

Employment Equality Report

2024



Bury
Council

Contents

Employment Equality Report.....	1
Introduction	3
Summary	4
Headcount	5
Ethnicity	6
Disability	8
Gender	9
Age	10
Sexual Orientation	11
Religion or Belief.....	12
Caring Responsibilities	14
Marriage and Civil Partnership	16
Gender Identity.....	16
Pregnancy and Maternity	16
Care experienced young people and care leavers	16
Military Veterans	17
Reservists	17
Equality Monitoring Data.....	17
Table 1: Bury Council Workforce.....	18
Table 2: Working Pattern.....	20
Table 3: Seniority	22
Table 4: Increase in Grade	24
Table 5: Take up of Training.....	26
Table 6: Take up of Work Life Balance initiatives.	28
Table 7: HR Casework	30
Table 8: Maternity Leave	32
Table 9: Leavers	34
Table 10: Borough of Bury	36
Further Information.....	37

Introduction

At Bury Council we are committed to advancing equalities and being inclusive 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's commitment to inclusion is further articulated in our [joint inclusion strategy](#), agreed in early 2021 following a comprehensive external review. This strategy is due to conclude this year and will be succeeded by a new four year Equality, Diversity and Inclusion strategy which will include objectives to further advance equalities and inclusion across our borough.

Having a workforce that 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 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

As well as four additional groups that the council recognises with the same level as priority. These groups are:

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

A diverse workforce that reflects the community it serves leads to increased creativity and innovation, achieved through a richer tapestry of skills, life experience and networks. This enables us to tailor our work and services to the needs of our residents by 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 workplace, with opportunities for all to excel and progress, raises inspiration and aspiration for careers within the Council. Reducing challenges and barriers in recruitment and colleague development gives access to larger talent pools to attract the best talent from our local communities and supports our colleagues in realising their true potential. This

contributes to retaining diverse talent which drives service improvements and feeds 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.

Summary

This report has compiled and analysed a large amount of statistical data on our workforce between April 2023 to March 2024. 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 level of unknown data overall has reduced marginally over the past 12 months, our average amount of unknown data last year was 44.87% this has reduced to 44.19% this year. This continues to be cause for concern which prevents having the most accurate picture of the makeup of our workforce.
- Our percentage of ethnic minority colleagues has dropped slightly for the second year in a row from 8.77% to 8.51%. The percentage of ethnic minority senior management has increased to 6% from 5.08% last year. Both figures are very short of the 20.9% of people living in Bury who are from an ethnic minority.
- The percentage of our disabled colleagues has increased slightly for the second year in a row from 7.30% to 7.43%.
- Disabled colleagues are more likely to have a flexible working arrangement in place but are less likely to work part time than non disabled colleagues.
- The percentage of female colleagues has dropped to 67.54% from 68.77%, female colleagues account for 56% of our most senior roles at grade SM1 or above. Both figures are higher than the female population of Bury which is 51%
- Over half of our colleagues are aged 45 or over at 56.94% with our largest age band being ages 55-64 which account for 30% of the workforce. 99% of our senior managers are over the age of 35.
- The percentage of colleagues declaring their sexual orientation as lesbian, gay or bisexual has dropped from 1.85% to 1.64%, however lesbian, gay or bisexual colleagues account for 9% of senior management roles.
- The sexual orientation demographic has the largest percentage of 'prefer not to say' responses at 3.69%
- Our workforce has a lower proportion of Jewish colleagues (0.19% workforce 5.5% population) and Muslim colleagues (3.66% workforce 9.9% population) in comparison to that of the borough's population.
- The percentage of working carers in our workforce has reduced slightly from 23.81% to 23.28% This includes 10.90% of colleagues who have declared they have parental responsibilities. If we exclude parental responsibility our percentage of working carers falls to 12.38% which is higher than the 9.4% of Bury's population who are unpaid carers.
- Carers who care for an adult or who have parental responsibility, are more likely to have a flexible working arrangement in place and/or work part time
- Due to low volumes of declaration for transgender, veterans and reservist colleagues, it has not been possible to complete detailed analysis for these demographics

Key Workforce Facts

This Employment Equality Report is for the period April 2023 to March 2024 and provides an analysis of our workforce by protected characteristics under the Equality Act 2010 and the additional characteristics recognised by the council; carers, care experienced young people and care leavers, military veterans and reservists. No data is held in relation to socio-economic vulnerability

The 2021 census has been used for all comparative data against the population of the borough.

The analysis of the workforce statistics 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.

On 1st February 2024, Six Town Housing was incorporated fully into the council structures, becoming the Housing Service. For the purposes of this report, housing employee data has been included in the headcount and employee demographics only. Data analysis referring to working pattern, seniority, increase in grade, training, work life balance initiatives, HR casework, maternity leave and Leavers refers to council employees excluding housing services due to differences in workplace policies and how data has been recorded.

Headcount

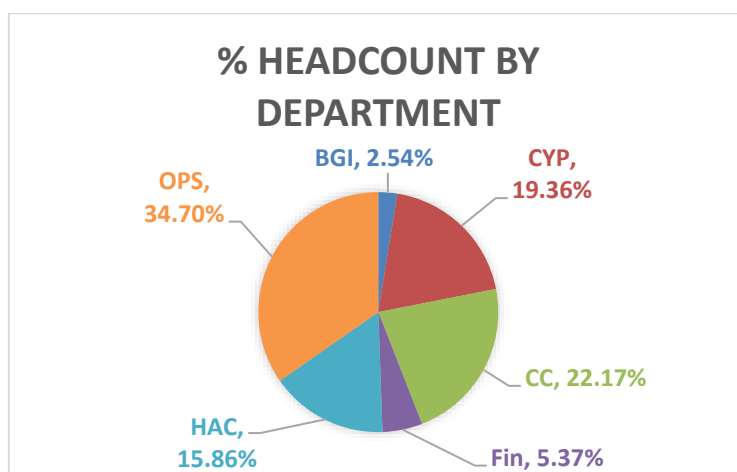
At the end of March 2024, the overall headcount of Council employees was 2,680

The Council is structured into 6 departments:

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

Note: Corporate Core Services includes the housing service. From June 2024, the Finance department also became part of the Corporate Core but is noted here separately as this report predates this change.

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



47.28% of our colleagues work on a full-time basis and 52.72% of colleagues are part-time.

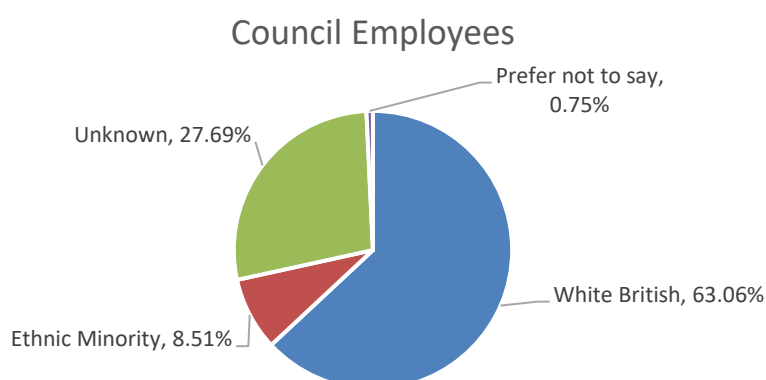
This year 12.55% of colleagues had an increase in their grade compared to 41.52% last year. It is important to note that the pay structure changed following the 2022-2023 NJC pay award with grade 1/2 removed which uplifted colleagues in that grade to grade 3.

