

Employment Equality Report

2023



Bury
Council

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Introduction

The Bury Council and NHS Bury (GM) (formerly Bury CCG) partnership has 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 former 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 are 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.

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 level of unknown data overall has reduced marginally over the past 12 months, our average amount of unknown data last year was 45.34% this has reduced to 44.87% this year. despite the improvement this is still a cause for concern (e.g., 30% of disability, 25% for race and 77% for gender identity unknown) and work to address this needs to be key priority to enable us to have an accurate analysis and a more accurate picture of the makeup of our workforce. This needs to include stronger measures on transferring monitoring data to iTrent for all new starters.
- It is positive that the percentage of Council employees who consider themselves to be disabled has increased marginally to 7.30% compared to 7.25% last year, although this is still an under representation against the borough's population figures of 10.5%.
- It is positive that the number of applications received from People Experiencing Racial Inequality (PERI) has increased by 7.72% from last year (27.82% from 20.10%) and when broken down further, applications from non-white candidates have increased by 6.98% (23.85% from 16.87).
- However, the percentage of applications shortlisted from non-white and PERI candidates has fallen this year against last year's figures. This year 46.57% of applications from non-white candidates were shortlisted for assessment (49.79% PERI) compared to 56.59% non-white and 57.14% PERI last year. In comparison this year 65.27% of applications from white British candidates were shortlisted. Overall, 7.44% of recruited candidates were people experiencing racial inequality and 4.58% were non-white.
- Vacancies within the Council appear to be attractive to our Black African community with 6.60% of applications from this ethnic group compared to a population figure of 1.3%. However, this group only accounted for 0.57% of those recruited.
- The levels of representation at senior levels (SM1 or above) has seen a positive increase this year in relation to ethnicity. When counting all ethnic groups but excluding white British; there are 5.08% of staff at the senior level compared to 3.66% last year. The level of representation of non-white staff at senior levels has also increased from last year's 0% to 2.54% this year. This, however, remains below the overall level of representation in the workforce of 6.58%.
- Out of the total number of applications received only 6.84% were from disabled applicants. This is a positive improvement from last year's 5.46% but is still a sizable under-representation from the borough population and highlights that work in attracting disabled applicants and in becoming an employer of choice for disabled people needs to continue.
- Our workforce has a lower proportion of Jewish -5.26% (0.24% workforce 5.5% population) and Muslim -6.51% (3.39% workforce 9.9% population) 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),
- The proportion of working carers within our workforce is significantly higher than that of the boroughs' population (23% compared to 9%) This is significantly higher as our

monitoring encapsulates those with parental responsibility. If we exclude parental responsibility our percentage falls to 11.97%

Key Workforce Facts

This Employment Equality Report is for the period April 2022 to March 2023 and has been produced to provide an analysis of our workforce by protected characteristics under the Equality Act 2010 and data has also been collected on staff who have caring responsibilities, looked after children and care leavers, military veterans and reservists.

PERI is an acronym (People Experiencing Racial Inequality) used in this report to refer to all ethnic groups except White British.

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.

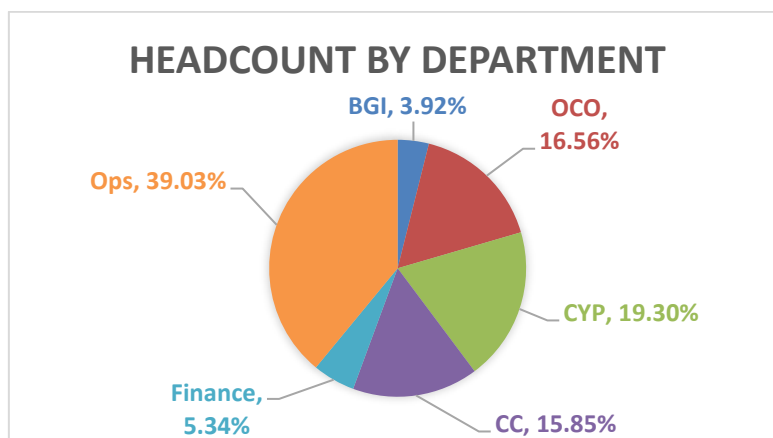
Headcount

At the end of March 2023, the overall headcount of Council employees was 2433.

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.



39.63% of staff work on a full-time basis and 60.37% of staff are part-time.

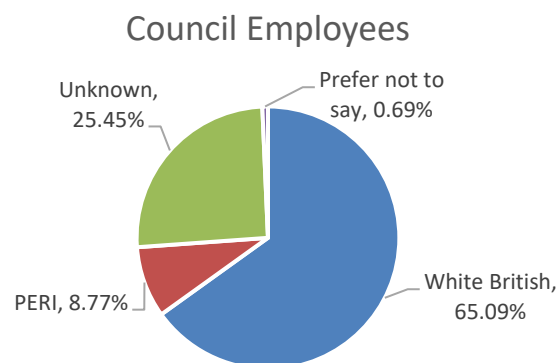
This year 41.52% of staff had an increase in their grade compared to 5.89% last year, it is important to note that included in this number is the change to the pay structure following the

Council becoming an accredited real living wage employers and changing staff to new NJC real living wage grades, this affected all staff on grades 1 to 4.

There has also been a significant increase in the number of staff accessing training, this year 77.05% of staff have accessed training, compared to 38.33% last year, the increase this year is due to the count now including completion of mandatory e-learning.

Ethnicity

At the end of March 2023, 8.77% of Council employees were counted as People Experiencing Racial Inequality (PERI) compared to 8.89% last year, this figure includes all ethnic groups except White British. However, when this is disaggregated further, only 6.58% of employees are from a non-white background compared with 6.76% last year.



The level of unknown data for ethnicity has increased since last year's 19.93% to 25.45% this year.

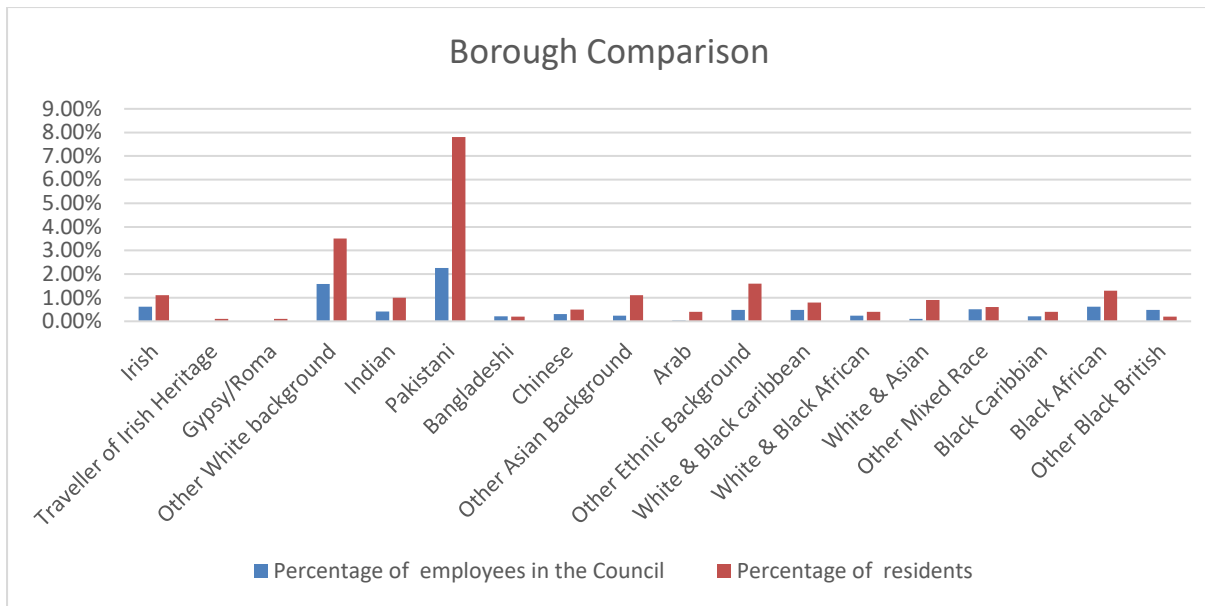
When counting all ethnic groups but excluding white British; there are 5.08% of senior staff at grade SM1 or above compared to 3.66% last year, when only counting those from non-white backgrounds the percentage drops to 2.54%. this is a really positive increase from last years 0%.

