

**Bury Council
Anti-Racist Organisation Strategy**

2026-2028

Local Context

Our borough has a richly diverse demographic of different cultures, ethnicities, nationalities and religions that has grown and developed over many decades. This has contributed to our six towns being a welcoming place to live, work and visit for everyone.

As a council we are proud to lead such a diverse and welcoming borough and are committed to delivering a borough where all our residents, regardless of their background or characteristics can live, work and thrive equitably. This is enshrined in our LET'S Do It 2030 vision.

Despite this, we recognise that racism and the impacts of racism are having a profound effect on our ethnic minority communities and our workforce who experience racism.

As a council we are clear that racism has no place in our organisation or society and as such we take a zero tolerance attitude and approach to racism in every form.

Becoming an anti racist organisation is our commitment to strengthening our approach to tackling and preventing racism as an organisation. Giving us a strong foundation to remove systemic racism from our borough by working collaboratively with residents and partner organisations.

National and Global Context

We acknowledge historic racism spanning centuries has created systemic, ingrained and institutional racism in the UK which feeds disadvantage and inequality in all aspects of life.

George Floyd's murder in 2020 focused global attention on **Black Lives Matter** and exposed a limited understanding of historical racism and its ongoing effects on life in the UK.

Since then, rising anti-immigration rhetoric and community tensions have been fuelled by **global conflicts, the climate crisis**, and the spread of **misinformation and disinformation** across social, print and broadcast media.

We've seen the tangible effects of this in the **2024 riots, Raise the Colours** and increased **terrorist attacks** on places of worship including the attack on the **Heaton Park Hebrew Congregation Synagogue** in October 2025.

These experiences have left people living in genuine fear with residents and colleagues reporting overt racism in public, having to change how they live and work, avoiding certain areas, not going out alone and self imposing curfews to keep as safe as possible.

We're also seeing our harder to reach communities and residents, who are often in most need of our services and support, become harder to reach because of these increased tensions.

What is Racism?

Racism can be broadly defined as prejudice, discrimination, or antagonism by an individual, community, or institution against a person or people on the basis of their membership of a particular racial or ethnic group, typically one that is a minority or marginalised.
(Oxford English Dictionary, Mar 2026)

In the context of this strategy and the council's understanding of racism, this extends to nationalities and religions which experience marginalisation in the UK.

The Equality Act 2010 highlights unlawful behaviours relating to race and religion
Discrimination

Treating someone or a group of people less favourably based on race or religion

Harassment

Creating a hostile or degrading environment or removing the dignity of a person or group of people due to race or religion

Victimisation

Discriminating or harassing someone or a group of people because they have made a complaint of racial or religious discrimination or harassment

What is Racism?

Race and religious related hate crimes were first defined in the **Crime and Disorder Act 1998**

The **Sentencing Act 2020** classed race related hate crime as 'aggravated' allowing prosecutors to apply an uplift to sentencing of those convicted of race hate crime

The **Online Safety Act 2023** requires social media companies to protect users from content that stirs up racial hatred

Racism can be based on:

- Cultural Identity
- Intersectionality
- Languages and accents
- Nationality or ethnic origin
- Physical features e.g. hair type
- Religious Beliefs
- Skin colour

Racism can be:

- Ideological
- Internalised
- Interpersonal
- Institutional
- Representational
- Structural
- Systemic

Antisemitism and Islamophobia

Bury Council has adopted official definitions of Antisemitism and Islamophobia, recognising these as particularly relevant forms of racism that have and continue to impact our diverse communities in Bury

In 2017 Bury Council adopted the International Holocaust Remembrance Alliance's working definition of antisemitism

“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”

In 2020 Bury Council adopted the All-Party Parliamentary Group on British Muslims working definition of Islamophobia

“Islamophobia is rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness.”