In the year ending 31st March 2024, 97% of colleagues had accessed some form or mandatory or non-mandatory training.

As of 31st March 2024, 14.25% of all colleagues have a flexible working arrangement in place.

Ethnicity

At the end of March 2024, 8.51% of Council employees identified as being from an ethnic minority compared 8.77% last year, this figure includes all ethnic groups except white British. However, when this is disaggregated further, 6.79% of employees are from a non-white identity compared with 6.58% last year.



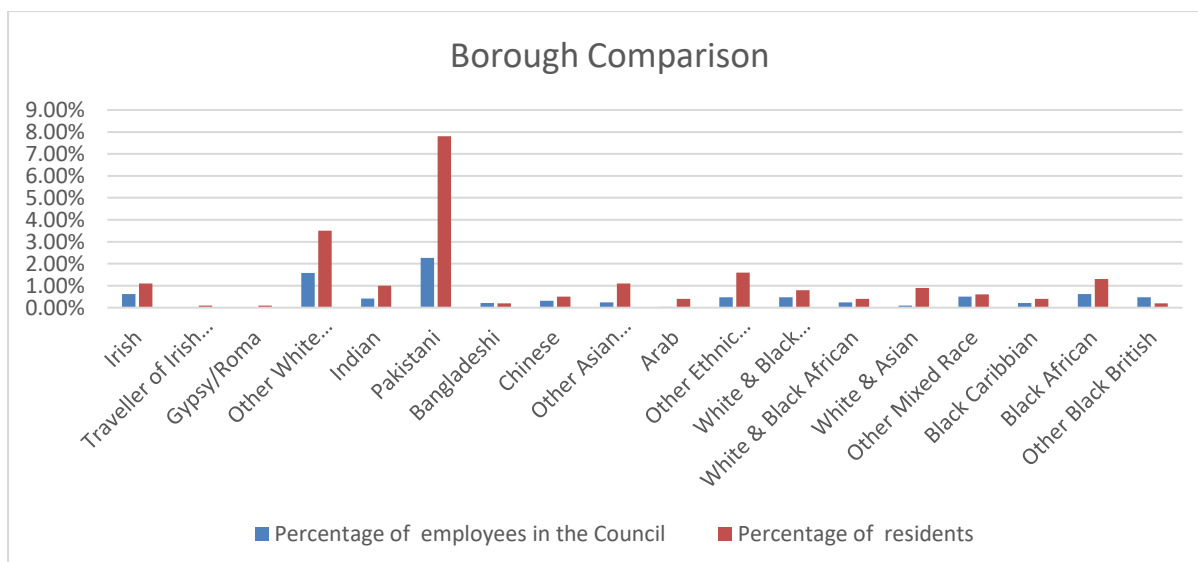
The level of unknown data for ethnicity is 27.69%, an increased from last year at 25.45%.

6.00% of senior staff at grade SM1 or above are from an ethnic minority compared to 5.08% last year, when only counting those from non-white backgrounds the percentage drops to 4.00%. this is a positive increase from 2.86% last year.

11.90% of ethnic minority employees had an increase in grade within their current position, over the past year compared to 11.78% of White British employees.

Over the last year, 9.52% of disciplinary cases involved ethnic minority colleagues. It is important to note this is based on a very small sample size (a total of 21 employees entering the formal disciplinary process). 25% of grievance cases involved ethnic minority colleagues this also has a small sample size (12 formal grievance cases). Despite the high percentage of grievance cases involving ethnic minority colleagues, analysis of the grievance cases has shown that there are no underlying or systemic grievance issues relating to the race protected characteristic.

A main workforce ambition of the Council is to work towards having a workforce that is representative of the community. The next graph compares the workforce to the population of Bury (data from the 2021 census) but does not include figures for white British.



This graph highlights that we have an under representation against most ethnic backgrounds apart from “Other Black British”. There is particular under representation in our workforce from our Pakistani community, and other white ethnicities

The Council has been analysing pay data by protected characteristics for a number of years this includes a race pay gap analysis. The race pay gap for the current reporting period is shown in the next table.

	Mean	Median
2020/21	6.41% Lower	0.00%
2021/22	4.57% Lower	2.00% Higher
2022/23	6.87% Lower	0.00%

These figures show that the mean pay for ethnic minority colleagues is 6.87% lower than for white British 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 our progress are not as clearly available for the ethnicity pay gap as unlike the gender pay gap, 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.

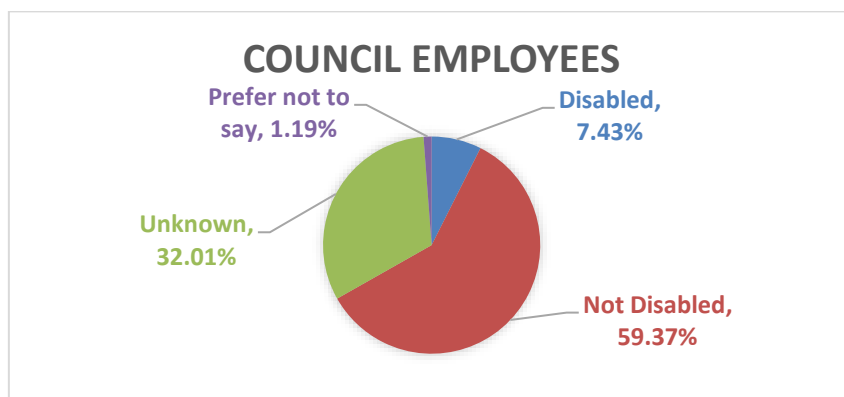
As of 31st March 2024, 14.29% of our ethnic minority colleagues have a flexible working arrangement in place compared to 20.83% of white British colleagues.

In the year ending 31st March 2024, 95.24% of ethnic minority colleagues had accessed some form of mandatory or non mandatory training and development compared to 97.98% of white British colleagues.

As of 31st March 2024, 70% of our ethnic minority colleagues are part time, compared to 63.47% of white British colleagues.

Disability

At the end of March 2023, 7.43% of Council colleagues consider themselves to be disabled compared to 7.30% last year. Despite this positive increase we are still considerably under-represented in terms of disabled colleagues, when compared to the estimated economically active percentage of disabled residents in the Borough of Bury estimated to be 10.50% based on the 2021 census data of disabled people whose day-to-day activities are limited a little.

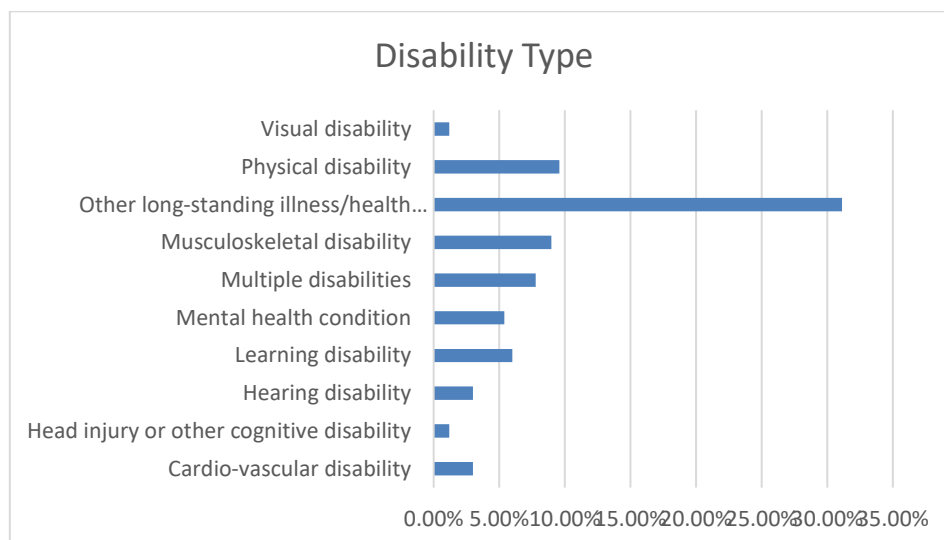


The level of unknown data is high at 32.01% and has increased from 30.87% last year. However, the number of those preferring not to say has decreased from 1.30% last year to 1.19% this year.