42.58% of PERI employees (43.75% non-white employees) had an increase in grade within their current position, over the past year compared to 41.37% of White British employees.

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.

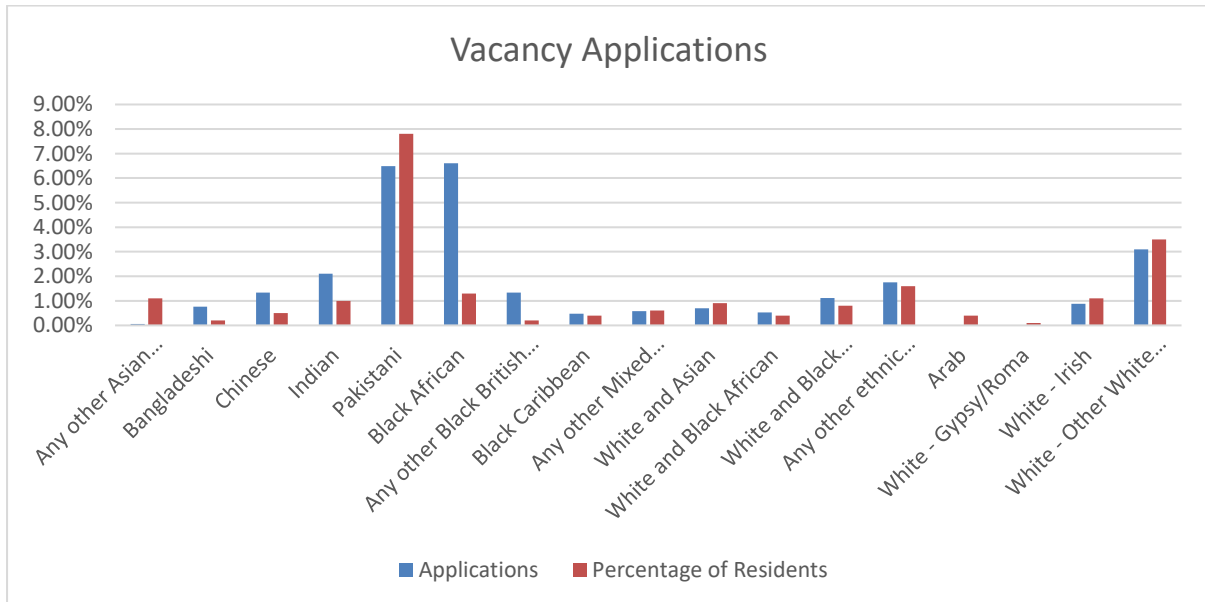
Over the last year, 1.04% (2) of non-white employees have been subject to disciplinary action compared to 0.46% (9) of white employees.. It is important to highlight that whilst the variance here should be noted it is based on a very small sample size (a total of 15 employees entering the formal disciplinary process).

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 compare's the workforce to the population of Bury (data from the 2021 census) but does not include figures for White British.



The above graph highlights that we have an under representation against all ethnic backgrounds with the exception of “Other Black British”. There is particular under representation in our workforce from our Pakistani community, our Arab community, and our Gypsy/Roma community.

The number of job 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.



This year 27.82% of applications for Council vacancies were from PERI candidates this represents a positive improvement from last year’s 20.10%, when the data is broken down further it highlights that, 23.85% of applications for Council vacancies were from non-white candidates in comparison to 16.87% last year.

As with last year the highest percentage of these applications were from Black African candidates 6.60% (4.88% last year) and Pakistani candidates 6.49% (4.67% last year). The

number of applications received from Black African candidates stands out when compared to the borough population of 1.30%

The percentage of applications shortlisted from non-white and PERI candidates has fallen this year against last year's figures. This year 46.57% of applications from non-white candidates were shortlisted for assessment (49.79% PERI) compared to 56.59% non-white and 57.14% PERI last year. In comparison this year 65.27% of applications from white British candidates were shortlisted.

The number of new starts recorded shown in table 2 of this report is taken from the Council's iTrent system and shows a considerable increase in the level of unknown data for example the level of unknown data at the assessment stage when taken from our recruitment system there is 0.19% unknown data, this increases to 71.63% at the appointment stage. This indicates that there is work needed to ensure that data is transferred consistently between the two systems.

We however can gauge the performance at assessment using the Council's recruitment system to monitor the number of candidates who were moved on in the process. From this we can highlight those White British candidates performed better at assessment with 38.46% of candidates moving on to make conditional offer stage of the recruitment process, compared to 29.47% of non-white assessed candidates.

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 below:

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

Direct comparisons for benchmarking our progress are not as clearly available for the race pay gap as unlike the gender pay gap reporting is voluntary, however the most recent figures from the office of National Statistics highlight that the national average is 2.3% and an average of 5.4% in the Northwest.

When we look at the data used for the calculations for the pay gap we can also use different comparisons, the table below highlights some of these comparisons.

Comparison	Mean pay gap 2021	Mean pay gap 2022
White British & PERI Males	4.99%	2.41%
White British & PERI Females	6.41%	5.15%
PERI male & PERI female	7.25%	9.10%

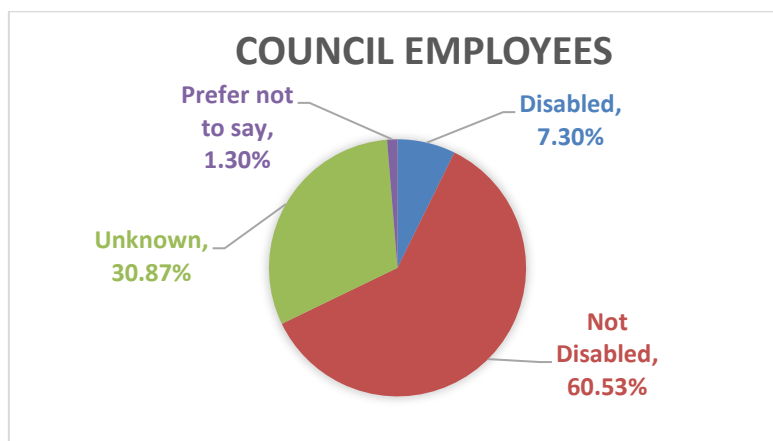
From this we can clearly identify that there is a clear gender pay gap within our race pay gap, with PERI females paid 9.10% less than PERI males when calculating the difference between the average hourly rate of pay for PERI male and that of PERI female employees. From the analysis of this data, we can identify factors contributing to this pay gap, 32.20% of PERI female employees are on the lowest pay grade within the salary structure compared to just 4.65% of PERI male staff. Also, only 6.78% of PERI female employees are on a grade 14 or above compared to 11.63% of PERI male employees.

2.84% of white British female employees are on a pay grade higher than the highest grade of any PERI female employee which would contribute to the 5.15% pay gap.

The use of this binary calculation method limits our ability to fully analyse pay equality across different communities facing racial inequality, so we are committed that for the next reporting period the race pay gap report we will be expanded to an ethnicity pay gap to enable comparisons across multiple ethnic groups.

Disability

At the end of March 2023, 7.30% of Council employees consider themselves to have a disability compared to 7.25% 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 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 still high at 30.87% and has increased from last year's 25.89% unknown data, and the number of those preferring not to say has increased from 0.96% last year to 1.30% this year.

At the application stage of recruitment there was no unknown data (question left blank) but 3.62% of candidates selected the option of prefer not to say, this is a slight improvement from last year's 3.73%.

