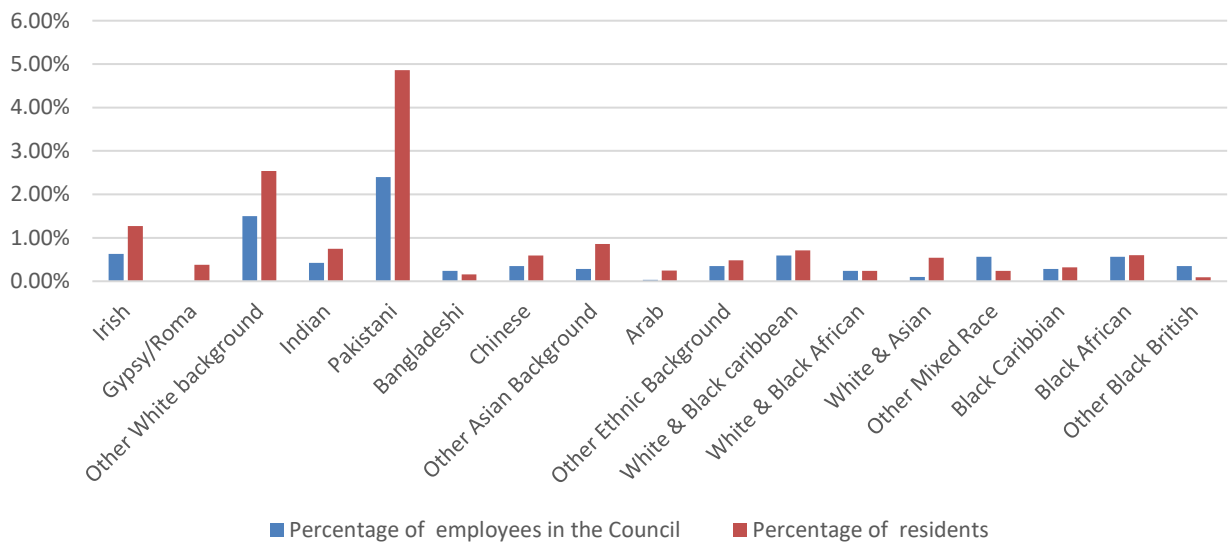
Last year non-white employees accounted for 16.13% of all disciplinarys, this has reduced this year to 14.29%.

As part of the Workplace Race Equality Submission (WRES) one of the key performance indicators is closing the gap in the disproportionate rate of disciplinary action between non-white and white staff, to a point that there is no difference in the likelihood of non-white and white staff entering the formal disciplinary process.

Over the last year, 2.06% (4) of non-white employees have been subject to disciplinary action compared to 0.91% (19) of white employees. This highlights a clear disproportionate rate in the likelihood of non-white staff entering the formal disciplinary process. However, it is important to put this statistic into context. The likelihood is based on the number of instances to the headcount of that group, based on the difference in headcount between white and non-white staff to achieve having no difference in the likelihood would mean that for every instance of a non-white employee entering the formal disciplinary process 11 white employees would need to enter the formal disciplinary process. There is work still to do in this area, as the only way to ensure that progress is made in reducing the likelihood is to increase the overall headcount of non-white staff.

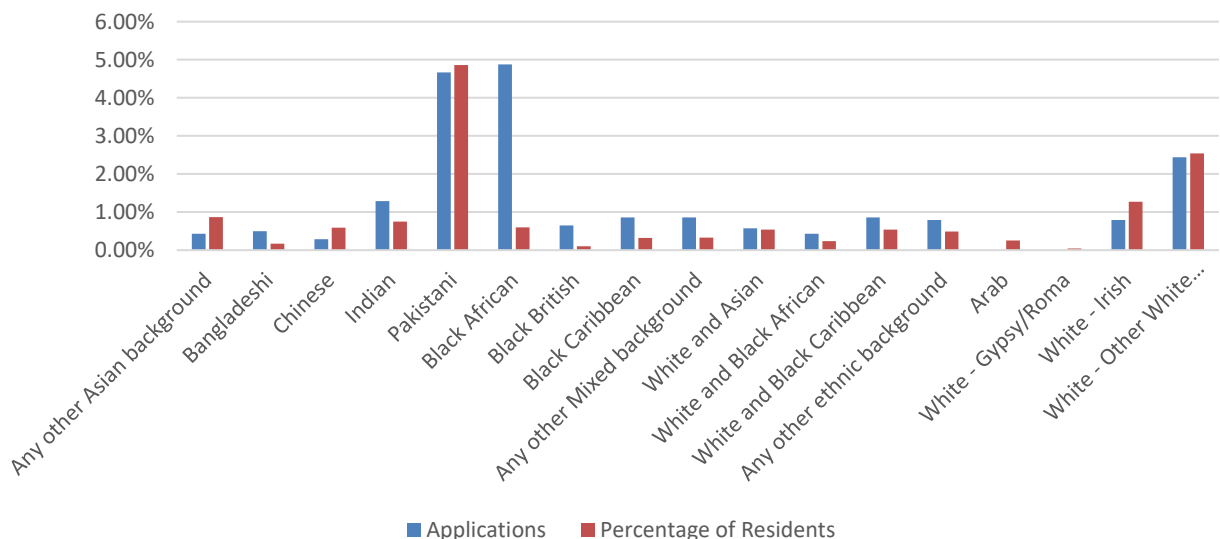
One of the main objectives of the Council's equality strategy is to work towards having a workforce that is representative of the community. The below table compares the workforce to the population of Bury but does not include figures for White British.

### Borough Comparison



The above graph highlights that we have a particular under representation in our workforce from our Pakistani community, our Arab community, and our Gypsy/Roma community. The number of applications received from each of these groups is also not representative of the population of the borough. The graph below highlights the percentage of applications received for all council vacancies compared to the percentage of residents.

### Vacancy Applications



16.87% of applications for Council vacancies were from non-White candidates (20.10% BAME), the largest percentage of these applications were from Black African candidates (4.88%) and Pakistani candidates (4.67%). This is an



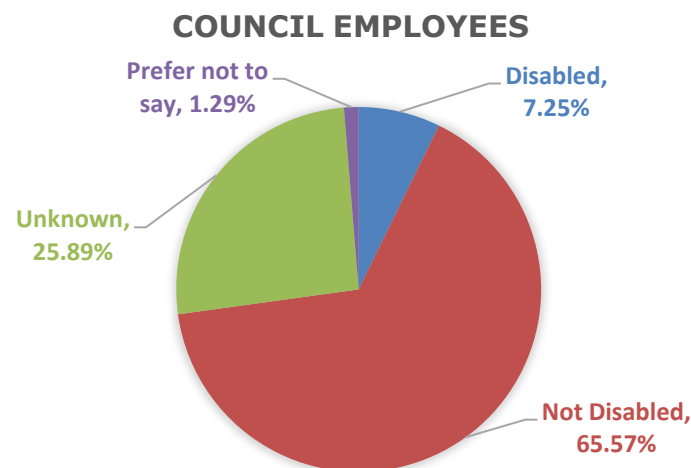
improvement from last year where 16.68% of applications were from non-white candidates (15.24% BAME).

The percentage of applications shortlisted from non-white and BAME candidates has also increased this year against last year's figures. This year 56.59% of applications from non-white candidates were shortlisted for assessment (57.14% BAME) compared to 41.58% non-white and 41.97% BAME last year. In comparison this year 64.52% of applications from white British candidates were shortlisted.

The number of new starts recorded indicated that white British candidates performed better at interview with 21.51% of white British candidates interviewed being recruited, compared to 18.80% of non-white candidates. Overall, non-white candidates made up 10.55% of all new starts. However, these figures do represent progress from last year when non-white candidates only accounted for 9.52% of all new starters

## Disability

At the end of March 2022, 7.25% of Council employees consider themselves to have a disability compared to 5.93% of Council employees last year. Despite this positive increase 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 9.77% based on the 2011 census data of disabled people whose day-to-day activities are limited a little.



The level of unknown data is still high at 25.89% this is an improvement from last year's 28.09% unknown data, although the number of those preferring not to say has increased from 0.96% last year to 1.29% this year.

At the application stage of recruitment there was no unknown data (question left blank) but 3.73% of candidates selected the option of prefer not to say, this is a slight improvement from last year's 3.86%.

Out of the total number of applications received only 5.46% were from disabled applicants. This is a positive improvement from last year's 5.05% but is still a sizable under-representation and highlights that work is required to attract disabled applicants and in becoming an employer of choice for disabled people.

As Disability Confident Leaders we offer a guaranteed interview for disabled applicants who meet the essential criteria of the post, 69.74% of disabled candidates were shortlisted for interview in comparison to 62.69% of shortlisted applications from non-disabled candidates. The percentage of shortlisted disabled applicants this year also represents positive progress against last year's 48.31%.