As of 31st March 2024, disabled colleagues accounted for 6% of our most senior roles, grade SM1 or above.

In the last year 10.93% of disabled colleagues received an increase in grade within their current position, compared to 12.18% of non-disabled staff.

Last year 77.00% of disabled employees chose to share their disability type, this year this has increased to 77.25%. The next graph highlights 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 cardiovascular disabilities, hearing disabilities, learning disabilities, multiple disabilities and physical disabilities.

In the year ending 31st March 2024, 4.67% of all disciplinary cases involved disabled colleagues. It is important to note this is based on a very small sample size (21 colleagues entering the formal disciplinary process). 33% of grievance cases involved disabled colleagues, this also has a small sample size (12 formal grievance cases). Despite the high percentage of grievance cases involving disabled colleagues, analysis of the grievance cases has shown that there are 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 table highlights the results of this for the current pay gap reporting period.

	Mean	Median
2020/21	4.53% Higher	13.27% Higher
2021/22	1.45% Higher	3.07% Higher
2022/23	2.71% Higher	3.53% Higher

These figures show that disabled colleagues' mean pay is 2.71% higher than non disabled colleagues.

The most recent figures from ONS for the UK mean disability pay gap is 13.8% lower and for the North West it is 13.4% lower. Direct comparisons for benchmarking our progress are not as clearly available for the disability pay gap as unlike the gender pay gap, disclosing a disability is voluntary.

As of 31st March 2024, 27.08% of our disabled colleagues have a flexible working arrangement in place compared to 20.54% of non disabled colleagues.

In the year ending 31st March 2024, 100% of disabled colleagues had accessed some form of mandatory or non mandatory training and development compared to 97.00% of non disabled colleagues.

As of 31st March 2024, 60.41% of our disabled colleagues are part time, compared to 64.28% of non disabled colleagues

Gender

At the end of March 2024, 67.54% of Council colleagues were female, 31.87% male and 0.15% identified as non-binary. The percentage of male colleagues at the Council is much lower than the percentage of male residents of the Borough (census data suggests this is 49%).

As of 31st March 2024, female colleagues accounted for 56% of our most senior roles, grade SM1 or above.

In the last year 12.92% of female staff received an increase in grade compared to 11.56% of male staff.

In the year ending 31st March 2024, 61.9% of all disciplinary cases involved female colleagues. It is important to note this is based on a very small sample size (21 colleagues entering the formal disciplinary process). 91.67% of grievance cases involved female colleagues this also has a small sample size (12 formal grievance cases).

It is also highlighted in our annual gender pay gap report that 83.71% of the lower pay quartile are female colleagues compared to 16.29% of male colleagues, representing a slight increase 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](#)

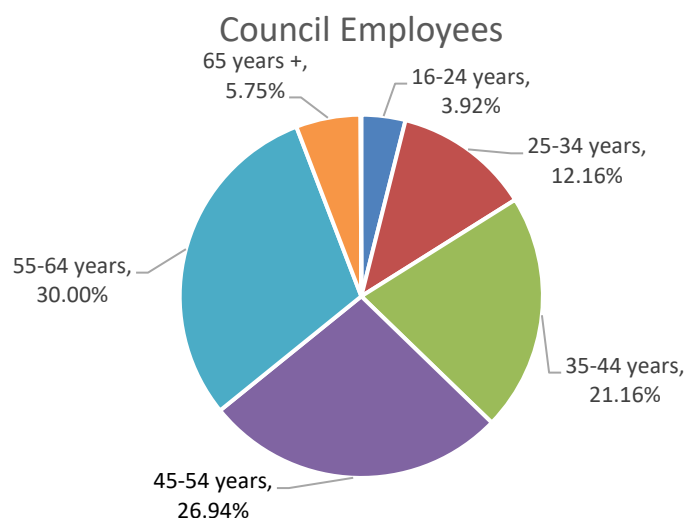
As of 31st March 2024, 16.22% of our female colleagues have a flexible working arrangement in place compared to 9.67% of male colleagues.

In the year ending 31st March 2024, 99% of female colleagues had accessed some form of mandatory or non mandatory training and development compared to 98% of male colleagues.

As of 31st March 2024, 76.65% of our female colleagues are part time, compared to 45.96% of male colleagues

Age

At the end of March 2024, the highest age band for council colleagues was the 55-64 years age band at 30% of the workforce. This is an increase of 0.67% on the previous year. The age band that saw the biggest increase from last year was the 35-44 years age band which increased by 1.08% and the age band that saw the largest decrease was the 16-24 age band which decreased by 2.04%



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

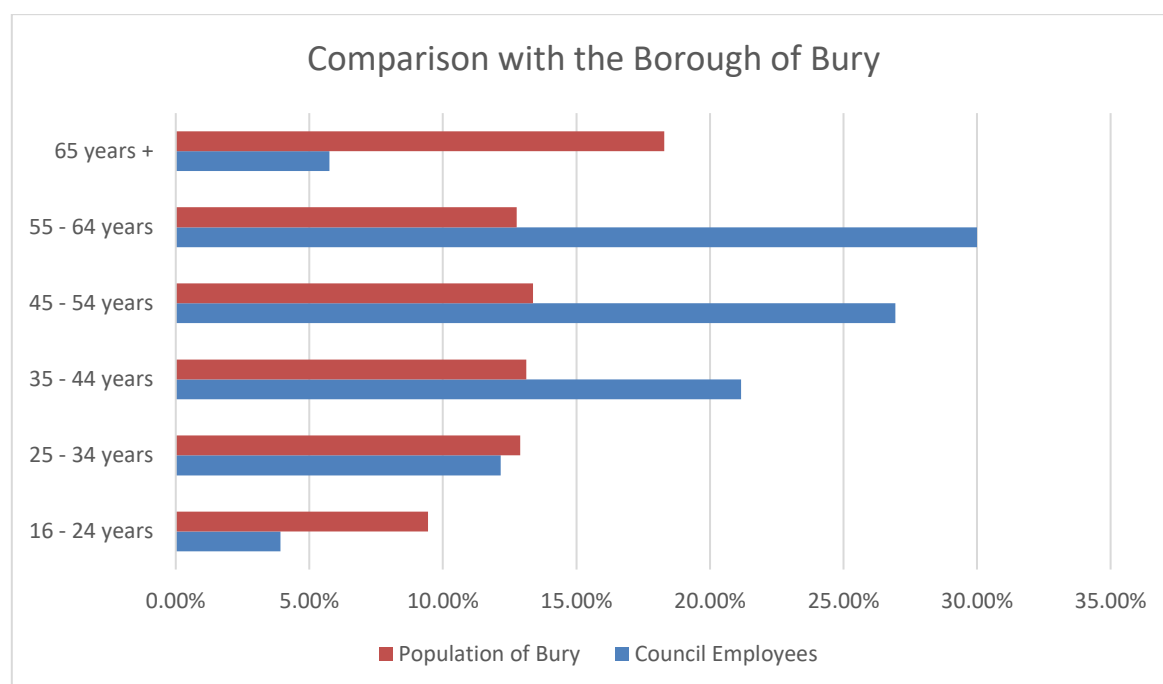
Age Band	Senior Colleagues	Disciplinary	Grievance
16-24 years	0.00%	4.76%	0.00%
25-34 years	1.00%	9.52%	8.33%
35-44 years	28.00%	19.05%	8.33%
45-54 years	45.00%	33.33%	41.67%
55-64 years	24.00%	23.81%	33.33%
65 years +	2.00%	9.52%	8.33%