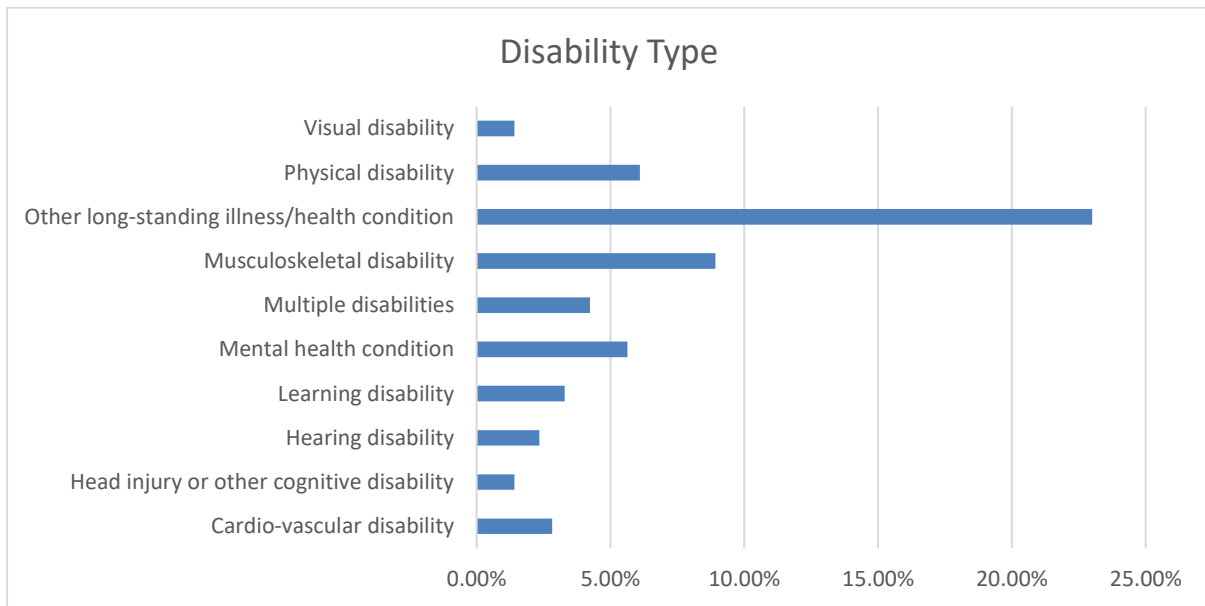
Out of the total number of applications received only 6.84% were from disabled applicants. This is a positive improvement from last year's 5.46% but is still a sizable under-representation from the borough population and highlights that work in attracting disabled applicants and in becoming an employer of choice for disabled people needs to continue.

As Disability Confident Leaders we offer a guaranteed interview for disabled applicants who meet the essential criteria of the post, 65.81% of disabled candidates were shortlisted for assessment in comparison to 60.90% of shortlisted applications from non-disabled candidates. The percentage of shortlisted disabled applicants this year fallen against last year's 69.74%.

The recruitment figures recorded on iTrent suggest that a total of 8.55% of applications from disabled candidates were ultimately successful compared to 5.35% of applications from non-disabled applicants. Overall, 2.87% of all new starters were disabled candidates. Although the recruitment platform would indicate that 16.24% of applications were ultimately successful and 20.82% from non-disabled candidates.

In the last year 45.07% of disabled staff received an increase in grade within their current position, compared to 41.09% of non-disabled staff.

Last year 63.94% of disabled employees chose to share their disability type, this year this has increased to 77.00%. The below bar chart 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 mental health conditions, musculoskeletal disabilities, and multiple disabilities.

As part of our equal pay audit, we also calculate our disability pay gap, the table below 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

Figures from the Office of National Statistics taken from the annual survey of hours and earnings (ASHE) cites a national disability pay gap where disabled employees are paid 13.8% less than non-disabled employees and, in the northwest, they are paid 13.4% less per hour, in comparison our disability pay gap shows our disabled employees on average are paid 1.45% more.

As with the race pay gap, when we look at the data used for the calculations for the disability pay gap we can also use different comparisons, the table below highlights some of these comparisons.

Comparison	Mean pay gap 2021	Mean pay gap 2022
Disabled male & Disabled Females	2.09%	7.03%
Non-Disabled & Disabled Females	-5.92%	-1.09%
Non-Disabled & Disabled Males	-0.72%	-1.08%

Again, as with the race pay gap there is a clear gender pay within the disability pay gap, with disabled female employees paid on average 7.03% less than disabled male employees. When analysing this gap, we can identify that 13.21% of disabled female staff are on the

lowest pay grade within the salary structure compared to 9.43% of disabled male staff. On the other end of the scale only 0.94% of disabled female employees are on a pay grade above NJC scheme compared to 5.66% of disabled male staff.

Gender

At the end of March 2023, 69.72% of Council employees were female, 30.15% male and 0.03% identified as non-binary. 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%).

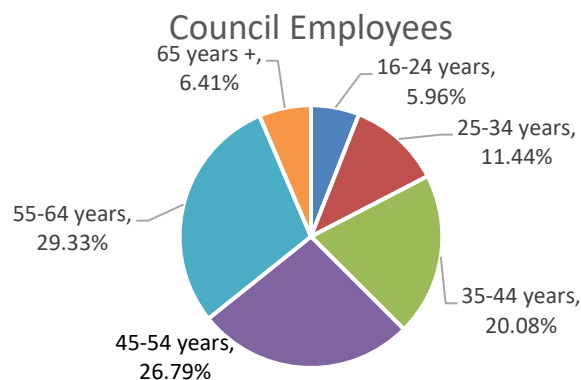
In the last year 42.16% of female staff received an increase in grade compared to 39.89% of male staff. 33.82% of female staff are working on a full-time basis, this has decreased from 40.53% last year.

It is also highlighted in our annual gender pay gap report that shows 82.65% of the lower pay quartile is female staff compared to 17.35% of male staff this represents 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 on the link below:

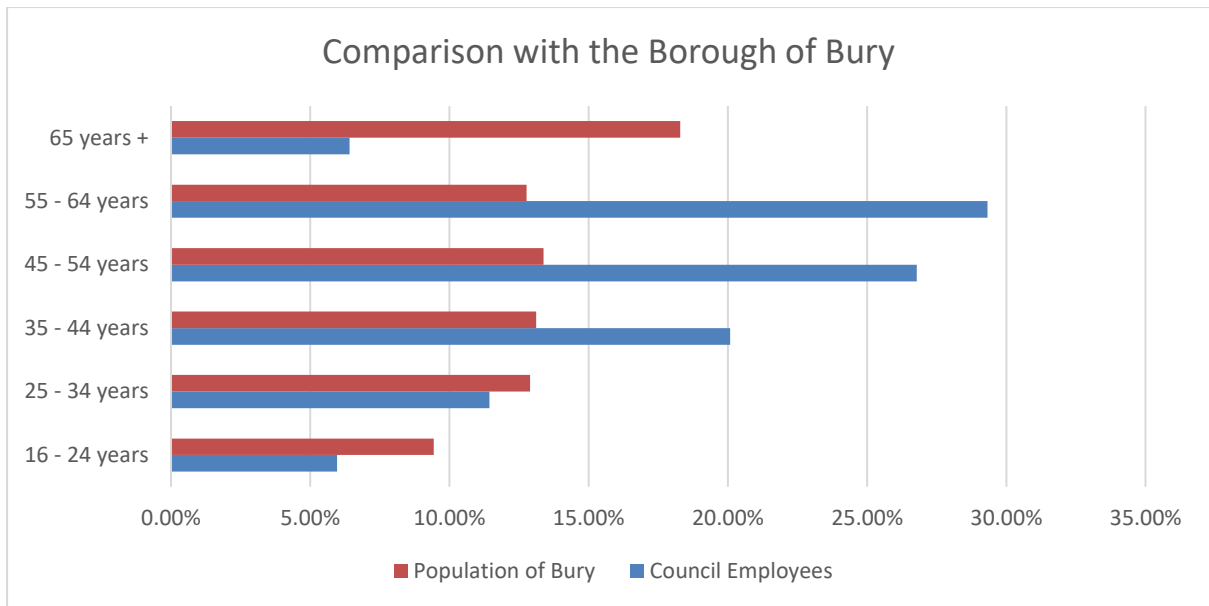
[Gender Pay Gap - Bury Council](#)

Age

At the end of March 2023, the number of 16–24-year-olds in the workforce was 5.96% this represents a decline from 6.03% last year.