Of those unsuccessful applications

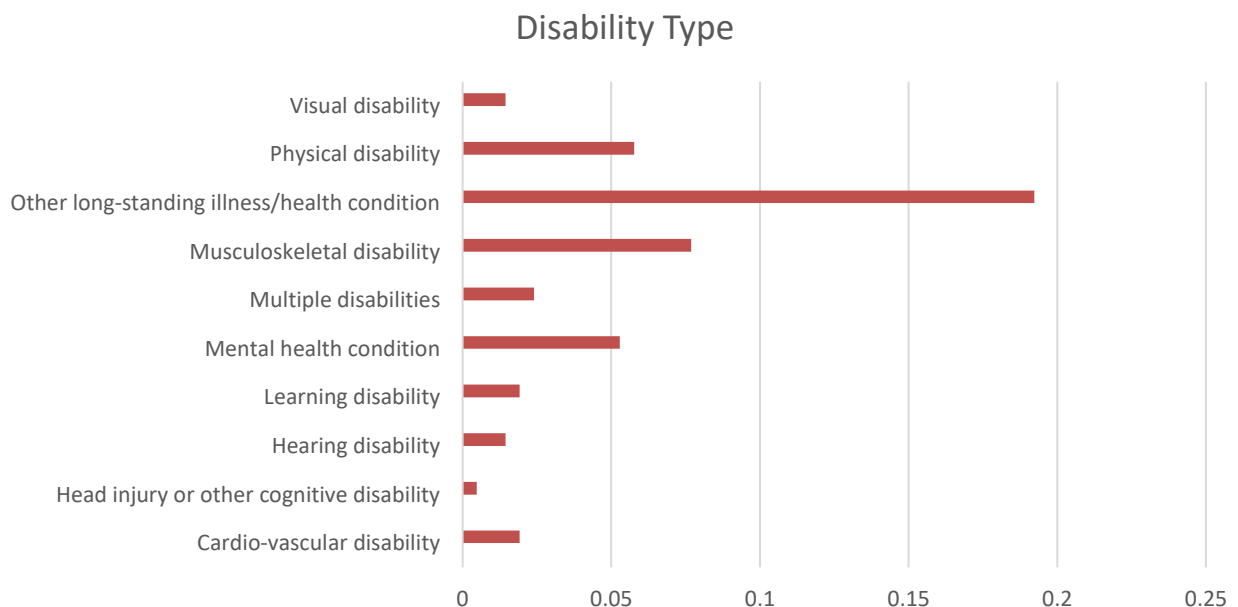
- 21.05% were unsuccessful at shortlisting
- 9.21% have no decision against their application

A total of 17.11% of applications from disabled candidates were recruited compared to 13.88% of applications from non-disabled applicants. Overall, 5.49% of all new starters were disabled candidates.

In the last year 7.21% of disabled staff received an increase in grade within their current position, compared to 5.53% of non-disabled staff.

It is encouraging that a higher proportion of disabled staff holding senior positions (8.54% at SM1 And above compared to 7.21% at other grades).

The below bar chart highlights the type of disability, 63.94% of disabled employees have declared the disability type.



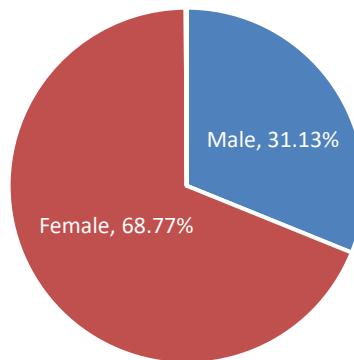
As with last year the highest percentage of declared disability type is long-standing illness or health condition. There has also been an increase in the

number of disabled employees declaring mental health conditions, cardiovascular disabilities, and multiple disabilities.

## Gender

At the end of March 2022, 68.78% of Council employees were female, 31.11% male and 0.03% identified as non-binary.

Council Employees



The percentage of male employees at the Council is much lower than the percentage of male residents of the Borough (census data suggests this is 49%).

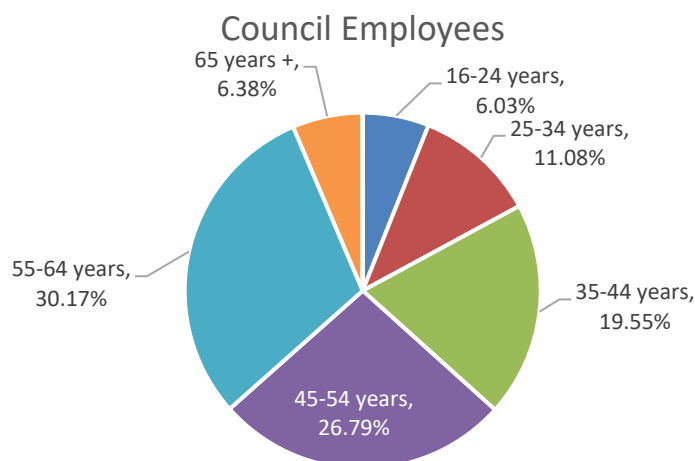
In the last year 5.72% of female staff received an increase in grade compared to 6.27% of male staff. 40.53% of female staff are working on a full-time basis, this has increased from 35.14% last year.

It is also highlighted in our annual gender pay gap report that shows 82.40% of the lower pay quartile is female staff compared to 17.60% of male staff. A copy of our full gender pay gap report can be found on the link below:

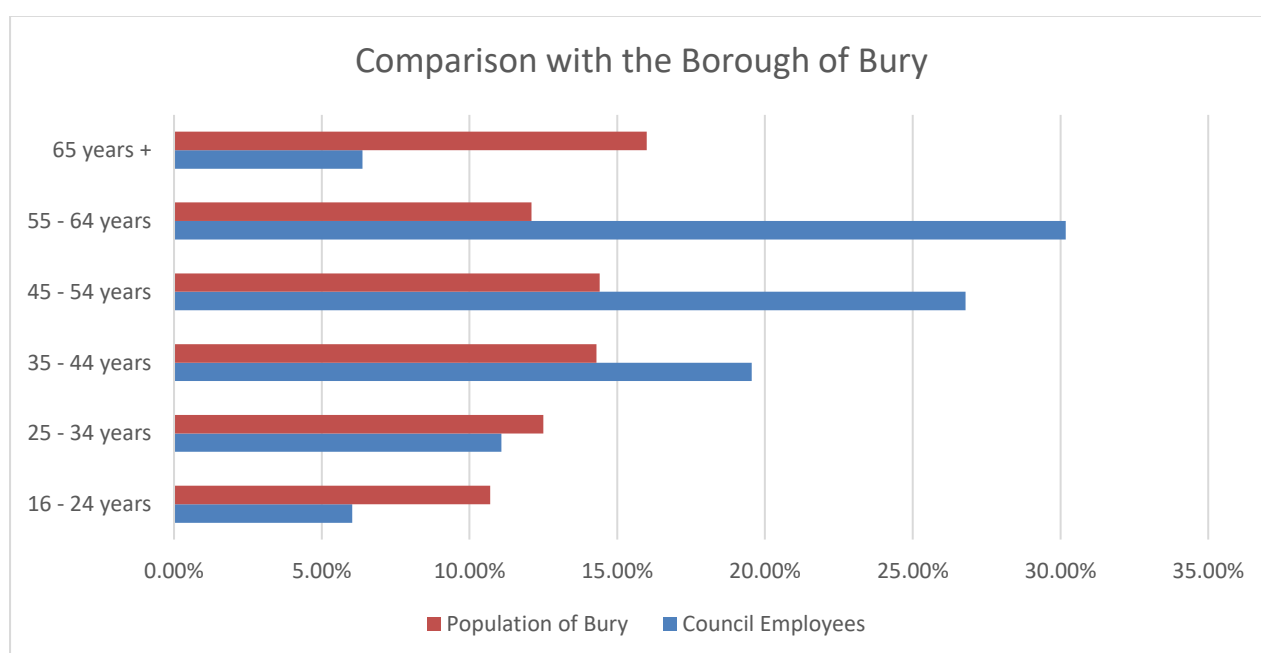
### [Gender Pay Gap - Bury Council](#)

## Age

At the end of March 2022, the number of 16–24-year-olds in the workforce was 6.03% this represents a slight decline from 6.20% last year.



The below chart highlights the comparison between the age of Council employees and that of the population of Bury Council. This shows our ageing workforce and under representation of younger age demographics.