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

Age Band	Increase in Grade	Flexible Working	Accessed Training	Part time
16-24 years	2.89%	0.00%	91.18%	56.06%
25-34 years	16.08%	0.99%	100.00%	40.46%
35-44 years	26.69%	8.34%	100.00%	50.69%
45-54 years	31.51%	18.93%	100.00%	47.52%
55-64 years	20.58%	21.92%	100.00%	58.03%
65 years +	2.25%	12.24%	88.43%	76.35%

These percentages tell us that in addition to having an aging workforce, 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 64. Colleagues above the age of 45 are more likely to have a flexible working arrangement. Younger colleagues (under 25) and older colleagues (over 55) are more likely to work part time.

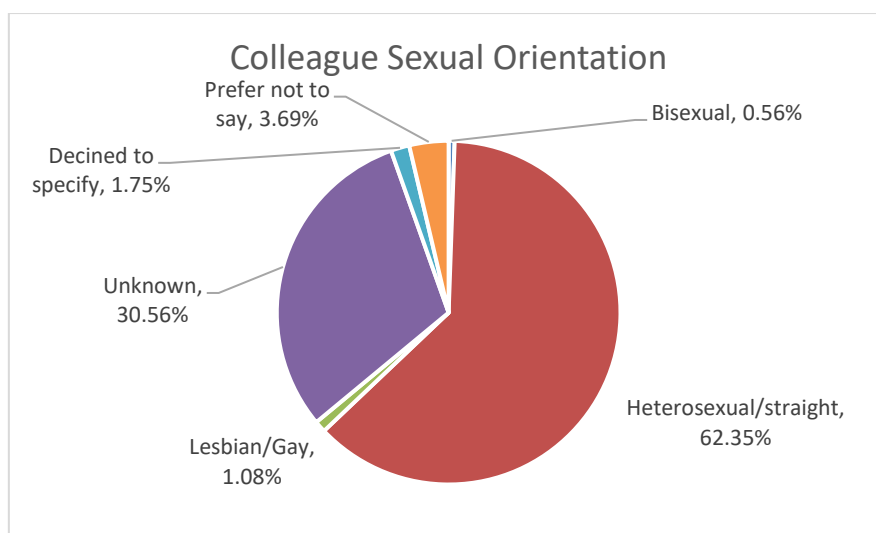
The next graph highlights the comparison between the age of Council colleagues and that of the population of Bury from the 2021 census. This shows that our workforce is significantly older than the population of Bury with younger colleagues under the age of 35 underrepresented when compared to the population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



Sexual Orientation

At the end of March 2024, 1.64% of Council colleagues identify as either lesbian, gay or bisexual which is a decrease from 1.85% last year. 1.75% 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 also possible some colleagues selecting this option have confused this option with 'prefer not to say'.

The next graph separates the result to show the different responses to the sexual orientation demographic.



The total amount of unknown data for sexual orientation is 30.56%, which is an increase from last year's 29.56%. Sexual orientation also has the largest number of 'prefer not to say' declarations at 3.69%. 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 and grievance 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
Lesbian, Gay, Bisexual	9.00%	4.76%	8.33%
Straight/Heterosexual	57.00%	47.62%	50.00%
Prefer not to Say	2.00%	0.00%	8.33%
Unknown	32.00%	47.62%	33.33%

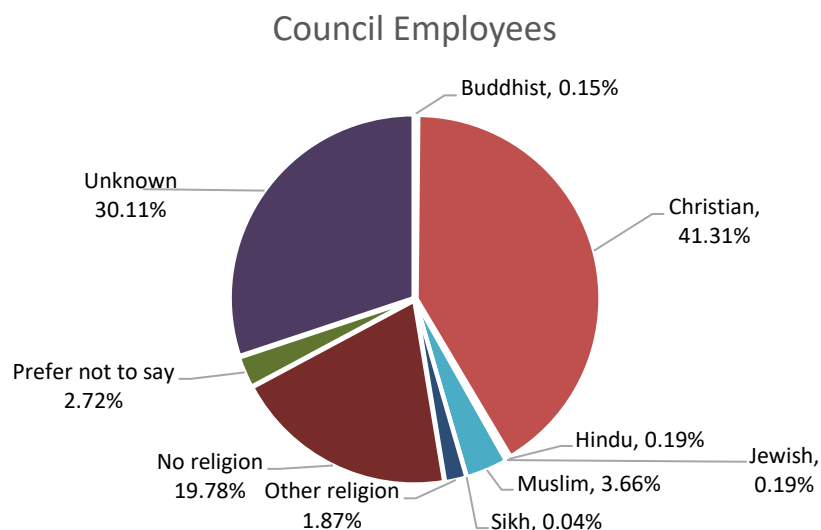
For all other metrics the next table shows the percentage of colleagues in each sexual orientation these metrics apply to as a proportion of the whole workforce for each sexual orientation.

Sexual Orientation	Increase in Grade	Flexible Working	Accessed Training	Part time
Lesbian, Gay, Bisexual	24.39%	7.32%	100.00%	60.98%
Straight/Heterosexual	11.73%	21.03%	97.44%	64.22%

These percentages tell us that the proportion of lesbian, gay or bisexual colleagues at senior colleague level, grade SM1 or above is much higher than the overall population of lesbian, gay or bisexual colleagues. Additionally lesbian, gay and bisexual colleagues are less likely to have a flexible working arrangement in place than straight/heterosexual colleagues.

Religion or Belief

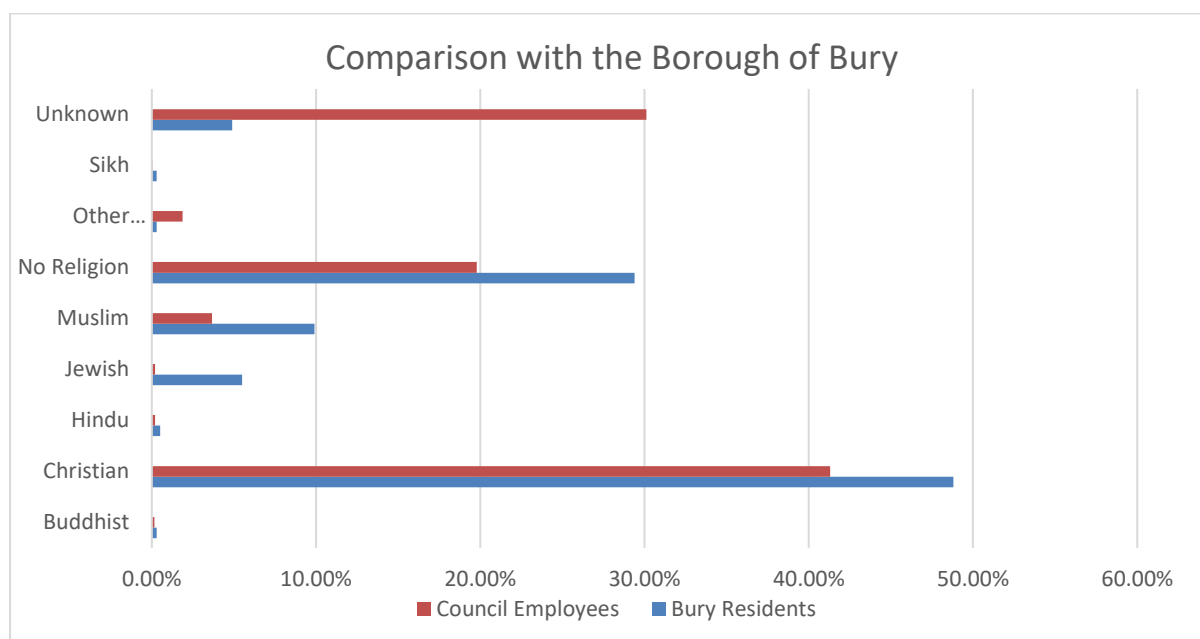
At the end of March 2024, 41.31% of employees declared themselves as Christians, 3.66% declared themselves as Muslims and 0.19% declared themselves Jewish.