The below chart highlights the comparison between the age of Council employees and that of the population of Bury from the 2021 census. This shows our ageing workforce and under representation of younger age demographics.



The monitoring form used by greater .jobs has removed questions relating to a candidates age, the date of birth question has also been removed from the personal details section. This has resulted in us not being able to produce any statistical analysis of the age demographic of those applying for a vacancy or those who are shortlisted for assessment.

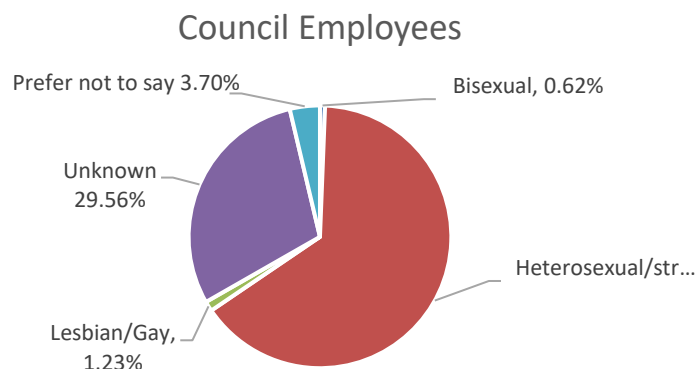
The 16-24 age demographic accounted for 12.32% of all new recruits which is much a lower percentage when compared to the other age groups (with the exception of those 65+)

The average age of staff starting an apprenticeship in the last year was 36 of those who were recruited to the Council as an apprentice in the last year the average age falls to 23.

Sexual Orientation

At the end of March 2023, 1.85% of Council employees identify as either lesbian, gay or bisexual (LGB) which is a slight increase from 1.75% last year.

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 29.56%. which is an increase from last year's 28.50% of unknown data. Sexual orientation also has the largest number of

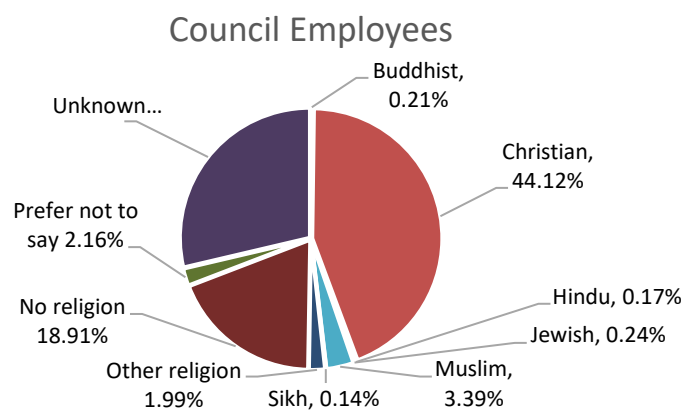
staff selecting the option to prefer not to say 3.70% this indicates that there is further work to be done on ensuring that staff a comfortable declaring their sexual orientation in the workplace.

Only 5.68% of all applicants for Council vacancies identified as LGB, this a positive increase from the 3.09% last year especially when compared to the 2.81% population of the borough of Bury as highlighted in the 2021 census. Heterosexual candidates that applied were more successful compared to LGB candidates, with 59.63% of applicants shortlisted against 50.52% of applications from LGB candidates. This trend continued through assessment with 30.61% of LGB shortlisted candidates being successful at assessment compared to 37.70% of heterosexual candidates. Overall, LGB candidates made up 1.43% of all new starters recorded on the iTrent system.

75.44% of LGB staff accessed training over the last year, and 38.60% of LGB staff had an increase in grade compared to 39.40% heterosexual staff. It is encouraging that 10.17% of LGBT staff are holding a senior position (SM1 And above) compared to 1.98% at other grades.

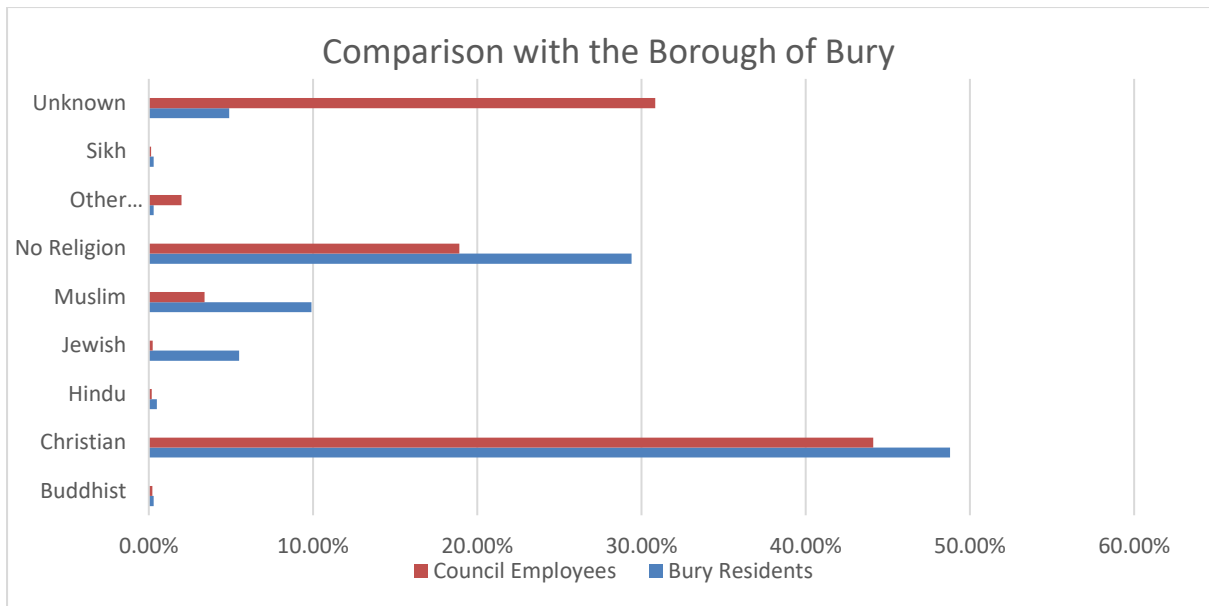
Religion or Belief

At the end of March 2023, 44.12% of employees declared themselves as Christians, 3.39% declared themselves as Muslims and 0.24% declared themselves Jewish.



The amount of unknown data for religion and belief is 28.67% and we have 2.16% preferring not to declare.

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

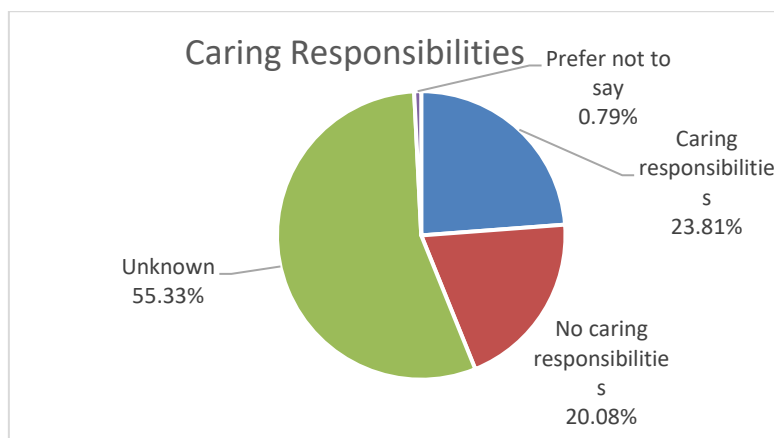


The above chart highlights the makeup of Council employees compared to the population of Bury, this clearly shows that we currently have underrepresentation in our workforce of staff of Christian, Muslim and Jewish religions.