This year only 6.25% of applications for council vacancies were from candidates aged 16-24, this represents a large under-representation when compared to the population of the borough. This age group had the second highest percentage of applications shortlisted with 67.83%, the highest shortlisting rate was from candidates over the age of 65 with 80% of the applications shortlisted, although this is a much higher figure as it is based on a total of 10 applications being submitted. Statistically the 16-24 age group also performed best over the whole recruitment process with 45.98% of applications eventually being recruited. Overall, the 16-24 age group accounted for 16.88% of new starters.

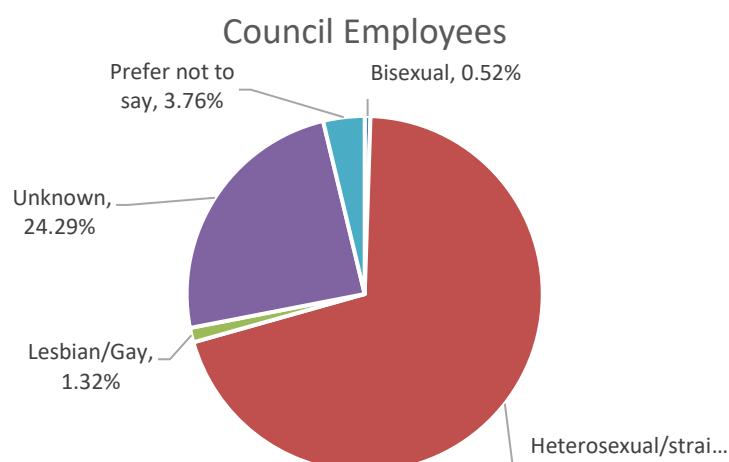
It is also important to highlight that the accuracy of these statistics around the application and shortlisting to vacancies, is reduced due 36.89% of candidates not providing any details on the date of birth question on the application form.

## Sexual Orientation

At the end of March 2022, 1.84% of Council employees identify as either lesbian, gay or bisexual (LGB) which is a slight increase from 1.75% last year. As the 2011 census does not contain any statistics on the sexual orientation of the population, we have generally used guidance from Stonewall that estimates an LGB population of 6%. For comparison the below table highlights the percentage of LGB employees from other GM Councils. The table only includes the Councils that have recorded this data and the figures are from their most recently published report.

GM Authority	Percentage of LGB employees
Manchester City Council	<b>5.90%</b>
Trafford Council	<b>3.27%</b>
Salford City Council	<b>3.33%</b>
Stockport Council	<b>4.96%</b>

The chart below separates the result to show the level of bisexual employees separately from lesbian and gay employees.



The total amount of unknown data for sexual orientation is 24.29%, which is a slight improvement from last year's 26.52% of unknown data. Sexual orientation also has the largest number of staff selecting the option to prefer not to say 3.76% this indicates that there is work to be done on ensuring that staff are comfortable declaring their sexual orientation in the workplace.

Only 3.09% of all applicants for Council vacancies identified as LGB, this under-representation is also a reduction from the 4.65% last year. This highlights that there is work to be done around attracting LGB candidates. LGB candidates that applied were more successful compared to heterosexual candidates, with 69.77% of applicants shortlisted against 63.19% of applications from heterosexual candidates. This trend continued through assessment with 23.26% of LGB shortlisted candidates being recruited compared to 16.27% of heterosexual candidates. Overall, LGB candidates made up 4.22% of all new starters.



43.40% of LGB staff accessed training over the last year, and 5.66% of LGB staff had an increase in grade compared to 5.96% heterosexual staff.

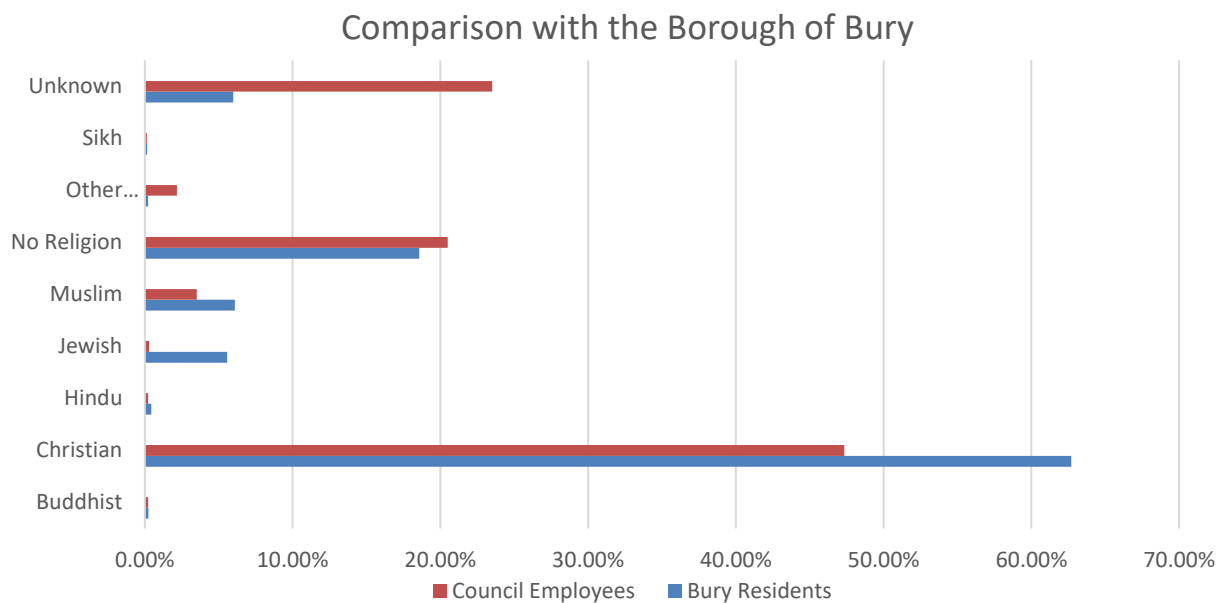
It is encouraging that 8.52% of LGBT staff are holding a senior position (SM1 And above) compared to 2.05% at other grades.

### Religion or Belief

At the end of March 2022, 47.35% of employees declared themselves as Christians, 3.52% declared themselves as Muslims and 0.28% declared themselves Jewish.

The amount of unknown data for religion and belief is 23.52% and we have 2.13% preferring not to declare.

Within the Borough of Bury, 6.09% of the population are Muslim and 5.57% are Jewish.

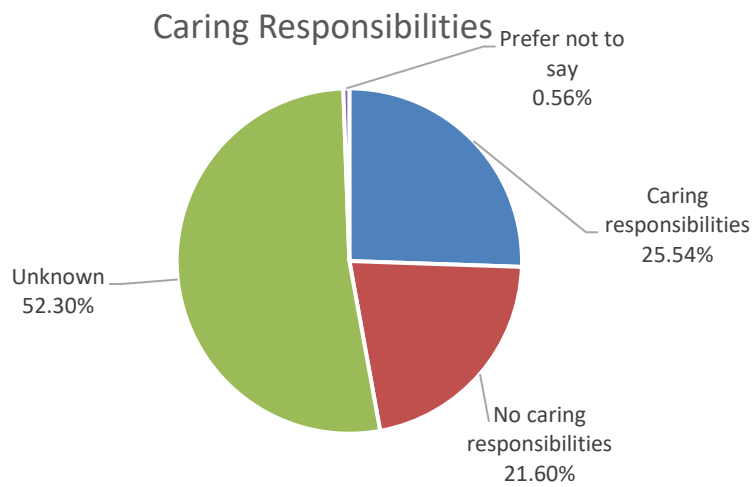


The above chart highlights the makeup of Council employees compared to the population of Bury, this clearly shows that we currently have underrepresentation in our workforce of staff of Christian, Muslim and Jewish religions.