The amount of unknown data for religion and belief is 30.11% and we have 2.72% preferring not to declare.

Within the Borough of Bury, 9.90% of the population are Muslim and 5.50% are Jewish.

The next graph compares the declared religion of council colleagues compared to the population of Bury, this clearly shows that we are underrepresented in our workforce of colleagues who are of Christian, Muslim and Jewish religions.



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
Christian	40.00%	23.81%	25.00%
Muslim	2.00%	4.76%	8.33%
Jewish	0.00%	0.00%	0.00%
Other religion	2.00%	4.76%	8.33%
No Religion	21.00%	19.05%	25.00%
Prefer not to say	3.00%	0.00%	8.33%
Unknown	32.00%	47.52%	25.00%

For all other metrics, the next table shows the percentage of colleagues in each religion or belief these metrics apply to as a proportion of the whole workforce in each religion and belief.

Religion & Belief	Increase in Grade	Flexible Working	Accessed Training	Part time
Christian	11.07%	22.72%	97.96%	67.67%
Muslim	8.79%	15.38%	87.90%	58.24%
Jewish	0.00%	20.00%	80.00%	71.42%
Other religion	12.50%	10.71%	100.00%	64.29%
No Religion	14.47%	17.06%	99.78%	55.94%

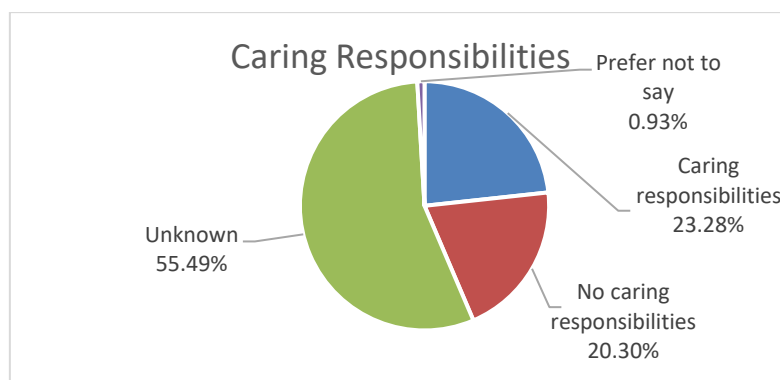
These percentages tell us most metrics are proportionate with our overall colleague population for religion and belief. Muslim colleagues are slightly underrepresented at senior management level, grade SM1 or above and Muslim and Jewish colleagues are less likely to have accessed training compared to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

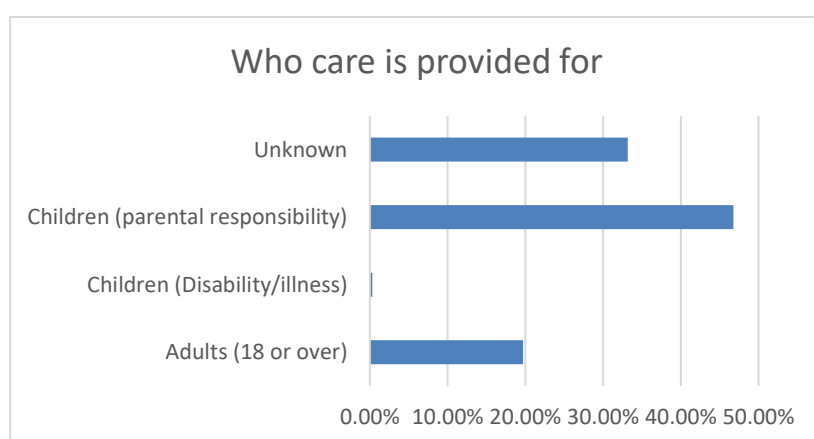
Data from the 2021 census found that 9.40% of Bury residents were unpaid carers for a person who could not cope without their support. At the end of March 2024, 23.28% of Council colleagues declared a caring responsibility of some kind, this is a reduction from 23.81% last year.

Traditionally the representation of carers in the workforce has been higher than that of the Borough as the Council's definition of a working carer extends to those with parental responsibility. In comparison to the census, if we exclude those who have declared a parental responsibility, this reduces the unpaid carers percentage to 12.39% which is a larger proportion than the number of Bury residents with caring responsibility.



The amount of unknown data for caring responsibilities is 55.49% this an increase from 55.33% last year'.

The next graph highlights who care is provided for, 46.79% of carers have declared a parental responsibility and 19.71% provide care to an adult over the age of 18. 0.32% of carers care for a child that has a long term disability or illness and 33.18% of carers have not declared who they care for.



The following table details the percentages of declared carer responsibilities for senior colleagues, disciplinary and grievance the percentage is of the total number of senior colleagues and cases involving colleagues with stated caring responsibilities.

Carers	Senior Colleagues	Disciplinary	Grievance
Carer for Adult	7.00%	4.76%	8.33%
Disabled Child	0.00%	0.00%	0.00%
Parental Responsibility	19.00%	9.52%	0.00%
Carer but not specified	7.00%	0.00%	0.00%
Not a carer	17.00%	14.29%	16.67%
Prefer not to say	2.00%	0.00%	0.00%
Unknown	48.00%	71.43%	75.00%

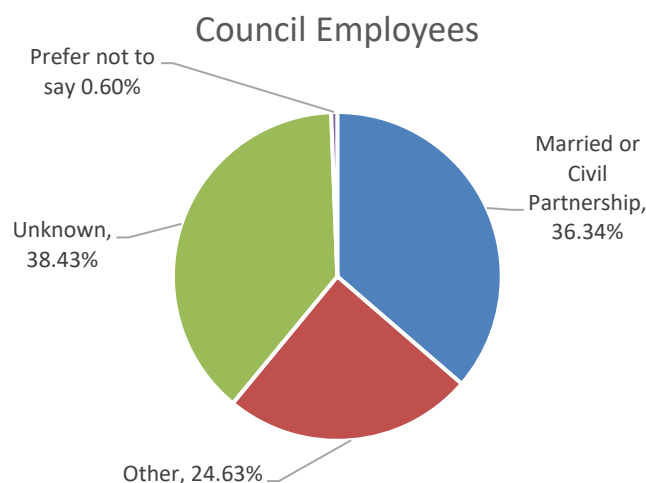
For all other metrics the next table shows the percentage of colleagues for each caring responsibility these metrics apply to as a proportion of the whole workforce with each caring responsibility.