Caring Responsibilities

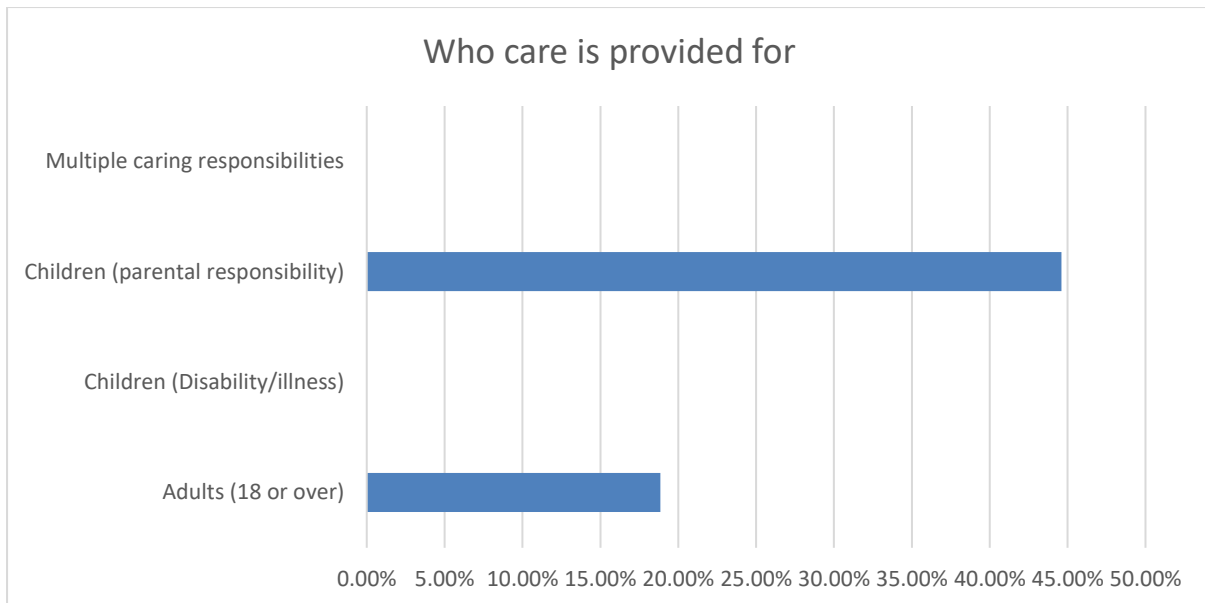
Data from the 2021 census found that 9.40% of Bury residents were carers. At the end of March 2023, 23.81% of Council employees declared a caring responsibility of some kind this is a reduction from 24.46% last year.

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 if we exclude those who have declared their caring responsibility is a parental responsibility, would reduce the overall result to 11.97% which is still a larger proportion than the number of Bury residents with caring responsibility.



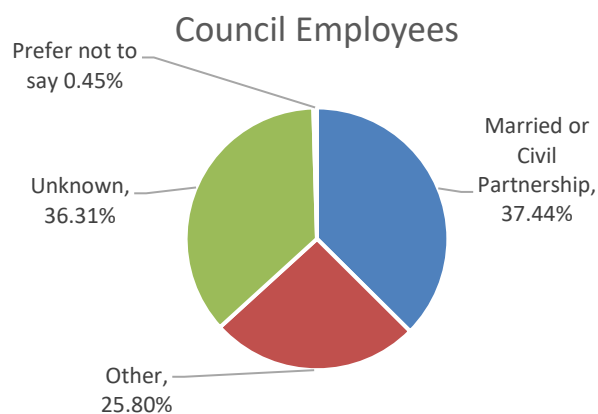
The amount of unknown data for caring responsibilities is 55.33% this an increase against last year's 53.77% unknown data.

The graph below highlights who care is provided for, the majority of staff declaring caring responsibilities (44.60%) have declared it as parental responsibility and 18.85% providing care to an adult over the age of 18.



Marriage and Civil Partnership

At the end of March 2023, 37.44% 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 2023, 0.27% of employees declared that their gender identity was different to that that was assigned at birth, this is a decrease from last year's total of 0.38%. Figures from the 2021 census indicate that 0.47% of Bury's population identify as transgender.

Pregnancy and Maternity

At the end of March 2023, 0.89% of Council employees returned from a period of maternity leave.

Looked after children and care leavers

At the end of March 2023, 0.10% of the Council Workforce were a looked after child or care leaver, down from last year's 0.14%. The level of unknown data for this category has reduced this year from 88.22% to 85.30%.

Military Veterans

At the end of March 2023, 0.31% of the Council workforce had previously served in the armed forces, this is an increase from last year's 0.28%, However the amount of unknown data for this category is still high but has reduced from 99.72% last year to 83.86%.

Reservists

At the end of March 2023, 0.03% of the Council workforce are currently reservists, However the amount of unknown data for this category is still high at 85.51% although this is an improvement from last year's 99.97%

The categories for looked after children, military veterans and reservists are all relatively new to our monitoring form so as more members of staff update and share their information with us, we will be able to conduct a more in-depth analysis of these characteristics.

Equality Monitoring Data

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 2023.

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

Ethnicity	
White	
British	65.09%
Irish	0.62%
Traveller of Irish Heritage	0%
Gypsy / Roma	0%
Other White European	0.45%
Any other White background	1.13%

Asian or Asian British	
Indian	0.41%
Pakistani	2.26%
Bangladeshi	0.21%
Chinese	0.31%
Any other Asian background	0.24%

Mixed Race	
White and Black Caribbean	0.48%
White and Asian	0.10%
White and Black African	0.24%
Any other Mixed-Race background	0.51%

Black or Black British	
Black Caribbean	0.21%
Black African	0.62%
Black British	0.38%
Any other Black background	0.10%

Other Ethnic Backgrounds	
Arab	0.03%
Any other ethnic background	0.48%
Prefer not to say	0.69%
Unknown	25.45%

(Total PERI=% (8.77%))
 (Non-White %= (6.58%))

Disability	
Disabled	7.30%
Not Disabled	60.53%
Prefer not to say	1.30%
Unknown	30.87%

Gender	
Female	69.72%
Male	30.15%
Non-Binary / Genderqueer	0.03%
Prefer not to say	0.10%

Gender Identity	
Cisgender	21.82%
Transgender	0.27%
Prefer not to say	0.31%
Unknown	77.60%

Age	
16-24 Years	5.96%
25-34 Years	11.44%
35-44 Years	20.08%
45-54 Years	26.79%
55-64 Years	29.33%
65 Years +	6.41%

Sexual Orientation	
Heterosexual/Straight	64.89%
Lesbian/Gay Man	1.23%
Bisexual	0.62%
Prefer not to say	3.70%
Unknown	29.56%

Religion	
Buddhist	0.21%
Christian	44.12%
Hindu	0.17%
Jewish	0.24%
Muslim	3.39%
Sikh	0.14%
Other Religion	1.99%
No Religion	18.91%
Prefer not to say	2.16%
Unknown	28.67%

Caring Responsibility	
Yes	23.81%
No	20.08%
Prefer not to say	0.79%
Unknown	55.33%

Marriage and Civil Partnership	
Married or Civil Partnership	37.44%
Other	25.80%
Prefer not to say	0.45%
Unknown	36.31%

Looked After Child/Care Leaver	
Yes	0.10%
No	14.49%
Prefer not to say	0.10%
Unknown	85.30%

Previously Served in the Armed Forces	
Yes	0.31%
No	15.62%
Prefer not to say	0.21%
Unknown	83.86%

Currently a Reservist	
Yes	0.03%
No	14.18%
Prefer not to say	0.27%
Unknown	85.51%