### Caring Responsibilities

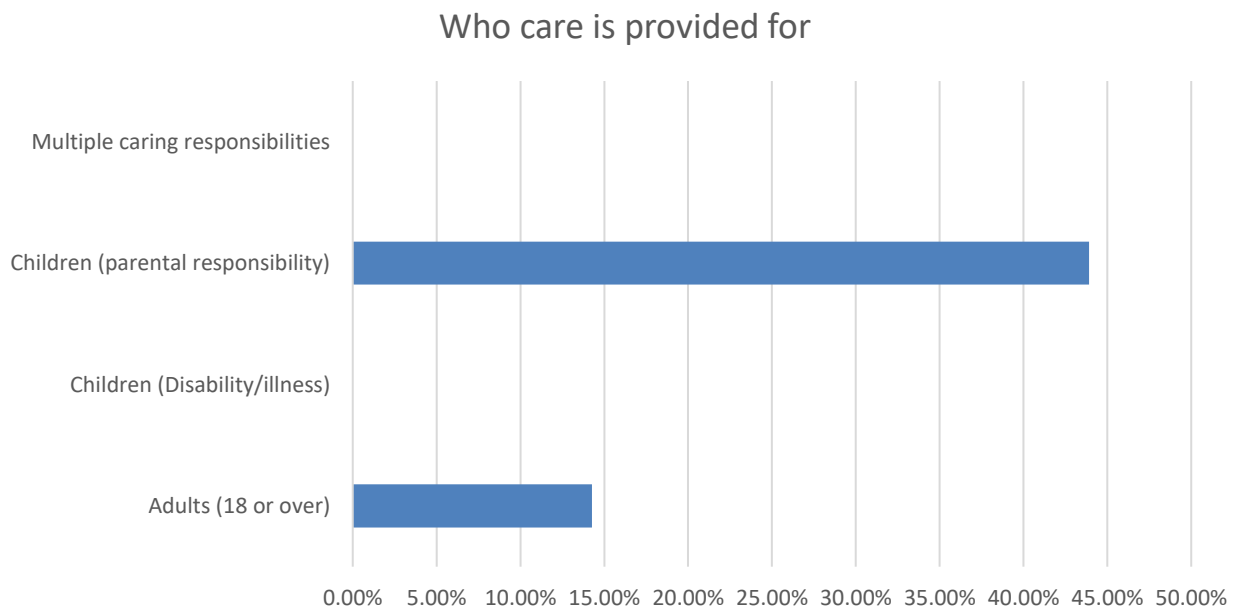
Data from the 2011 census found that 10.8% of Bury residents were carers. At the end of March 2022, 25.54% of Council employees declared a caring responsibility of some kind this is an increase from 23.88% last year. Traditionally the representation of carers in the workforce has been higher than that of the Borough as the Councils definition of a working carer extends to those with parental responsibility. In comparison if we exclude those who have declared their caring responsibility is a parental responsibility, would reduce the

overall result to 14.39% which is still larger proportion than the number of Bury residents with caring responsibility.



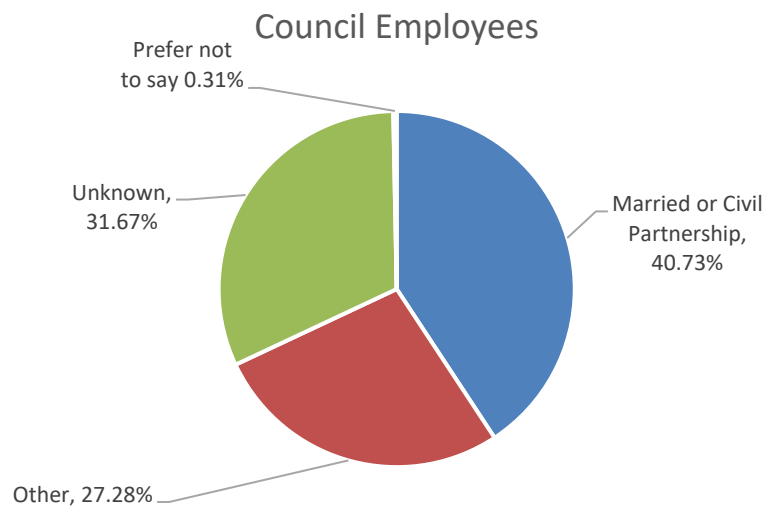
The amount of unknown data for caring responsibilities is 52.30% this an improvement against last year's 57.90% unknown data.

The graph below highlights who care is provided for, the majority of staff declaring caring responsibilities (43.65%) have declared it as parental responsibility and 15.01% providing care to an adult over the age of 18.



## Marriage and Civil Partnership

At the end of March 2022, 40.73% of Council employees were in a marriage or Civil partnership.



The other data cover those that are either:

- Single (never married or never in a civil partnership)
- Separated (but still legally married or in a civil partnership)
- Divorced
- Widowed or surviving partner

## Gender Identity

Throughout this report people whose gender identity is the same as assigned at birth are listed as cisgender, and those whose gender identity is different from that assigned as birth are listed as transgender.

At the end of March 2022, 0.38% of employees declared that their gender identity was different to that that was assigned at birth, this is a marginal increase from last year's total of 0.34%. There is currently no national or local data on gender identity. We estimate that 1% of the population of Bury is trans based on figures provided by Stonewall.

## Pregnancy and Maternity

At the end of March 2022, 0.84% of Council employees took a period of maternity leave.

## Looked after children and care leavers

At the end of March 2022, 0.14% of the Council Workforce were a looked after child or care leaver, however the level of unknown data for this category is 88.22%.

The question regarding previously being a looked after child or a care leaver, was added to the self-service questionnaire in August 2021. As we continue to encourage staff to update their details through the self-service portal, we should

see a reduction in the amount of unknown data and have a clearer picture of the makeup of our workforce.

### **Military Veterans**

At the end of March 2022, 0.28% of the Council workforce had previously served in the armed forces, However the amount of unknown data for this category is 99.72%

The question have you previously served in the armed forces? Was added to the self-service questionnaire in August 2021. As we continue to encourage staff to update their details through the self-service portal, we should see a reduction in the amount of unknown data and have a clearer picture of makeup of our workforce.

### **Reservists**

At the end of March 2022, 0.03% of the Council workforce are currently reservists, However the amount of unknown data for this category is 99.97%

The question are you currently a reservist? Was added to the self-service questionnaire in August 2021. As we continue to encourage staff to update their details through the self-service portal, we should see a reduction in the amount of unknown data.

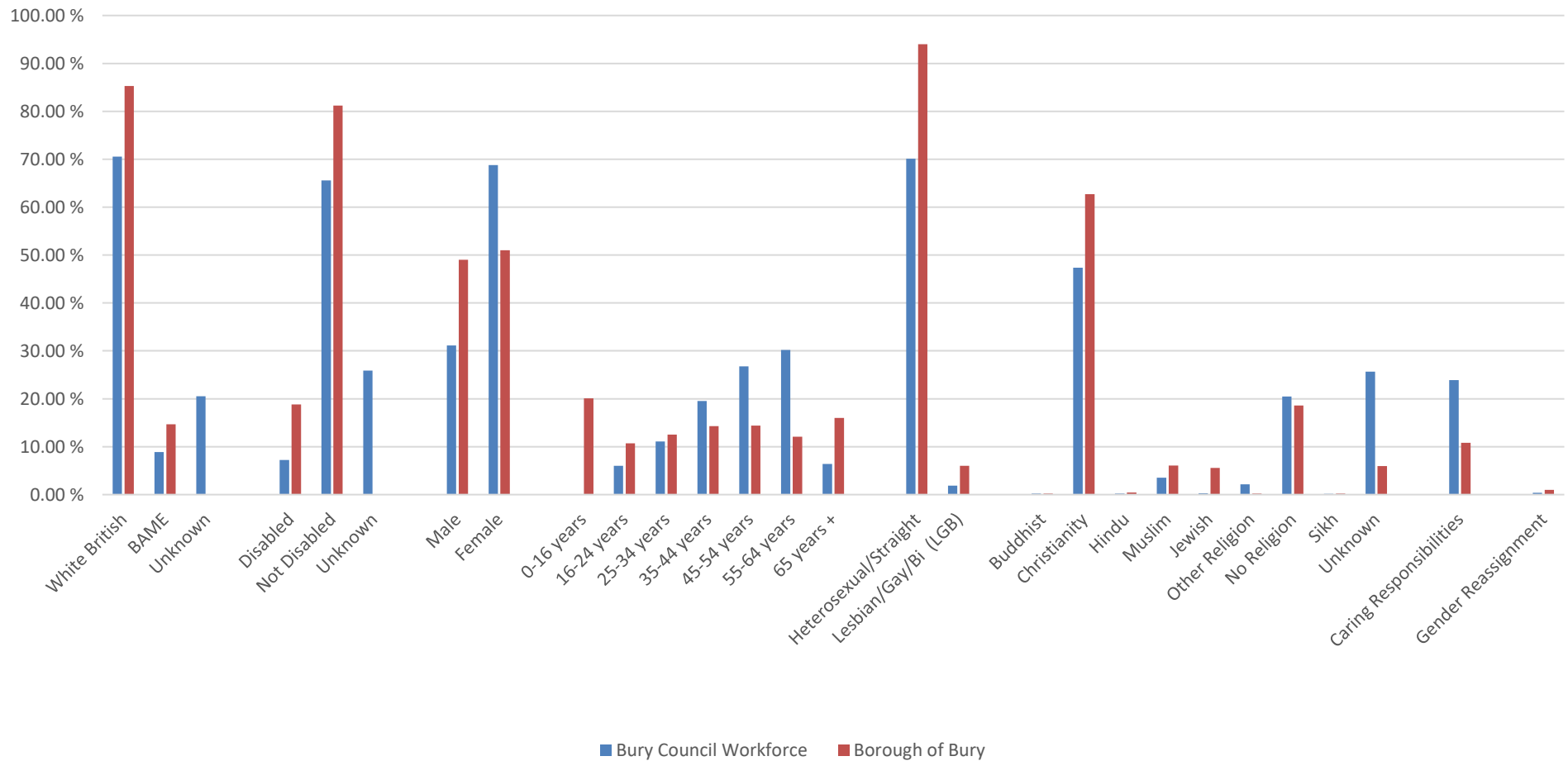
### **Levels of Unknown Data**

The table below highlights the amount of unknown data for each characteristic compared to last year's figures. The unknown data only covers where the question on the equality monitoring form has been left blank and does not include the number of employees who selected the option "prefer not to say".