Carers	Increase in Grade	Flexible Working	Accessed Training	Part time
Carer for Adult	20.69%	27.59%	100.00%	68.97%
Disabled Child	0.00%	0.00%	0.00%	0.00%
Parental Responsibility	15.38%	32.03%	96.54%	66.15%
Carer but not specified	5.60%	20.13%	58.76%	41.88%
Not a carer	11.13%	22.47%	100.00%	58.14%

These percentages show that a higher proportion of carers for an adult had an increase in grade in the past year compared to non carers. Carers are also more likely to have a flexible working arrangement in place and/or work part time than colleagues who are not carers.

Marriage and Civil Partnership

At the end of March 2024, 36.34% of Council employees were in a marriage or Civil partnership.



The other data covers 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

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

At the end of March 2024, 0.22% of colleagues declared that their gender identity was different to that that was assigned at birth, this is a decrease from last year's total of 0.27%. 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.

Pregnancy and Maternity

In the year ending 31st March 2024, 1.41% of Council colleagues returned from a period of maternity leave.

Care experienced young people and care leavers

At the end of March 2024, 0.11% of Council colleagues identified as a care experienced young person or care leaver, up from 0.10% last year.. The level of unknown data for this category has reduced this year from 85.3% to 82.2%.

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

At the end of March 2024, 0.71% of Council colleagues had previously served in the armed forces, this is an increase from 0.31% last year. The unknown data for this category is high but has reduced from 83.86% last year to 76.83%.

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

Reservists

At the end of March 2024, 0.04% of Council colleagues are currently reservists, However the amount of unknown data for this category is still high at 78.96% although this is an improvement from 85.51% last year.

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

Equality Monitoring Data

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 2024.

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: Take up of Work Life Balance initiatives

Table 7: HR Casework

Table 8: Maternity Leave

Table 9: Leavers

Table 10: Borough of Bury Figures

Table 1: Bury Council Workforce

Ethnicity	
White	
British	63.06%
Irish	0.3%
Traveller of Irish Heritage	0%
Gypsy / Roma	0%
Other White European	0.41%
Any other White background	1.01%

Asian or Asian British	
Indian	0.45%
Pakistani	2.54%
Bangladeshi	0.19%
Chinese	0.22%
Any other Asian background	0.26%

Mixed Race	
White and Black Caribbean	0.45%
White and Asian	0.19%
White and Black African	0.3%
Any other Mixed-Race background	0.45%

Black or Black British	
Black Caribbean	0.26%
Black African	0.45%
Black British	0.34%
Any other Black background	0.15%

Other Ethnic Backgrounds	
Arab	0.07%
Any other ethnic background	0.49%
Prefer not to say	0.75%
Unknown	27.69%

Total Ethnic Minority = 8.51%

Total White UK = 63.06%

Disability	
Disabled	7.43%
Not Disabled	59.37%
Prefer not to say	1.19%
Unknown	32.01%

Gender	
Female	67.54%
Male	31.87%
Non-Binary / Genderqueer	0.15%
Prefer not to say	0.45%

Gender Identity	
Cisgender	21.34%
Transgender	0.22%
Prefer not to say	0.37%
Unknown	78.06%

Age	
16-24 Years	3.92%
25-34 Years	12.16%
35-44 Years	21.16%
45-54 Years	26.94%
55-64 Years	30.00%
65 Years +	5.75%

Sexual Orientation	
Heterosexual/Straight	62.35%
Lesbian/Gay Man	1.08%
Bisexual	0.56%
Prefer not to say	3.69%
Unknown	30.56%

Religion	
Buddhist	0.15%
Christian	41.31%
Hindu	0.19%
Jewish	0.19%
Muslim	3.66%
Sikh	0.04%
Other Religion	1.87%
No Religion	19.78%
Prefer not to say	2.72%
Unknown	30.11%

Caring Responsibility	
Yes (carer for adult aged 18 or over)	4.59%
Yes (carer for a disabled child)	0.07%
Yes (Parental responsibility)	10.90%
No	20.30%
Prefer not to say	0.93%
Unknown	55.49%

Marriage and Civil Partnership	
Married or Civil Partnership	36.34%
Not Married or in Civil Partnership	24.63%
Prefer not to say	0.60%
Unknown	38.43%

Care experience young person /care leaver	
Yes	0.11%
No	17.57%
Prefer not to say	0.11%
Unknown	82.20%

Previously Served in the Armed Forces	
Yes	0.71%
No	22.28%
Prefer not to say	0.19%
Unknown	76.83%

Currently a Reservist	
Yes	0.04%
No	20.67%
Prefer not to say	0.34%

Unknown	78.96%
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Table 2: Working Pattern

	Full Time	Part Time
Race		
White British	57.72%	60.52%
Ethnic Minority	5.88%	6.71%
Prefer not to say	0.60%	0.60%
Unknown	35.80%	32.17%
Disability		
Disabled	7.82%	6.95%
Not Disabled	51.77%	55.30%
Prefer not to say	1.14%	1.20%
Unknown	39.28%	36.55%
Gender		
Female	57.25%	79.27%
Male	42.48%	20.49%
Non-binary	0.13%	0.12%
Prefer not to say	0.13%	0.12%
Gender Identity		
Cisgender	24.45%	18.09%
Transgender	0.07%	0.36%
Prefer not to say	0.33%	0.42%
Unknown	75.15%	81.13%
Age		
16-24	3.87%	4.43%
25-34	15.43%	9.41%
35-44	21.51%	19.83%
45-54	28.92%	23.49%
55-64	27.05%	33.55%
65+	3.21%	9.29%
Sexual Orientation		
Heterosexual/Straight	55.91%	58.72%
Bisexual	0.60%	0.48%
Lesbian/Gay Man	1.14%	1.02%
Prefer not to say	3.66%	3.27%
Unknown	36.13%	39.08%
Religion		
Buddhist	0.18%	0.20%
Christian	41.76%	35.47%
Hindu	0.18%	0.13%
Jewish	0.30%	0.13%
Muslim	3.18%	3.34%
Sikh	0.06%	0.00%
Other Religion	1.74%	1.67%
No Religion	15.52%	19.51%
Prefer not to say	2.22%	1.74%
Unknown	34.87%	37.81%
Caring Responsibility		
Yes (for adult aged 18 or over)	4.79%	4.28%
Yes (for disabled child)	0.00%	0.00%
Yes (parental responsibility)	10.31%	8.95%
No	0.66%	0.67%
Prefer not to say	59.62%	59.59%
Unknown	22.83%	19.91%
Marriage and Civil Partnership		

Married or Civil Partnership	36.13%	30.86%
Other	21.21%	26.39%
Prefer not to say	0.48%	0.80%
Unknown	42.18%	41.95%
Care experienced child/Care leaver		
Yes	0.18%	0.07%
No	14.44%	19.91%
Prefer not to Say	0.12%	0.07%
Unknown	85.26%	79.96%
Previously served in the Armed forces		
Yes	0.24%	0.60%
No	14.92%	21.11%
Prefer not to say	0.24%	0.13%
Unknown	84.60%	78.16%
Currently a Reservist		
Yes	0.00%	0.07%
No	12.28%	20.37%
Prefer not to say	0.30%	0.27%
Unknown	87.42%	79.29%