Population and Hate Crime Metrics

Census 2021 Bury Population

Overall Population: 193851
Ethnic Minority: 42323 (21.83%)
Jewish: 10734 (5.54%)
Muslim: 19243 (9.93%)

Hate Crimes Reported in Bury 2025

Race Hate Crimes: 563
Religious Hate Crimes: 65
Antisemitic Hate Crime: 36
Islamophobic Hate Crime: 15

Bury Council Workforce 2026

Overall Workforce: 2868
Ethnic Minority: 337 (11.89%)
Jewish: 4 (0.14%)
Muslim: 123 (4.34%)

Hate Incidents Reported in Bury 2025

Race Hate Incidents: 26
Religious Hate Incidents: 8
Antisemitic Hate Incidents: 4
Islamophobic Hate Incidents: 3

Ethnic minority describes people whose ethnic origin is different to being white, UK nationals as described in the census. It includes UK nationals who are not white. These ethnic origins are most susceptible to different forms of racism

Socio-Economic Factors

Indices of Multiple Deprivation

Cross analysis of the 2025 indices of multiple deprivation along with the 2021 census shows:

40% of our ethnic minority population

28% of our white British population

Live in **30% of the most deprived** areas of the borough

18% of our ethnic minority population

45% of our white British population

Live in **30% of the least deprived** areas of the borough

Ethnicity Pay Gaps

The most recent estimate of the ethnicity pay gap in the North West of England (ONS, 2022) were:

A gap of **16.3% in favour** of white people compared to black people

A gap of **13.5% in favour** of white people compared to people with Asian heritage

Bury council's own ethnicity pay gap for 2025/2026 was **8.07% in favour** of white colleagues compared to ethnic minority colleagues

Working age not in employment

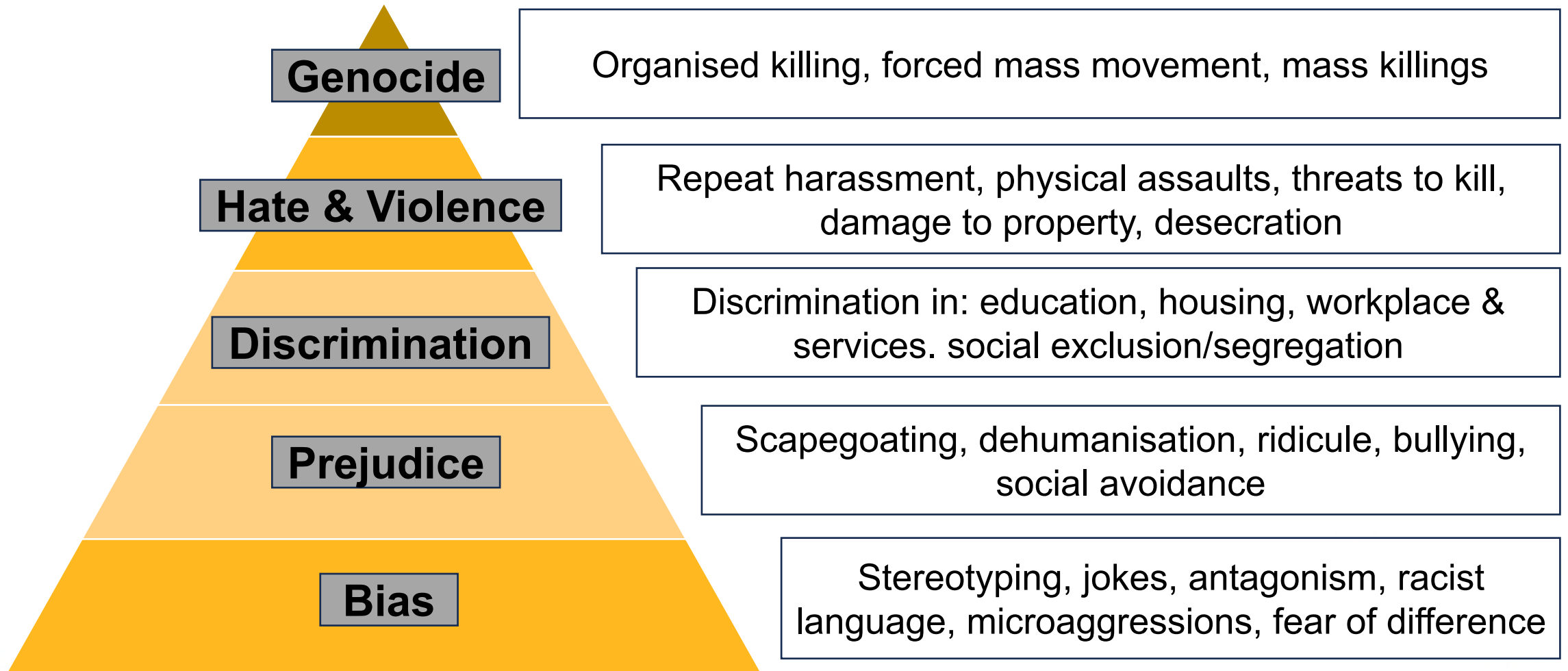
The 2025 Annual Population Survey shows the % of working age (16-64) residents not in employment is:

3.83% of our white British residents

11.32% of our ethnic minority residents

Racist behaviours – Pyramid of Hate

The pyramid of hate demonstrates how uninterrupted racist behaviours can escalate at scale



Moving from Non Racist to Anti Racist

- Policies and procedures enable racism
- Differential outcomes are accepted
- No desire for change
- Unwilling to acknowledge unwanted behaviours

**Institutionally
Racist**

- Policies and procedures try to prevent racism
- Differential outcomes are challenged retrospectively
- Need for change is acknowledged
- Unwanted behaviours noted in training and policy only

**Non
Racist**

- Policies and procedures designed to eliminate racism
- Differential outcomes eliminated proactively
- Change is embraced and active
- Unwanted behaviours eliminated through commitment to zero tolerance

**Anti
Racist**

Strategy Aim and Goals

Aim: Become an anti racist organisation through developing a strong anti racist culture



Goal 1: Policies, procedures and systems support anti racist outcomes



Goal 2: Build workforce capability to practice anti racism



Goal 3: Leadership demonstrates anti racist commitment



Goal 4: Deliver anti racist services



Goal 5: Voice of ethnic minority communities and residents is heard



Goal 6: Zero tolerance is understood and consistent

Become an anti racist organisation through developing a strong race critical culture		
Goal 1 Policies, procedures and systems support anti racist outcomes	Goal 1 Objectives Policies reviewed by staff networks Demonstrate inclusive LET’S values Dignity at work policy Procurement equality requirements Policy anti discrimination statements Policies reviewed by race panel	When/From Ongoing Ongoing 2026/27 Q1 2026/27 Q2 2026/27 Q3 2027/28 Q1
Goal 2 Build workforce capability to practice anti racism	Goal 2 Objectives Regular bitesize learning Intranet anti racism resource area Dignity at work staff briefing (Quarterly) Introduce anti racism at induction Let’s Talk About Race learning Cultural competence training	When/From Quarterly Ongoing 2026/27 Q1 2026/27 Q2 2026/27 Q3 2027/28 Q1
Goal 3 Leadership demonstrates anti racist commitment	Goal 3 Objectives Guaranteed assessment scheme EDI Development for COLT Equality objectives for leaders Senior race champions Reciprocal mentoring	When/From 2026/27 Q1 2026/27 Q3 2027/28 Q1 2027/28 Q1 2027/28 Q1

Become an anti racist organisation through developing a strong race critical culture		
Goal 4 Delivering anti-racist services	Goal 4 Objectives Monitoring in all public consultations and surveys New projects/services reviewed by staff networks Collation of service user data Countering disinformation about services Service plans include specific anti-racist actions Co-productions with VCFA race panel	When/From Ongoing 2026/27 Q2 2026/27 Q2 2026/27 Q4 2026/27 Q4 2027/28 Q1
Goal 5 Voice of ethnic minority communities and residents heard	Goal 5 Objectives VCFA led race panel established Countering disinformation about communities Co-productions with VCFA race panel Access to anti racist learning	When/From 2026/27 Q3 2026/27 Q4 2027/28 Q1 2027/28 Q1
Goal 6 Zero tolerance is understood and consistent	Goal 6 Objectives LET’S Demonstrates zero tolerance commitment Zero tolerance embedded in policy and practices Explicit, safe and unambiguous reporting routes Learning activities include message of zero tolerance Explicit and effective addressing of reports of racism Countering disinformation in partnership	When/From Ongoing 2026/27 Q1 2026/27 Q2 2026/27 Q2 2026/27 Q4 2027/28 Q1