<b>Equality Characteristic</b>	<b>2021</b>	<b>2022</b>
Ethnic Origin	<b>22.40%</b>	<b>19.93%</b>
Disability	<b>28.09%</b>	<b>25.89%</b>
Gender	<b>0%</b>	<b>0%</b>
Age	<b>0%</b>	<b>0%</b>
Sexual Orientation	<b>26.52%</b>	<b>24.29%</b>
Religion	<b>26.28%</b>	<b>23.52%</b>
Caring Responsibilities	<b>57.90%</b>	<b>52.30%</b>
Marital Status	<b>35.18%</b>	<b>31.67%</b>
Gender Identity	<b>86.57%</b>	<b>78.89%</b>
Looked after child/care leaver	<b>99.52%</b>	<b>88.22%</b>
Served in the Armed Forces	<b>99.97%</b>	<b>99.72%</b>
Currently a Reservist	<b>100%</b>	<b>99.97%</b>

## 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

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The following workforce statistics has been compiled from data taken from the Council's iTrent system. The statistical data covering the number of applications for council vacancies and the number of candidates interviewed has be taken from the councils e-recruitment systems. The following workforce information shows data as at the end of March 2022.

It is split into the following tables: -

Table 1: Bury Council Workforce

Table 2: Recruitment

Table 3: Working Pattern

Table 4: Seniority

Table 5: Increase in Grade

Table 6: Take up of Training

Table 7: Take up of Work Life Balance initiatives

Table 8: HR Casework

Table 9: Maternity Leave

Table 10: Leavers

Table 11: Bury Council Workforce Casuals Only

Table 12: Bury Schools Workforce

Table 13: Borough of Bury Figures

**Table 1: Bury Council Workforce**

<b>Race</b>	
<b>White</b>	
British	70.56%
Irish	0.63%
Traveller of Irish Heritage	0%
Gypsy / Roma	0%
Other White European	0.35%
Any other White background	1.15%

<b>Asian or Asian British</b>	
Indian	0.42%
Pakistani	2.40%
Bangladeshi	0.24%
Chinese	0.35%
Any other Asian background	0.28%

<b>Mixed Race</b>	
White and Black Caribbean	0.59%
White and Asian	0.10%
White and Black African	0.24%
Any other Mixed-Race background	0.56%

<b>Black or Black British</b>	
Black Caribbean	0.28%
Black African	0.56%
Black British	0.35%
Any other Black background	

<b>Other Ethnic Backgrounds</b>	
Arab	0.03%
Any other ethnic background	0.35%
Prefer not to say	0.63%
Unknown	19.93%

(Total BAME=% (8.89%))

(Non-White %= (6.76%))

<b>Disability</b>	
Disabled	7.25%
Not Disabled	65.57%
Prefer not to say	1.29%
Unknown	25.89%

<b>Gender</b>	
Female	68.78%
Male	31.11%
Non-Binary / Genderqueer	0.03%
Prefer not to say	0.07%

<b>Gender Identity</b>	
Cisgender	20.28%
Transgender	0.38%
Prefer not to say	0.45%

Unknown	78.89%
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<b>Age</b>	
16-24 Years	6.03%
25-34 Years	11.08%
35-44 Years	19.55%
45-54 Years	26.79%
55-64 Years	30.17%
65 Years +	6.38%

<b>Sexual Orientation</b>	
Heterosexual/Straight	70.10%
Lesbian/Gay Man	1.32%
Bisexual	0.52%
Prefer not to say	3.76%
Unknown	24.29%

<b>Religion</b>	
Buddhist	0.21%
Christian	47.35%
Hindu	0.21%
Jewish	0.28%
Muslim	3.52%
Sikh	0.14%
Other Religion	2.16%
No Religion	20.49%
Prefer not to say	2.13%
Unknown	23.52%

<b>Caring Responsibility</b>	
Yes	25.54%
No	21.60%
Prefer not to say	0.56%
Unknown	52.30%

<b>Marriage and Civil Partnership</b>	
Married or Civil Partnership	40.73%
Other	27.28%
Prefer not to say	0.31%
Unknown	31.67%

<b>Looked After Child/Care Leaver</b>	
Yes	0.14%
No	11.53%
Prefer not to say	0.10%
Unknown	88.22%

<b>Previously Served in the Armed Forces</b>	
Yes	0.28%
No	0%
Prefer not to say	0%
Unknown	99.72%

<b>Currently a Reservist</b>	
------------------------------	--

Yes	0.03%
No	0%
Prefer not to say	0%
Unknown	99.97%

**Table 2: Recruitment**

	Applications	Interviews	Appointments
<b>Race</b>			
White British	78.10%	79.86%	63.71%
BAME	20.10%	18.20%	12.66%
Prefer not to say	1.58%	1.71%	1.69%
Unknown (left blank)	0.22%	0.23%	21.49%
<b>Disability</b>			
Disabled	5.46%	6.03%	5.49%
Not Disabled	90.81%	90.22%	60.34%
Prefer not to say	3.73%	3.75%	2.95%
Unknown (left blank)	0%	0%	31.22%
<b>Gender</b>			
Female	58.00%	57.34%	67.09%
Male	19.17%	20.48%	32.91%
Non-Binary	0.14%	0%	0%
Prefer not to say	0.50%	0.68%	0%
Unknown (left blank)	22.19%	21.50%	0%
<b>Gender Identity</b>			
Cisgender	98.92%	98.98%	60.34%
Transgender	0.14%	0.11%	1.27%
Prefer not to say	0.72%	0.68%	1.27%
Unknown (left blank)	0.22%	0.23%	36.71%
<b>Age</b>			
16-24	6.25%	6.71%	16.88%
25-34	15.00%	13.77%	24.05%
35-44	18.81%	18.43%	24.89%
45-54	14.72%	15.13%	21.52%
55-64	7.61%	9.33%	12.24%
65+	0.72%	0.91%	0.42%
Unknown (left blank)	36.89%	35.72%	0%
<b>Sexual Orientation</b>			
Heterosexual/Straight	72.36%	72.47%	69.07%
Bisexual	0.86%	0.68%	1.27%
Lesbian/Gay Man	2.23%	2.73%	2.95%
Other	0.22%	0.23%	0%
Prefer not to say	2.15%	2.39%	3.38%
Unknown (left blank)	22.18%	21.50%	23.21%
<b>Religion</b>			
Buddhist	0.14%	0.11%	0.42%
Christian	40.34%	39.59%	35.44%
Hindu	0.43%	0.68%	0.42%
Jewish	0.50%	0.46%	0.42%
Muslim	4.88%	5.23%	5.49%
Sikh	0.29%	0.34%	0.42%
Other Religion	1.29%	1.25%	1.69%
No Religion	27.28%	27.87%	29.96%
Prefer not to say	2.73%	3.08%	4.22%
Unknown (left blank)	22.12%	21.39%	21.52%

<b>Caring Responsibilities</b>			
Yes	26.42%	25.14%	11.81%
No	34.89%	37.20%	25.74%
Prefer not to say	1.29%	1.59%	1.27%
Unknown (left blank)	37.40%	36.07%	61.18%
<b>Marriage and Civil Partnership</b>			
Married or Civil Partnership			18.14%
Other			22.78%
Prefer not to say			0.42%
Unknown			58.65%
<b>Looked After Child/Care leaver</b>			
Yes	0.43%	0.34%	0%
No	36.18%	34.93%	15.19%
Prefer not to Say	0.14%	0.23%	0%
Unknown	63.25%	64.50%	84.81%
<b>Previously served in the Armed forces</b>			
Yes	0.14%	0.11%	0.42%
No	36.47%	35.28%	0%
Prefer not to say	0.14%	0.11%	0%
Unknown	63.25%	64.50%	99.58%
<b>Currently a Reservist</b>			
Yes			0%
No			0%
Prefer not to say			0%
Unknown			100%

NB. All posts are advertised – the Council does not promote employees.