Table 3: Seniority

	Below SM1	SM1 or Above
Race		
White British	58.76%	68.00%
Ethnic Minority	6.32%	6.00%
Prefer not to say	0.58%	0%
Unknown	34.34%	28.00%
Disability		
Disabled	7.33%	6.00%
Not Disabled	53.29%	62.00%
Prefer not to say	1.20%	1.00%
Unknown	38.10%	31.00%
Gender		
Female	68.22%	56.00%
Male	31.51%	44.00%
Non-binary	0.16%	0%
Prefer not to say	0.12%	0%
Gender Identity		
Cisgender	20.62%	40.00%
Transgender	0.19%	1.00%
Prefer not to say	0.39%	0.00%
Unknown	78.80%	59.00%
Age		
16-24	4.07%	0%
25-34	12.64%	1.00%
35-44	20.89%	28.00%
45-54	26.32%	45.00%
55-64	30.23%	24.00%
65+	5.85%	2.00%
Sexual Orientation		
Heterosexual/Straight	57.05%	57.00%
Bisexual	0.50%	2.00%
Lesbian/Gay Man	0.78%	7.00%
Prefer not to say	3.56%	2.00%
Unknown	38.1%	32.00%
Religion		
Buddhist	0.16%	0.00%
Christian	38.45%	40.00%
Hindu	0.16%	0.00%
Jewish	0.19%	0.00%
Muslim	3.45%	2.00%
Sikh	0.04%	0.00%
Other Religion	1.74%	2.00%
No Religion	17.25%	21.00%
Prefer not to say	1.94%	3.00%
Unknown	36.63%	32.00%
Caring Responsibility		
Yes (for adult aged 18 or over)	4.26%	7%
Yes (for disabled child)	0.00%	0.00%
Yes (parental responsibility)	9.34%	19.00%
No	20.55%	17.80%
Prefer not to say	0.70%	2.00%
Unknown	60.31%	48.00%
Marriage and Civil Partnership		
Married or Civil Partnership	33.57%	43.00%

Other	23.88%	17.00%
Prefer not to say	0.54%	2.00%
Unknown	42.02%	38.00%
Care experienced child/Care leaver		
Yes	0.12%	0.00%
No	16.82%	37.00%
Prefer not to Say	0.12%	0.00%
Unknown	82.95%	63.00%
Previously served in the Armed forces		
Yes	0.39%	2.00%
No	17.71%	37.00%
Prefer not to say	0.19%	0.00%
Unknown	81.71%	61.00%
Currently a Reservist		
Yes	0.00%	0.00%
No	15.81%	38.00%
Prefer not to say	0.35%	0.00%
Unknown	83.84%	62.00%

Table 4: 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.

	% of Staff
Race	
White British	59.16%
Ethnic Minority	7.07%
Prefer not to say	0.32%
Unknown	33.44%
Disability	
Disabled	6.75%
Not Disabled	56.27%
Prefer not to say	1.29%
Unknown	35.69%
Gender	
Female	71.70%
Male	27.65%
Non-binary	0.32%
Prefer not to say	0.32%
Gender Identity	
Cisgender	29.90%
Transgender	0.32%
Prefer not to say	0.64%
Unknown	69.13%
Age	
16-24	2.89%
25-34	16.08%
35-44	26.69%
45-54	31.51%
55-64	20.58%
65+	2.25%
Sexual Orientation	
Heterosexual/Straight	57.56%
Bisexual	2.57%
Lesbian/Gay Man	0.64%
Prefer not to say	2.15%
Unknown	36.98%
Religion	
Buddhist	0.00%
Christian	36.66%
Hindu	0.32%
Jewish	0.00%
Muslim	2.57%
Sikh	0.00%
Other Religion	1.93%
No Religion	21.54%
Prefer not to say	1.61%
Unknown	35.37%
Caring Responsibility	
Yes (Carer for adult aged 18 or over)	7.72%
Yes (carer for disabled child)	0.00%
Yes (parental responsibility)	12.86%
No	17.36%
Prefer not to say	0.96%

Unknown	55.63%
Marriage and Civil Partnership	
Married or Civil Partnership	34.41%
Other	21.54%
Prefer not to say	1.93%
Unknown	42.12%
Care experienced child/Care leaver	
Yes	0.32%
No	25.08%
Prefer not to Say	0.00%
Unknown	74.60%
Previously served in the Armed forces	
Yes	0.64%
No	25.72%
Prefer not to say	0.32%
Unknown	73.31%
Currently a Reservist	
Yes	0.32%
No	24.44%
Prefer not to say	0.32%
Unknown	74.92%

Table 5: Take up of Training

	% Of Staff
Race	
White British	61.64%
Ethnic Minority	6.08%
Prefer not to say	0.60%
Unknown	31.69%
Disability	
Disabled	7.63%
Not Disabled	55.32%
Prefer not to say	1.07%
Unknown	35.98%
Gender	
Female	69.54%
Male	30.14%
Non-binary	0.16%
Prefer not to say	0.16%
Gender Identity	
Cisgender	22.84%
Transgender	0.12%
Prefer not to say	0.44%
Unknown	76.61%
Age	
16-24	3.69%
25-34	12.39%
35-44	21.37%
45-54	26.89%
55-64	30.50%
65+	5.16%
Sexual Orientation	
Heterosexual/Straight	59.05%
Bisexual	0.56%
Lesbian/Gay Man	1.11%
Prefer not to say	3.85%
Unknown	35.42%
Religion	
Buddhist	0.16%
Christian	40.07%
Hindu	0.16%
Jewish	0.16%
Muslim	3.18%
Sikh	0.04%
Other Religion	1.87%
No Religion	18.35%
Prefer not to say	2.07%
Unknown	33.96%
Caring Responsibility	
Yes (Carer for adult aged 18 or over)	4.96%
Yes (carer for disabled child)	0.00%
Yes (parental responsibility)	9.97%
No	19.50%
Prefer not to say	0.79%
Unknown	57.59%
Marriage and Civil Partnership	
Married or Civil Partnership	34.19%
Other	25.66%

Prefer not to say	0.75%
Unknown	39.40%
Care experienced child/Care leaver	
Yes	0.12%
No	19.34%
Prefer not to Say	0.12%
Unknown	80.42%
Previously served in the Armed forces	
Yes	0.52%
No	20.14%
Prefer not to say	0.24%
Unknown	79.11%
Currently a Reservist	
Yes	0.00%
No	18.43%
Prefer not to say	0.28%
Unknown	81.29%

Table 6: Take up of Work Life Balance initiatives.