Table 2: Recruitment

	Applications	Interviews	Appointments
Race			
White British	71.01%	76.25%	21.78%
PERI	27.82%	22.79%	6.30%
Prefer not to say	1.05%	0.77%	0.29%
Unknown (left blank)	0.12%	0.19%	71.63%
Disability			
Disabled	6.84%	7.40%	2.87%
Not Disabled	89.54%	89.71%	23.50%
Prefer not to say	3.62%	2.88%	0.86%
Unknown (left blank)	0%	0%	72.78%
Gender			
Female	66.74%	67.12%	75.36%
Male	32.26%	32.02%	24.64%
Non-Binary	0.41%	0.38%	0%
Prefer not to say	0.41%	0.38%	0%
Unknown (left blank)	0.18%	0.10%	0%
Gender Identity			
Cisgender	99.06%	99.04%	21.49%
Transgender	0.35%	0.38%	0%
Prefer not to say	0.53%	0.48%	0%
Unknown (left blank)	0.06%	0.10%	78.51%
Age			
16-24			12.32%
25-34			22.06%
35-44			27.22%
45-54			22.64%
55-64			13.47%
65+			2.29%
Unknown (left blank)			0%
Sexual Orientation			
Heterosexual/Straight	90.47%	91.44%	26.36%
Bisexual	2.05%	1.54%	0.86%
Lesbian/Gay Man	3.10%	2.69%	0.57%
Other	0.53%	0.48%	0%
Prefer not to say	3.62%	3.47%	1.72%
Unknown (left blank)	0.23%	0.38%	70.49%
Religion			
Buddhist	0.47%	0.38%	0%
Christian	46.97%	50.00%	15.76%
Hindu	0.94%	0.38%	0%
Jewish	0.53%	0.48%	0.29%
Muslim	9.88%	7.21%	2.58%
Sikh	0.12%	0.10%	0%
Other Religion	1.23%	1.35%	0.29%
No Religion	35.71%	36.07%	8.60%
Prefer not to say	3.92%	3.65%	1.72%
Unknown (left blank)	0.23%	0.38%	70.77%
Caring Responsibilities			
Yes			4.30%
No			7.16%
Prefer not to say			0.29%
Unknown (left blank)			88.25%
Marriage and Civil Partnership			
Married or Civil Partnership			7.16%

Other			6.02%
Prefer not to say			0.57%
Unknown			86.25%
Looked After Child/Care leaver			
Yes			0%
No			9.74%
Prefer not to Say			0%
Unknown			90.26%
Previously served in the Armed forces			
Yes	0.53%	0.58%	0%
No	98.83%	98.66%	10.32%
Prefer not to say	0.41%	0.38%	0%
Unknown	0.23%	0.38%	89.68%
Currently a Reservist			
Yes			0%
No			6.30%
Prefer not to say			0%
Unknown			93.70%

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

Table 3: Working Pattern

	Full Time	Part Time
Race		
White British	69.09%	64.29%
PERI	8.67%	9.19%
Prefer not to say	0.83%	0.45%
Unknown	21.41%	26.07%
Disability		
Disabled	9.70%	6.19%
Not Disabled	63.41%	60.40%
Prefer not to say	1.39%	1.18%
Unknown	25.50%	32.23%
Gender		
Female	59.11%	75.93%
Male	40.61%	24.07%
Non-binary	0.07%	0%
Prefer not to say	0.21%	0%
Gender Identity		
Cisgender	27.10%	19.70%
Transgender	0.21%	0.27%
Prefer not to say	0.27%	0.36%
Unknown	72.42%	79.67%
Age		
16-24	3.81%	6.64%
25-34	13.65%	10.42%
35-44	21.62%	19.61%
45-54	31.53%	24.98%
55-64	26.20%	30.03%
65+	3.19%	8.33%
Sexual Orientation		
Heterosexual/Straight	68.12%	64.65%
Bisexual	0.76%	0.45%
Lesbian/Gay Man	1.66%	1.27%
Prefer not to say	3.40%	3.41%
Unknown	26.06%	30.21%

Religion		
Buddhist	0.23%	0.09%
Christian	43.52%	46.36%
Hindu	0.14%	0.14%
Jewish	0.07%	0.27%
Muslim	3.74%	3.14%
Sikh	0%	0.18%
Other Religion	2.01%	1.64%
No Religion	22.80%	16.88%
Prefer not to say	2.36%	2.00%
Unknown	25.09%	29.30%
Caring Responsibility		
Yes	24.81%	24.07%
No	23.56%	18.43%
Prefer not to say	1.18%	0.68%
Unknown	50.45%	56.82%
Marriage and Civil Partnership		
Married or Civil Partnership	36.87%	38.76%
Other	32.43%	21.93%
Prefer not to say	0.62%	0.55%
Unknown	30.08%	38.76%
Looked After Child/Care leaver		
Yes	0.07%	0.09%
No	20.86%	11.42%
Prefer not to Say	0.14%	0.09%
Unknown	78.93%	88.40%
Previously served in the Armed forces		
Yes	0.55%	0.27%
No	22.25%	12.28%
Prefer not to say	0.14%	0.18%
Unknown	77.06%	87.26%
Currently a Reservist		
Yes	0.14%	0%
No	21.00%	10.69%
Prefer not to say	0.28%	0.27%
Unknown	78.59%	89.04%

Table 4: Seniority

	Below SM1	SM1 or Above
Race		
White British	66.11%	68.64%
PERI	9.11%	5.09%
Prefer not to say	0.62%	0%
Unknown	24.16%	26.27%
Disability		
Disabled	7.64%	5.93%
Not Disabled	61.54%	62.71%
Prefer not to say	1.28%	1.69%
Unknown	29.55%	29.66%
Gender		
Female	69.54%	61.02%
Male	30.34%	38.98%
Non-binary	0.03%	0%
Prefer not to say	0.09%	0%
Gender Identity		

Cisgender	22.17%%	36.44%
Transgender	0.23%	0.85%
Prefer not to say	0.34%	0%
Unknown	77.26%	62.71%
Age		
16-24	5.71%	0%
25-34	12.06%	0.85%
35-44	20.12%	28.81%
45-54	27.11%	41.53%
55-64	28.56%	27.12%
65+	6.44%	1.69%
Sexual Orientation		
Heterosexual/Straight	66.19%	61.02%
Bisexual	0.56%	0.85%
Lesbian/Gay Man	1.19%	8.47%
Prefer not to say	3.46%	1.69%
Unknown	28.58%	2.79%
Religion		
Buddhist	0.17%	0%
Christian	45.25%	44.92%
Hindu	0.14%	0%
Jewish	0.20%	0%
Muslim	3.43%	1.69%
Sikh	0.11%	0%
Other Religion	1.79%	1.69%
No Religion	19.16%	21.86%
Prefer not to say	2.16%	1.69%
Unknown	27.59%	28.81%
Caring Responsibility		
Yes	23.99%	35.59%
No	20.55%	17.80%
Prefer not to say	0.79%	3.39%
Unknown	54.67%	43.22%
Marriage and Civil Partnership		
Married or Civil Partnership	37.75%	45.76%
Other	26.45%	15.25%
Prefer not to say	0.57%	0.85%
Unknown	35.23%	38.14%
Looked After Child/Care leaver		
Yes	0.09%	0%
No	14.62%	32.36%
Prefer not to Say	0.11%	0%
Unknown	85.18%	68.64%
Previously served in the Armed forces		
Yes	0.34%	1.69%
No	15.70%	32.20%
Prefer not to say	0.17%	0%
Unknown	83.79%	66.10%
Currently a Reservist		
Yes	0.06%	0%
No	14.19%	32.20%
Prefer not to say	0.28%	0%
Unknown	85.47%%	67.80%

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.