**Table 3: Working Pattern**

	<b>Full Time</b>	<b>Part Time</b>
<b>Race</b>		
White British	75.21%	65.49%
BAME	9.13%	8.89%
Prefer not to say	0.76%	0.53%
Unknown	14.90%	25.10%
<b>Disability</b>		
Disabled	8.97%	5.67%
Not Disabled	69.28%	61.48%
Prefer not to say	1.37%	1.20%
Unknown	20.38%	31.64%
<b>Gender</b>		
Female	56.50%	78.37%
Male	43.26%	21.63%
Non-binary	0.08%	0%
Prefer not to say	0.15%	0%
<b>Gender Identity</b>		
Cisgender	24.87%	16.69%
Transgender	0.23%	0.53%
Prefer not to say	0.38%	0.53%
Unknown	74.52%	82.24%
<b>Age</b>		



16-24	4.03%	8.01%
25-34	13.23%	9.61%
35-44	21.90%	17.82%
45-54	30.42%	32.56%
55-64	27.83%	31.51%
65+	2.59%	9.48%
<b>Sexual Orientation</b>		
Heterosexual /Straight	73.54%	66.36%
Bisexual	0.68%	0.40%
Lesbian/Gay Man	1.98%	0.80%
Prefer not to say	3.73%	3.74%
Unknown	20.08%	28.70%
<b>Religion</b>		
Buddhist	0.30%	0.13%
Christian	46.54%	46.99%
Hindu	0.15%	0.26%
Jewish	0.23%	0.33%
Muslim	3.73%	3.47%
Sikh	0.15%	0.13%
Other Religion	2.28%	1.94%
No Religion	24.49%	17.17%
Prefer not to say	2.59%	1.80%
Unknown	19.54%	27.77%
<b>Caring Responsibility</b>		
Yes	25.93%	23.97%
No	25.10%	19.23%
Prefer not to say	0.91%	0.27%
Unknown	48.06%	56.54%
<b>Marriage and Civil Partnership</b>		
Married or Civil Partnership	39.92%	40.45%
Other	35.13%	20.43%
Prefer not to say	0.46%	0.20%
Unknown	24.49%	38.92%
<b>Looked After Child/Care leaver</b>		
Yes	0.15%	0.13%
No	16.96%	6.94%
Prefer not to Say	0.15%	0.07%
Unknown	82.74%	92.86%
<b>Previously served in the Armed forces</b>		
Yes	0.53%	0.07%
No	0%	0%
Prefer not to say	0%	0%
Unknown	99.47%	99.93%
<b>Currently a Reservist</b>		
Yes	0.08%	0%
No	0%	0%
Prefer not to say	0%	0%
Unknown	99.92%	100%

**Table 4: Seniority**

	<b>Below SM1</b>	<b>SM1 or Above</b>
<b>Race</b>		
White British	70.34%	78.05%
BAME	9.04%	3.66%
Prefer not to say	0.65%	0%
Unknown	19.98%	18.29%
<b>Disability</b>		
Disabled	7.21%	8.54%
Not Disabled	65.46%	69.51%
Prefer not to say	1.29%	1.22%
Unknown	26.04%	20.73%
<b>Gender</b>		
Female	69.00%	60.98%
Male	30.88%	39.02%
Non-binary	0.04%	0%
Prefer not to say	0.07%	0%
<b>Gender Identity</b>		
Cisgender	19.90%	32.93%
Transgender	0.36%	1.22%
Prefer not to say	0.47%	0%
Unknown	79.27%	65.85%
<b>Age</b>		
16-24	6.21%	0%
25-34	11.41%	0%
35-44	19.30%	28.05%
45-54	26.51%	36.59%
55-64	30.09%	32.93%
65+	6.49%	2.44%
<b>Sexual Orientation</b>		
Heterosexual /Straight	70.12%	69.51%
Bisexual	0.50%	1.22%
Lesbian/Gay Man	1.19%	6.08%
Prefer not to say	3.80%	2.44%
Unknown	24.39%	20.73%
<b>Religion</b>		
Buddhist	0.22%	0%
Christian	47.31%	48.78%
Hindu	0.22%	0%
Jewish	0.29%	0%
Muslim	3.62%	0%
Sikh	0.14%	0%
Other Religion	2.19%	1.22%
No Religion	20.27%	28.05%
Prefer not to say	2.12%	2.44%
Unknown	23.64%	19.51%
<b>Caring Responsibility</b>		
Yes	25.25%	35.37%
No	21.48%	25.61%
Prefer not to say	0.50%	2.44%
Unknown	52.76%	36.59%
<b>Marriage and Civil Partnership</b>		
Married or Civil Partnership	40.46%	50.00%
Other	27.58%	17.07%

Prefer not to say	0.32%	0%
Unknown	31.64%	32.93%
<b>Looked After Child/Care leaver</b>		
Yes	0.14%	0%
No	11.15%	24.39%
Prefer not to Say	0.11%	0%
Unknown	88.59%	75.61%
<b>Previously served in the Armed forces</b>		
Yes	0.25%	1.22%
No	0%	0%
Prefer not to say	0%	0%
Unknown	99.75%	98.78%
<b>Currently a Reservist</b>		
Yes	0.04%	0%
No	0%	0%
Prefer not to say	0%	0%
Unknown	99.96%	100%

**Table 5: Increase in Grade**

The increases in grade included in this table only include members of staff who over the last year have received a grade increase in their current role, it does not count any staff who received an increase in grade from being appointed to a new substantive post.

	<b>% of Staff</b>
<b>Race</b>	
White British	71.60%
BAME	9.47%
Prefer not to say	0.59%
Unknown	18.34%
<b>Disability</b>	
Disabled	8.88%
Not Disabled	61.54%
Prefer not to say	2.37%
Unknown	27.22%
<b>Gender</b>	
Female	66.86%
Male	33.14%
Non-binary	0%
Prefer not to say	0%
<b>Gender Identity</b>	
Cisgender	28.99%
Transgender	1.18%
Prefer not to say	0.59%
Unknown	69.23%
<b>Age</b>	
16-24	8.88%
25-34	11.24%
35-44	20.71%
45-54	24.26%
55-64	24.26%
65+	10.65%
<b>Sexual Orientation</b>	

Heterosexual /Straight	71.01%
Bisexual	0.59%
Lesbian/Gay Man	1.18%
Prefer not to say	5.33%
Unknown	21.89%
<b>Religion</b>	
Buddhist	0%
Christian	45.56%
Hindu	0.59%
Jewish	0%
Muslim	3.55%
Sikh	0.59%
Other Religion	2.37%
No Religion	22.49%
Prefer not to say	4.14%
Unknown	20.71%
<b>Caring Responsibility</b>	
Yes	20.12%
No	21.89%
Prefer not to say	1.18%
Unknown	56.80%
<b>Marriage and Civil Partnership</b>	
Married or Civil Partnership	37.87%
Other	23.67%
Prefer not to say	0%
Unknown	38.46%
<b>Looked After Child/Care leaver</b>	
Yes	0.59%
No	8.88%
Prefer not to Say	0%
Unknown	90.53%
<b>Previously served in the Armed forces</b>	
Yes	00.59%
No	0%
Prefer not to say	0%
Unknown	99.41%
<b>Currently a Reservist</b>	
Yes	0%
No	0%
Prefer not to say	0%
Unknown	100%

**Table 6: Take up of Training**

	<b>% Of Staff</b>
<b>Race</b>	
White British	78.18%
BAME	8.64%
Prefer not to say	0.82%
Unknown	12.36%
<b>Disability</b>	
Disabled	9.00%
Not Disabled	72.00%

Prefer not to say	2.00%
Unknown	17.00%
<b>Gender</b>	
Female	79.18%
Male	20.82%
Non-binary	0%
Prefer not to say	0%
<b>Gender Identity</b>	
Cisgender	25.09%
Transgender	0.27%
Prefer not to say	0.09%
Unknown	74.55%
<b>Age</b>	
16-24	1.91%
25-34	11.18%
35-44	23.09%
45-54	31.18%
55-64	29.64%
65+	3.00%
<b>Sexual Orientation</b>	
Heterosexual /Straight	76.27%
Bisexual	0.45%
Lesbian/Gay Man	1.64%
Prefer not to say	4.91%
Unknown	16.73%
<b>Religion</b>	
Buddhist	0.18%
Christian	52.36%
Hindu	0.18%
Jewish	0.36%
Muslim	3.73%
Sikh	0.09%
Other Religion	2.00%
No Religion	22.45%
Prefer not to say	2.45%
Unknown	16.18%
<b>Caring Responsibility</b>	
Yes	33.36%
No	22.09%
Prefer not to say	1.00%
Unknown	43.55%
<b>Marriage and Civil Partnership</b>	
Married or Civil Partnership	47.36%
Other	29.09%
Prefer not to say	0.55%
Unknown	23.00%
<b>Looked After Child/Care leaver</b>	
Yes	0.09%
No	17.27%
Prefer not to Say	0.27%
Unknown	82.36%
<b>Previously served in the Armed forces</b>	
Yes	0.36%