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

	% Of Staff
Race	
White British	92.63%
Ethnic Minority	6.52%
Prefer not to say	0.00%
Unknown	0.85%
Disability	
Disabled	14.73%
Not Disabled	83.57%
Prefer not to say	0.28%
Unknown	1.42%
Gender	
Female	79.32%
Male	20.40%
Non-binary	0.00%
Prefer not to say	0.28%
Gender Identity	
Cisgender	23.51%
Transgender	0.00%
Prefer not to say	0.28%
Unknown	76.20%
Age	
16-24	0.00%
25-34	0.85%
35-44	12.18%
45-54	35.98%
55-64	45.89%
65+	5.10%
Sexual Orientation	
Heterosexual/Straight	90.93%
Bisexual	0.00%
Lesbian/Gay Man	0.85%
Prefer not to say	4.53%
Unknown	3.68%
Religion	
Buddhist	0.00%
Christian	66.29%
Hindu	0.28%
Jewish	0.28%
Muslim	3.97%
Sikh	0.00%
Other Religion	1.42%
No Religion	22.38%
Prefer not to say	2.55%
Unknown	2.83%
Caring Responsibility	
Yes (Carer for adult aged 18 or over)	9.07%
Yes (carer for disabled child)	0.00%
Yes (parental responsibility)	23.80%
No	30.88%
Prefer not to say	0.85%

Unknown	17.85%
Marriage and Civil Partnership	
Married or Civil Partnership	59.77%
Other	36.26%
Prefer not to say	0.85%
Unknown	3.12%
Care experienced child/Care leaver	
Yes	0.00%
No	27.48%
Prefer not to Say	0.00%
Unknown	72.52%
Previously served in the Armed forces	
Yes	0.28%
No	28.33%
Prefer not to say	0.00%
Unknown	71.39%
Currently a Reservist	
Yes	0.00%
No	27.76%
Prefer not to say	0.28%
Unknown	71.95%

Total Take up work/life balance agreements = 353

Table 7: HR Casework

	Disciplinarys	Grievance
Race		
White British	52.38%	58.33%
Ethnic Minority	9.52%	16.67%
Prefer not to say	0%	8.33%
Unknown	38.10%	16.67%
Disability		
Disabled	4.76%	33.00%
Not Disabled	42.86%	8.33%
Prefer not to say	4.76%	8.33%
Unknown	47.62%	25.00%
Gender		
Female	61.90%	91.67%
Male	38.10%	8.33%
Non-binary	0%	0%
Prefer not to say	0%	0%
Gender Identity		
Cisgender	23.81%	25.00%
Transgender	0.00%	0.00%
Prefer not to say	0.00%	0.00%
Unknown	76.19%	75.00%
Age		
16-24	4.76%	0.00%
25-34	9.52%	8.33%
35-44	19.05%	8.33%
45-54	33.33%	41.67%
55-64	23.81%	33.33%
65+	9.52%	8.33%
Sexual Orientation		
Heterosexual/Straight	47.62%	50.00%
Bisexual	0.00%	8.33%
Lesbian/Gay Man	4.76%	0.00%
Prefer not to say	0.00%	8.33%
Unknown	47.62%	33.33%
Religion		
Buddhist	0.00%	0.00%
Christian	23.81%	25.00%
Hindu	0.00%	0.00%
Jewish	0.00%	0.00%
Muslim	4.76%	8.33%
Sikh	0.00%	0.00%
Other Religion	4.76%	8.33%
No Religion	19.05%	25.00%
Prefer not to say	0.00%	8.33%
Unknown	47.62%	25.00%
Caring Responsibility		
Yes (Carer for adult aged 18 or over)	4.76%	8.33%
Yes (carer for disabled child)	0.00%	0.00%
Yes (parental responsibility)	9.52%	0.00%
No	14.29%	16.67%
Prefer not to say	0.00%	0.00%
Unknown	71.43%	75.00%
Marriage and Civil Partnership		
Married or Civil Partnership	14.29%	33.33%

Other	28.57%	25.00%
Prefer not to say	0.00%	0.00%
Unknown	57.14%	41.67%
Care experienced child/Care leaver		
Yes	0.00%	0.00%
No	9.52%	8.33%
Prefer not to Say	0.00%	0.00%
Unknown	90.48%	91.67%
Previously served in the Armed forces		
Yes	0.00%	0.00%
No	9.52%	8.33%
Prefer not to say	0.00%	0.00%
Unknown	90.48%	91.67%
Currently a Reservist		
Yes	0.00%	0.00%
No	9.52%	8.33%
Prefer not to say	0.00%	0.00%
Unknown	90.48%	91.67%

Total number of disciplinaries recorded = 21

Total number of grievances recorded = 12

Table 8: Maternity Leave

	% Of Staff
Race	
White British	60.00%
Ethnic Minority	20.00%
Prefer not to say	0.00%
Unknown	20.00%
Disability	
Disabled	2.86%
Not Disabled	71.43%
Prefer not to say	0.00%
Unknown	25.71%
Gender	
Female	100%
Male	0%
Non-binary	0%
Prefer not to say	0%
Gender Identity	
Cisgender	40.00%
Transgender	0%
Prefer not to say	0%
Unknown	60.00%
Age	
16-24	2.86%
25-34	60.00%
35-44	37.14%
45-54	0.00%
55-64	0.00%
65+	0.00%
Sexual Orientation	
Heterosexual/Straight	71.43%
Bisexual	2.86%
Lesbian/Gay Man	0.00%
Prefer not to say	2.86%
Unknown	22.86%
Religion	
Buddhist	0.00%
Christian	22.86%
Hindu	0.00%
Jewish	0.00%
Muslim	17.14%
Sikh	0.00%
Other Religion	2.86%
No Religion	34.29%
Prefer not to say	0.00%
Unknown	22.86%
Caring Responsibility	
Yes (Carer for adult aged 18 or over)	12.50%
Yes (carer for disabled child)	0.00%
Yes (parental responsibility)	87.50%
No	22.86%
Prefer not to say	0.00%
Unknown	54.29%
Marriage and Civil Partnership	
Married or Civil Partnership	17.14%
Other	37.14%

Prefer not to say	2.86%
Unknown	42.86%
Care experienced child/Care leaver	
Yes	0.00%
No	28.57%
Prefer not to Say	0.00%
Unknown	71.43%
Previously served in the Armed forces	
Yes	0.00%
No	31.43%
Prefer not to say	0.00%
Unknown	68.57%
Currently a Reservist	
Yes	0.00%
No	25.71%
Prefer not to say	2.86%
Unknown	71.43%

Total Maternity = 35

Table 9: Leavers

	% of Staff
Race	
White British	56.35%
Ethnic Minority	6.95%
Prefer not to say	0.96%
Unknown	35.73%
Disability	
Disabled	7.67%
Not Disabled	51.08%
Prefer not to say	1.20%
Unknown	40.05%
Gender	
Female	74.10%
Male	25.66%
Non-binary	0.00%
Prefer not to say	0.24%
Gender Identity	
Cisgender	18.23%
Transgender	0.24%
Prefer not to say	0.24%
Unknown	81.29%
Age	
16-24	5.76%
25-34	11.27%
35-44	16.55%
45-54	19.42%
55-64	34.77%
65+	12.23%
Sexual Orientation	
Heterosexual / Straight	54.20%
Bisexual	0.48%
Lesbian/Gay Man	1.92%
Prefer not to say	3.12%
Unknown	40.29%
Religion	
Buddhist	0.48%
Christian	38.85%
Hindu	0.24%
Jewish	0.48%
Muslim	2.64%
Sikh	0.00%
Other Religion	1.68%
No Religion	15.59%
Prefer not to say	1.44%
Unknown	38.61%
Caring Responsibility	
Yes (Carer for adult aged 18 or over)	5.76%
Yes (carer for disabled child)	0.00%
Yes (parental responsibility)	7.67%
No	16.55%
Prefer not to say	0.24%
Unknown	61.63%
Marriage and Civil Partnership	
Married or Civil Partnership	29.50%
Other	22.78%

Prefer not to say	0.96%
Unknown	46.76%
Care experienced child/Care leaver	
Yes	0.24%
No	12.95%
Prefer not to Say	0.00%
Unknown	86.81%
Previously served in the Armed forces	
Yes	0.24%
No	13.19%
Prefer not to say	0.00%
Unknown	86.57%
Currently a Reservist	
Yes	0.24%
No	11.75%
Prefer not to say	0.00%
Unknown	88.01%

Leavers total = 41

Table 12: 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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