	% of Staff
Race	
White British	64.85%
PERI	8.99%
Prefer not to say	0.66%
Unknown	25.50%
Disability	
Disabled	7.92%
Not Disabled	59.90%
Prefer not to say	1.32%
Unknown	30.86%
Gender	
Female	70.79%
Male	28.96%
Non-binary	0%
Prefer not to say	0.25%
Gender Identity	
Cisgender	22.03%
Transgender	0.17%
Prefer not to say	0.50%
Unknown	77.31%
Age	
16-24	5.78%
25-34	12.54%
35-44	21.53%
45-54	25.41%
55-64	28.55%
65+	6.19%
Sexual Orientation	
Heterosexual/Straight	66.25%
Bisexual	0.66%
Lesbian/Gay Man	1.16%
Prefer not to say	3.38%
Unknown	28.55%
Religion	
Buddhist	0.25%
Christian	47.73%
Hindu	0.25%
Jewish	0.33%
Muslim	3.80%
Sikh	0.17%
Other Religion	2.15%
No Religion	19.22%
Prefer not to say	2.06%
Unknown	28.05%
Caring Responsibility	
Yes	23.02%
No	21.12%
Prefer not to say	1.24%
Unknown	54.62%
Marriage and Civil Partnership	

Married or Civil Partnership	37.29%
Other	26.40%
Prefer not to say	0.58%
Unknown	35.73%
Looked After Child/Care leaver	
Yes	0.17%
No	15.02%
Prefer not to Say	0.08%
Unknown	84.74%
Previously served in the Armed forces	
Yes	0.33%
No	16.67%
Prefer not to say	0.33%
Unknown	82.67%
Currently a Reservist	
Yes	0.08%
No	15.68%
Prefer not to say	0.58%
Unknown	83.66%

Table 6: Take up of Training

	% Of Staff
Race	
White British	68.92%
PERI	9.16%
Prefer not to say	0.67%
Unknown	21.25%
Disability	
Disabled	8.23%
Not Disabled	64.56%
Prefer not to say	1.11%
Unknown	26.10%
Gender	
Female	72.70%
Male	27.12%
Non-binary	0.04%
Prefer not to say	0.13%
Gender Identity	
Cisgender	24.90%
Transgender	0.13%
Prefer not to say	0.36%
Unknown	74.61%
Age	
16-24	4.27%
25-34	12.09%
35-44	21.48%
45-54	28.50%
55-64	29.39%
65+	4.27%
Sexual Orientation	
Heterosexual/Straight	69.41%
Bisexual	0.58%
Lesbian/Gay Man	1.33%
Prefer not to say	4.00%
Unknown	24.68%
Religion	

Buddhist	0.18%
Christian	46.82%
Hindu	0.13%
Jewish	0.18%
Muslim	3.82%
Sikh	0.04%
Other Religion	2.00%
No Religion	20.81%
Prefer not to say	2.36%
Unknown	23.65%
Caring Responsibility	
Yes	27.92%
No	21.88%
Prefer not to say	1.16%
Unknown	49.04%
Marriage and Civil Partnership	
Married or Civil Partnership	41.22%
Other	27.83%
Prefer not to say	0.67%
Unknown	30.28%
Looked After Child/Care leaver	
Yes	0.09%
No	18.41%
Prefer not to Say	0.13%
Unknown	81.37%
Previously served in the Armed forces	
Yes	0.36%
No	19.70%
Prefer not to say	0.22%
Unknown	79.72%
Currently a Reservist	
Yes	0.04%
No	18.27%
Prefer not to say	0.31%
Unknown	81.37%

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.

	% Of Staff
Race	
White British	90.52%
PERI	8.53%
Prefer not to say	0%
Unknown	0.95%
Disability	
Disabled	13.74%
Not Disabled	83.89%
Prefer not to say	0.24%
Unknown	2.13%
Gender	
Female	78.44%
Male	21.33%
Non-binary	0%

Prefer not to say	0.24%
Gender Identity	
Cisgender	22.51%
Transgender	0%
Prefer not to say	0.47%
Unknown	77.01%
Age	
16-24	0%
25-34	1.90%
35-44	11.85%
45-54	36.97%
55-64	44.79%
65+	4.50%
Sexual Orientation	
Heterosexual/Straight	90.28%
Bisexual	0%
Lesbian/Gay Man	1.18%
Prefer not to say	4.27%
Unknown	4.27%
Religion	
Buddhist	0%
Christian	66.59%
Hindu	0.24%
Jewish	0.24%
Muslim	4.03%
Sikh	0%
Other Religion	1.66%
No Religion	20.62%
Prefer not to say	3.08%
Unknown	3.55%
Caring Responsibility	
Yes	51.42%
No	29.86%
Prefer not to say	1.18%
Unknown	17.54%
Marriage and Civil Partnership	
Married or Civil Partnership	60.90%
Other	35.07%
Prefer not to say	0.47%
Unknown	3.55%
Looked After Child/Care leaver	
Yes	0%
No	24.88%
Prefer not to Say	0%
Unknown	75.12%
Previously served in the Armed forces	
Yes	0.24%
No	26.07%
Prefer not to say	0%
Unknown	73.70%
Currently a Reservist	
Yes	0%
No	25.12%
Prefer not to say	0.24%
Unknown	74.64%

Table 8: HR Casework

	Disciplinarys	Grievance
Race		
White British	60.00%	50.00%
PERI	13.33%	25.00%
Prefer not to say	0%	0%
Unknown	26.67%	25.00%
Disability		
Disabled	6.67%	0%
Not Disabled	80%	75.00%
Prefer not to say	0%	0%
Unknown	13.33%	25.00%
Gender		
Female	40.00%	100%
Male	60.00%	0%
Non-binary	0%	0%
Prefer not to say	0%	0%
Gender Identity		
Cisgender	40.00%	0%
Transgender	0%	0%
Prefer not to say	0%	0%
Unknown	60.00%	100%
Age		
16-24	0%	0%
25-34	26.67%	25.00%
35-44	26.67%	0%
45-54	20.00%	25.00%
55-64	20.00%	25.00%
65+	6.67%	25.00%
Sexual Orientation		
Heterosexual/Straight	73.33%	75%
Bisexual	6.67%	0%
Lesbian/Gay Man	0%	0%
Prefer not to say	0%	0%
Unknown	20%	25%
Religion		
Buddhist	0%	0%
Christian	46.67%	50.00%
Hindu	0%	0%
Jewish	0%	0%
Muslim	13.33%	25.00%
Sikh	0%	0%
Other Religion	0%	0%
No Religion	26.67%	0%
Prefer not to say	0%	0%
Unknown	13.33%	25.00%
Caring Responsibility		
Yes	6.67%	0%
No	13.33%	0%
Prefer not to say	0%	0%
Unknown	80.00%	100%
Marriage and Civil Partnership		
Married or Civil Partnership	20.00%	0%
Other	33.33%	75.00%
Prefer not to say	13.33%	0%
Unknown	33.33%	25.00%

Looked After Child/Care leaver		
Yes	0%	0%
No	0%	0%
Prefer not to Say	0%	0%
Unknown	100%	100%
Previously served in the Armed forces		
Yes	0%	0%
No	0%	0%
Prefer not to say	0%	0%
Unknown	100%	100%
Currently a Reservist		
Yes	0%	0%
No	0%	0%
Prefer not to say	0%	0%
Unknown	100%	100%

Total number of disciplinaries recorded = 15

Total number of grievances recorded = 4

Table 9: Maternity Leave

	% Of Staff
Race	
White British	69.23%
PERI	19.23%
Prefer not to say	0%
Unknown	11.54%
Disability	
Disabled	7.69%
Not Disabled	73.08%
Prefer not to say	0%
Unknown	19.23%
Gender	
Female	100%
Male	0%
Non-binary	0%
Prefer not to say	0%
Gender Identity	
Cisgender	38.46%
Transgender	0%
Prefer not to say	0%
Unknown	61.54%
Age	
16-24	0%
25-34	65.38%
35-44	30.77%
45-54	3.85%
55-64	0%
65+	0%
Sexual Orientation	
Heterosexual/Straight	65.38%
Bisexual	7.69%
Lesbian/Gay Man	0%
Prefer not to say	11.54%
Unknown	15.38%
Religion	