No	0%
Prefer not to say	0%
Unknown	99.64%
<b>Currently a Reservist</b>	
Yes	0.09%
No	0%
Prefer not to say	0%
Unknown	99.91%

**Table 7: Take up of Work Life Balance initiatives**

The Council recognises that, by offering a variety of flexible working and family friendly initiatives they are providing choices to help employees achieve a healthier work/life balance and enabling them to combine their work responsibilities with other commitments or personal aspirations

	<b>% Of Staff</b>
<b>Race</b>	
White British	90.15%
BAME	8.59%
Prefer not to say	0%
Unknown	1.26%
<b>Disability</b>	
Disabled	12.37%
Not Disabled	85.10%
Prefer not to say	0.25%
Unknown	2.27%
<b>Gender</b>	
Female	77.53%
Male	22.47%
Non-binary	0%
Prefer not to say	0%
<b>Gender Identity</b>	
Cisgender	17.17%
Transgender	0.25%
Prefer not to say	82.58%
Unknown	0%
<b>Age</b>	
16-24	0%
25-34	1.26%
35-44	14.39%
45-54	35.86%
55-64	44.70%
65+	3.79%
<b>Sexual Orientation</b>	
Heterosexual /Straight	89.39%
Bisexual	0.25%
Lesbian/Gay Man	1.26%
Prefer not to say	4.04%
Unknown	5.05%
<b>Religion</b>	
Buddhist	0%
Christian	65.66%

Hindu	0.51%
Jewish	0.51%
Muslim	3.54%
Sikh	0%
Other Religion	1.52%
No Religion	21.21%
Prefer not to say	3.03%
Unknown	4.04%
<b>Caring Responsibility</b>	
Yes	51.77%
No	27.53%
Prefer not to say	0.25%
Unknown	20.45%
<b>Marriage and Civil Partnership</b>	
Married or Civil Partnership	60.86%
Other	35.35%
Prefer not to say	0.51%
Unknown	3.28%
<b>Looked After Child/Care leaver</b>	
Yes	0%
No	18.69%
Prefer not to Say	0%
Unknown	81.31%
<b>Previously served in the Armed forces</b>	
Yes	0.25%
No	0%
Prefer not to say	0%
Unknown	99.75%
<b>Currently a Reservist</b>	
Yes	0%
No	0%
Prefer not to say	0%
Unknown	100%

**Table 8: HR Casework**

	<b>Disciplinarys</b>	<b>Grievance</b>
<b>Race</b>		
White British	67.86% (19)	85.71% (12)
BAME	14.29% (4)	0%
Prefer not to say	3.57% (1)	0%
Unknown	14.29% (6)	14.29% (2)
<b>Disability</b>		
Disabled	14.29% (4)	0%
Not Disabled	53.57% (15)	78.57% (11)
Prefer not to say	3.57% (1)	0%
Unknown	28.57% (8)	21.43% (3)
<b>Gender</b>		
Female	42.86% (12)	71.43% (10)
Male	57.14% (16)	28.57% (4)
Non-binary	0%	0%
Prefer not to say	0%	0%
<b>Gender Identity</b>		
Cisgender	14.29% (4)	21.43% (3)

Transgender	7.14% (2)	0%
Prefer not to say	0%	0%
Unknown	78.57% (22)	78.57% (11)
<b>Age</b>		
16-24	3.57% (1)	7.14% (1)
25-34	14.29% (4)	0%
35-44	21.43% (6)	28.57% (4)
45-54	46.43% (13)	28.57% (4)
55-64	14.29% (4)	35.71% (5)
65+	0%	0%
<b>Sexual Orientation</b>		
Heterosexual /Straight	60.71% (17)	85.71% (12)
Bisexual	0%	0%
Lesbian/Gay Man	3.57% (1)	0%
Prefer not to say	3.57% (1)	0%
Unknown	32.14% (9)	14.29% (2)
<b>Religion</b>		
Buddhist	0%	0%
Christian	42.86% (12)	71.43% (10)
Hindu	0%	0%
Jewish	0%	0%
Muslim	3.57% (1)	0%
Sikh	0%	0%
Other Religion	0%	0%
No Religion	14.29% (4)	7.14% (1)
Prefer not to say	10.71% (3)	7.14% (1)
Unknown	28.57% (8)	14.29% (2)
<b>Caring Responsibility</b>		
Yes	0%	0%
No	0%	0%
Prefer not to say	0%	0%
Unknown	100% (28)	100% (14)
<b>Marriage and Civil Partnership</b>		
Married or Civil Partnership	32.14% (9)	7.14% (1)
Other	46.43% (13)	64.29% (9)
Prefer not to say	0%	0%
Unknown	21.43% (6)	28.57% (4)
<b>Looked After Child/Care leaver</b>		
Yes	0%	0%
No	0%	0%
Prefer not to Say	0%	0%
Unknown	100% (28)	100% (14)
<b>Previously served in the Armed forces</b>		
Yes	0%	0%
No	0%	0%
Prefer not to say	0%	0%
Unknown	100% (28)	100% (14)
<b>Currently a Reservist</b>		
Yes	0%	0%
No	0%	0%
Prefer not to say	0%	0%
Unknown	100% (28)	100% (14)



Total number of disciplinaries recorded = 28

Total number of grievances recorded = 14

**Table 9: Maternity Leave**

<b>Race</b>	
White British	58.33%
BAME	8.34%
Prefer not to say	0%
Unknown	33.33%
<b>Disability</b>	
Disabled	4.17%
Not Disabled	50.00%
Prefer not to say	0%
Unknown	45.83%
<b>Gender</b>	
Female	100%
Male	0%
Non-binary	0%
Prefer not to say	0%
<b>Gender Identity</b>	
Cisgender	16.67%
Transgender	0%
Prefer not to say	4.17%
Unknown	79.17%
<b>Age</b>	
16-24	4.17%
25-34	45.83%
35-44	50.00%
45-54	0%
55-64	0%
65+	0%
<b>Sexual Orientation</b>	
Heterosexual /Straight	58.33%
Bisexual	0%
Lesbian/Gay Man	0%
Prefer not to say	4.17%
Unknown	37.50%
<b>Religion</b>	
Buddhist	0%
Christian	33.33%
Hindu	0%
Jewish	0%
Muslim	4.17%
Sikh	0%
Other Religion	4.17%
No Religion	20.83%
Prefer not to say	0%
Unknown	37.50%

<b>Caring Responsibility</b>	
Yes	4.17%
No	16.67%
Prefer not to say	0%
Unknown	79.17%
<b>Marriage and Civil Partnership</b>	
Married or Civil Partnership	41.67%
Other	29.17%
Prefer not to say	0%
Unknown	29.17%
<b>Looked After Child/Care leaver</b>	
Yes	0%
No	4.17%
Prefer not to Say	0%
Unknown	95.83%
<b>Previously served in the Armed forces</b>	
Yes	0%
No	0%
Prefer not to say	0%
Unknown	100%
<b>Currently a Reservist</b>	
Yes	0%
No	0%
Prefer not to say	0%
Unknown	100%

**Table 10: Leavers**

	<b>% of Staff</b>
<b>Race</b>	
White British	65.71%
BAME	8.64%
Prefer not to say	0.29%
Unknown	25.36%
<b>Disability</b>	
Disabled	6.34%
Not Disabled	59.08%
Prefer not to say	1.73%
Unknown	32.85%
<b>Gender</b>	
Female	66.28%
Male	33.72%
Non-binary	0%
Prefer not to say	0%
<b>Gender Identity</b>	
Cisgender	20.75%
Transgender	0.58%
Prefer not to say	0.86%
Unknown	77.81%
<b>Age</b>	
16-24	8.36%
25-34	14.99%
35-44	17.87%
45-54	19.88%

55-64	24.21%
65+	14.70%
<b>Sexual Orientation</b>	
Heterosexual /Straight	65.13%
Bisexual	0.29%
Lesbian/Gay Man	1.73%
Prefer not to say	2.59%
Unknown	30.26%
<b>Religion</b>	
Buddhist	0%
Christian	41.21%
Hindu	0%
Jewish	0.58%
Muslim	3.46%
Sikh	0%
Other Religion	1.44%
No Religion	21.90%
Prefer not to say	2.02%
Unknown	29.39%
<b>Caring Responsibility</b>	
Yes	21.33%
No	21.33%
Prefer not to say	0%
Unknown	57.35%
<b>Marriage and Civil Partnership</b>	
Married or Civil Partnership	33.72%
Other	21.04%
Prefer not to say	0%
Unknown	45.24%
<b>Looked After Child/Care leaver</b>	
Yes	0.29%
No	1.15%
Prefer not to Say	0%
Unknown	98.56%
<b>Previously served in the Armed forces</b>	
Yes	0%
No	0%
Prefer not to say	0%
Unknown	100%
<b>Currently a Reservist</b>	
Yes	0%
No	0%
Prefer not to say	0%
Unknown	100%

**Table 11: Bury Council Workforce Casuals Only**

<b>Race</b>	
<b>White</b>	
British	57.50%
Irish	0.64%
Traveller of Irish Heritage	0%
Gypsy / Roma	0%
Other White European	0.28%
Any other White background	0.71%

<b>Asian or Asian British</b>	
Indian	0.28%
Pakistani	1.84%
Bangladeshi	0.21%
Chinese	0.35%
Any other Asian background	0.21%

<b>Mixed Race</b>	
White and Black Caribbean	0.64%
White and Asian	0%
White and Black African	0.14%
Any other Mixed-Race background	0.64%

<b>Black or Black British</b>	
Black Caribbean	0.35%
Black African	0.42%
Black British	0.42%
Any other Black background	0%

<b>Other Ethnic Backgrounds</b>	
Arab	0.07%
Any other ethnic background	0.64%
Prefer not to say	0.42%
Unknown	34.23%

(Total BAME=% (7.85%))

(Non-White %= (6.22%))

<b>Disability</b>	
Disabled	5.52%
Not Disabled	51.91%
Prefer not to say	0.78%
Unknown	41.80%

<b>Gender</b>	
Female	66.69%
Male	33.31%
Non-Binary / Genderqueer	0%
Prefer not to say	0%

<b>Gender Identity</b>	
Cisgender	18.88%
Transgender	0.28%

Prefer not to say	0.35%
Unknown	80.48%

<b>Age</b>	
16-24 Years	14.36%
25-34 Years	12.31%
35-44 Years	18.60%
45-54 Years	22.35%
55-64 Years	23.06%
65 Years +	9.34%

<b>Sexual Orientation</b>	
Heterosexual/Straight	59.48%
Lesbian/Gay Man	0.78%
Bisexual	0.50%
Prefer not to say	2.19%
Unknown	36.85%

<b>Religion</b>	
Buddhist	0%
Christian	41.30%
Hindu	0.14%
Jewish	0.28%
Muslim	2.83%
Sikh	0.07%
Other Religion	1.70%
No Religion	15.98%
Prefer not to say	1.56%
Unknown	36.41%

<b>Caring Responsibility</b>	
Yes	16.05%
No	18.38%
Prefer not to say	0.28%
Unknown	65.28%

<b>Marriage and Civil Partnership</b>	
Married or Civil Partnership	31.05%
Other	22.91%
Prefer not to say	0.28%
Unknown	45.76%

<b>Looked After Child/Care Leaver</b>	
Yes	0.35%
No	7.28%
Prefer not to say	0.07%
Unknown	92.29%

<b>Previously Served in the Armed Forces</b>	
Yes	0.28%
No	0%
Prefer not to say	0%
Unknown	99.72%

<b>Currently a Reservist</b>	
Yes	0.07%
No	0%
Prefer not to say	0%
Unknown	99.93%

**Table 12: Schools Only**

<b>Race</b>	
<b>White</b>	
British	54.73%
Irish	0.78%
Traveller of Irish Heritage	0%
Gypsy / Roma	0.07%
Other White European	0.29%
Any other White background	0.81%

<b>Asian or Asian British</b>	
Indian	0.59%
Pakistani	1.89%
Bangladeshi	0.26%
Chinese	0.03%
Any other Asian background	0.39%

<b>Mixed Race</b>	
White and Black Caribbean	0.39%
White and Asian	0.13%
White and Black African	0.07%
Any other Mixed-Race background	0.07%

<b>Black or Black British</b>	
Black Caribbean	0.16%
Black African	0.13%
Black British	0.20%
Any other Black background	0%

<b>Other Ethnic Backgrounds</b>	
Arab	0.03%
Any other ethnic background	0.26%
Prefer not to say	0.07%
Unknown	38.66%

(Total BAME=% (6.55%))

(Non-White %= (4.60%))

<b>Disability</b>	
Disabled	1.43%
Not Disabled	54.47%
Prefer not to say	1.11%
Unknown	42.99%

<b>Gender</b>	
Female	84.88%
Male	15.12%
Non-Binary / Genderqueer	0%

Prefer not to say	0%
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<b>Gender Identity</b>	
Cisgender	8.02%
Transgender	0.39%
Prefer not to say	0.16%
Unknown	91.43%

<b>Age</b>	
16-24 Years	3.85%
25-34 Years	20.89%
35-44 Years	25.46%
45-54 Years	27.48%
55-64 Years	18.29%
65 Years +	4.04%

<b>Sexual Orientation</b>	
Heterosexual/Straight	50.36%
Lesbian/Gay Man	0.98%
Bisexual	0.26%
Prefer not to say	6.95%
Unknown	41.46%

<b>Religion</b>	
Buddhist	0.13%
Christian	37.26%
Hindu	0.20%
Jewish	0.68%
Muslim	2.71%
Sikh	0.36%
Other Religion	5.87%
No Religion	12.29%
Prefer not to say	1.21%
Unknown	39.31%

<b>Caring Responsibility</b>	
Yes	18.77%
No	10.46%
Prefer not to say	0%
Unknown	70.76%

<b>Marriage and Civil Partnership</b>	
Married or Civil Partnership	36.54%
Other	23.60%
Prefer not to say	0%
Unknown	39.86%

<b>Looked After Child/Care Leaver</b>	
Yes	0.03%
No	1.21%
Prefer not to say	0%
Unknown	98.76%

<b>Previously Served in the Armed Forces</b>	
Yes	0.07%
No	0%
Prefer not to say	0%
Unknown	99.93%

<b>Currently a Reservist</b>	
Yes	0%
No	0%
Prefer not to say	0%
Unknown	100%

Sections marked with \* have been added to the monitoring form towards the end of the reporting period resulting in the high level of unknown data.

**Table 13: Borough of Bury**

<b>Race</b>	
<b>White</b>	
British	85.32%
Irish	1.27%
Traveller of Irish Heritage	No Data Available
Gypsy / Roma	0.04%
Other White European	No Data Available
Any other White background	2.54%

<b>Asian or Asian British</b>	
Indian	0.75%
Pakistani	4.86%
Bangladeshi	0.17%
Chinese	0.59%
Any other Asian background	0.87%

<b>Mixed Race</b>	
White and Black Caribbean	0.71%
White and Asian	0.54%
White and Black African	0.24%
Any other Mixed-Race background	0.33%

<b>Black or Black British</b>	
Black Caribbean	0.32%
Black African	0.60%
Black British	No Data Available
Any other Black background	0.10%

<b>Other Ethnic Backgrounds</b>	
Arab	0.25%
Any other ethnic background	0.49%

BAME % total = 14.68%

Non-White % total = 10.83%

<b>Disability*</b>	
Disabled	18.8%
Not Disabled	81.2%



**\* The Council has traditionally used 9.77% based on census data of disabled people whose day-to-day activities is limited a little.**

<b>Gender</b>	
Female	51%
Male	49%

<b>Gender Identity*</b>	
Cisgender	99%
Transgender	1%

**\*Figure based on Stonewall guidance**

<b>Age</b>	
16-24 Years	10.7%
25-34 Years	12.5%
35-44 Years	14.3%
45-54 Years	14.4%
55-64 Years	12.1%
65 Years +	16.0%

<b>Sexual Orientation*</b>	
Heterosexual/Straight	94%
Lesbian/Gay/Bisexual	6%

**\*Figure based on Stonewall guidance**

<b>Religion</b>	
Buddhist	0.24%
Christian	62.70%
Hindu	0.44%
Jewish	5.57%
Muslim	6.09%
Sikh	0.16%
Other Religion	0.23%
No Religion	18.58%
Unknown	5.98%

<b>Caring Responsibility</b>	
Yes	10.8%
No	89.2%

<b>Marriage and Civil Partnership</b>	
Married or Civil Partnership	47.55%
Other	19.88%

<b>Looked After Child/Care Leaver</b>	
Yes	
No	

<b>Previously Served in the Armed Forces</b>	
Yes	
No	

<b>Currently a Reservist</b>	
Yes	
No	

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

## **Further Information**

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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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