Buddhist	0%
Christian	23.08%
Hindu	0%
Jewish	0%
Muslim	19.23%
Sikh	0%
Other Religion	3.85%
No Religion	42.31%
Prefer not to say	0%
Unknown	11.54%
Caring Responsibility	
Yes	26.92%
No	46.15%
Prefer not to say	0%
Unknown	26.92%
Marriage and Civil Partnership	
Married or Civil Partnership	26.92%
Other	46.15%
Prefer not to say	0%
Unknown	26.92%
Looked After Child/Care leaver	
Yes	0%
No	34.62%
Prefer not to Say	0%
Unknown	65.38%
Previously served in the Armed forces	
Yes	0%
No	34.62%
Prefer not to say	0%
Unknown	65.38%
Currently a Reservist	
Yes	0%
No	30.77%
Prefer not to say	0%
Unknown	69.23%

Table 10: Leavers

	% of Staff
Race	
White British	61.40%
PERI	7.90%
Prefer not to say	0.68%
Unknown	30.02%
Disability	
Disabled	4.51%
Not Disabled	55.30%
Prefer not to say	1.35%
Unknown	38.83%
Gender	
Female	69.07%
Male	30.93%
Non-binary	0%
Prefer not to say	0%
Gender Identity	
Cisgender	21.44%
Transgender	0.45%

Prefer not to say	0.23%
Unknown	77.88%
Age	
16-24	16.03%
25-34	15.80%
35-44	14.45%
45-54	19.86%
55-64	22.35%
65+	11.51%
Sexual Orientation	
Heterosexual / Straight	60.27%
Bisexual	1.13%
Lesbian/Gay Man	1.35%
Prefer not to say	3.16%
Unknown	34.09%
Religion	
Buddhist	0%
Christian	40.18%
Hindu	0%
Jewish	0.45%
Muslim	2.26%
Sikh	0.68%
Other Religion	2.71%
No Religion	18.06%
Prefer not to say	1.58%
Unknown	34.09%
Caring Responsibility	
Yes	18.74%
No	21.22%
Prefer not to say	0.45%
Unknown	59.59%
Marriage and Civil Partnership	
Married or Civil Partnership	32.28%
Other	19.19%
Prefer not to say	0.45%
Unknown	48.08%
Looked After Child/Care leaver	
Yes	0.23%
No	8.58%
Prefer not to Say	0%
Unknown	91.20%
Previously served in the Armed forces	
Yes	0%
No	10.16%
Prefer not to say	0.45%
Unknown	89.39%
Currently a Reservist	
Yes	0%
No	9.03%
Prefer not to say	0.23%
Unknown	90.74%

Table 11: Bury Council Workforce Casuals Only

Race	
White	
British	57.64%
Irish	0.66%
Traveller of Irish Heritage	0%
Gypsy / Roma	0%
Other White European	0.44%
Any other White background	0.87%

Asian or Asian British	
Indian	0.22%
Pakistani	1.46%
Bangladeshi	0.22%
Chinese	0.36%
Any other Asian background	0.29%

Mixed Race	
White and Black Caribbean	0.66%
White and Asian	0.15%
White and Black African	0.07%
Any other Mixed-Race background	0.66%

Black or Black British	
Black Caribbean	0.22%
Black African	0.51%
Black British	0.36%
Any other Black background	0.07%

Other Ethnic Backgrounds	
Arab	0.07%
Any other ethnic background	0.29%
Prefer not to say	0.51%
Unknown	34.28%

(Total PERI=% (7.57%))

(Non-White %= (5.60%))

Disability	
Disabled	5.24%
Not Disabled	52.84%
Prefer not to say	1.16%
Unknown	40.76%

Gender	
Female	68.63%
Male	31.37%
Non-Binary / Genderqueer	0%
Prefer not to say	0%

Gender Identity	
Cisgender	19.29%
Transgender	0.15%
Prefer not to say	0.36%
Unknown	80.20%

Age	
16-24 Years	12.23%
25-34 Years	12.88%
35-44 Years	19.51%
45-54 Years	21.98%
55-64 Years	23.87%
65 Years +	9.53%

Sexual Orientation	
Heterosexual/Straight	58.22%
Lesbian/Gay Man	1.38%
Bisexual	0.44%
Prefer not to say	2.55%
Unknown	37.41%

Religion	
Buddhist	0%
Christian	40.10%
Hindu	0.07%
Jewish	0.29%
Muslim	2.40%
Sikh	0.22%
Other Religion	1.53%
No Religion	16.67%
Prefer not to say	1.67%
Unknown	37.05%

Caring Responsibility	
Yes	18.63%
No	17.61%
Prefer not to say	0.73%
Unknown	63.03%

Marriage and Civil Partnership	
Married or Civil Partnership	31.30%
Other	22.78%
Prefer not to say	0.66%
Unknown	45.27%

Looked After Child/Care Leaver	
Yes	0.22%
No	12.30%
Prefer not to say	0.22%
Unknown	87.05%

Previously Served in the Armed Forces	
Yes	0.44%
No	12.30%
Prefer not to say	0.22%
Unknown	87.05%

Currently a Reservist	
Yes	0%
No	11.28%
Prefer not to say	0.22%
Unknown	88.50%

Total number of casual staff 1,374

Table 12: Schools Only

Race	
White	
British	50.93%
Irish	0.62%
Traveller of Irish Heritage	0%
Gypsy / Roma	0.07%
Other White European	0.24%
Any other White background	0.76%

Asian or Asian British	
Indian	0.48%
Pakistani	1.90%
Bangladeshi	0.21%
Chinese	0.07%
Any other Asian background	0.34%

Mixed Race	
White and Black Caribbean	0.41%
White and Asian	0.10%
White and Black African	0.07%
Any other Mixed-Race background	0.07%

Black or Black British	
Black Caribbean	0.17%
Black African	0.14%
Black British	0.14%
Any other Black background	0.00%

Other Ethnic Backgrounds	
Arab	0.03%
Any other ethnic background	0.31%
Prefer not to say	0.03%
Unknown	42.90%

(Total PERI=% (6.14%))

(Non-White %= (4.45%))

Disability	
Disabled	1.38%
Not Disabled	50.69%
Prefer not to say	0.90%
Unknown	47.03%

Gender	
Female	85.31%
Male	14.69%
Non-Binary / Genderqueer	0%
Prefer not to say	0%

Gender Identity	
Cisgender	7.48%
Transgender	0.31%
Prefer not to say	0.10%
Unknown	92.10%

Age	
16-24 Years	3.93%
25-34 Years	19.86%
35-44 Years	26.48%
45-54 Years	27.00%
55-64 Years	18.55%
65 Years +	4.17%

Sexual Orientation	
Heterosexual/Straight	47.48%
Lesbian/Gay Man	0.38%
Bisexual	0.24%
Prefer not to say	5.73%
Unknown	45.72%

Religion	
Buddhist	0.14%
Christian	35.03%
Hindu	0.17%
Jewish	0.66%
Muslim	2.66%
Sikh	0.28%
Other Religion	5.03%
No Religion	11.45%
Prefer not to say	0.79%
Unknown	43.79%

Caring Responsibility	
Yes	17.52%
No	10.00%
Prefer not to say	0.07%
Unknown	72.41%

Marriage and Civil Partnership	
Married or Civil Partnership	33.93%
Other	22.28%
Prefer not to say	0%
Unknown	43.79%

Looked After Child/Care Leaver	
Yes	0.03%
No	1.83%
Prefer not to say	0%
Unknown	98.14%

Previously Served in the Armed Forces	
Yes	0.07%
No	2.14%
Prefer not to say	0.03%
Unknown	97.76%

Currently a Reservist	
Yes	0%
No	1.93%
Prefer not to say	0%

Unknown	98.07%
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Total number of School staff (2,900)

**Table 13: 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%

PERI % total = 14.68%

Non-White % total = 10.83%

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%

Looked After 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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