

Employment Equality Report 2015



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Introduction

Bury Council aims to have a workforce which reflects the diverse community of Bury, and to offer equality of opportunity in employment.

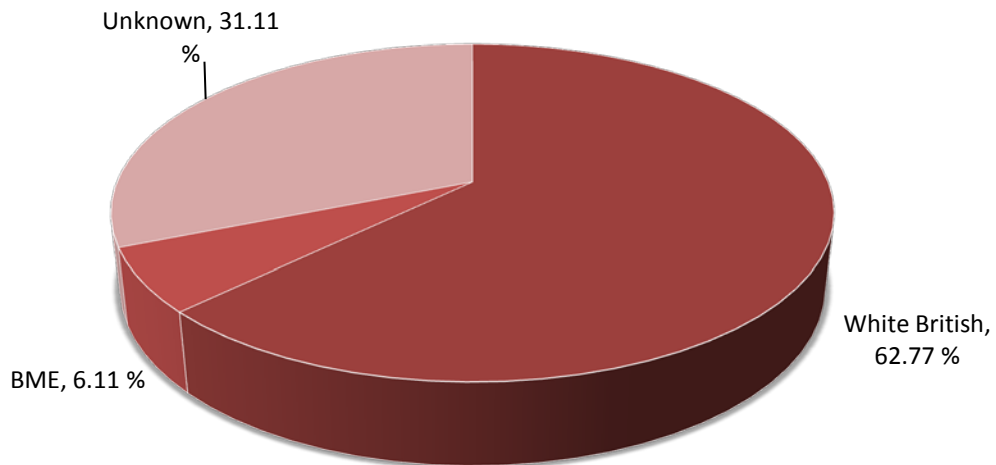
This report illustrates our progress against these aims. It also complies with the requirements of the Public Sector Equality Duty to publish equality information upon our workforce.

The report provides information for the financial year ending on 31 March 2015.

Key Workforce Facts

Race

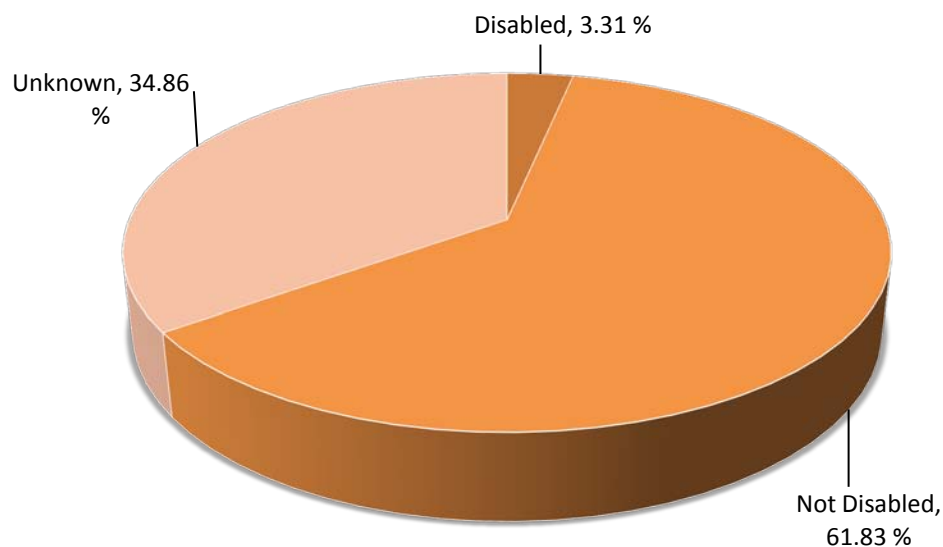
- At the end of March 2015, 6.11% of Council employees were from a black or minority ethnic background. This has steadily increased each year from 3.63% in June 2007.



- The amount of unknown data for race is 31.11%.

Disability

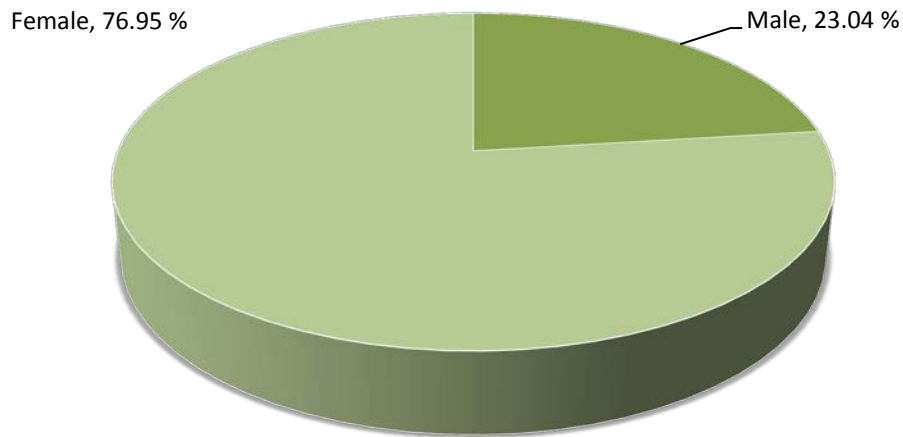
- At the end of March 2015, 3.31% of Council employees declared a disability. This has slowly but steadily increased from 1.58% in June 2007.



- The amount of unknown data for disability is 34.86%.

Gender

- At the end of March 2015, 76.95% of Council employees were female and 23.04% were male. There has been a small decrease in the number of male employees since June 2008, when the figure was 24.8%.



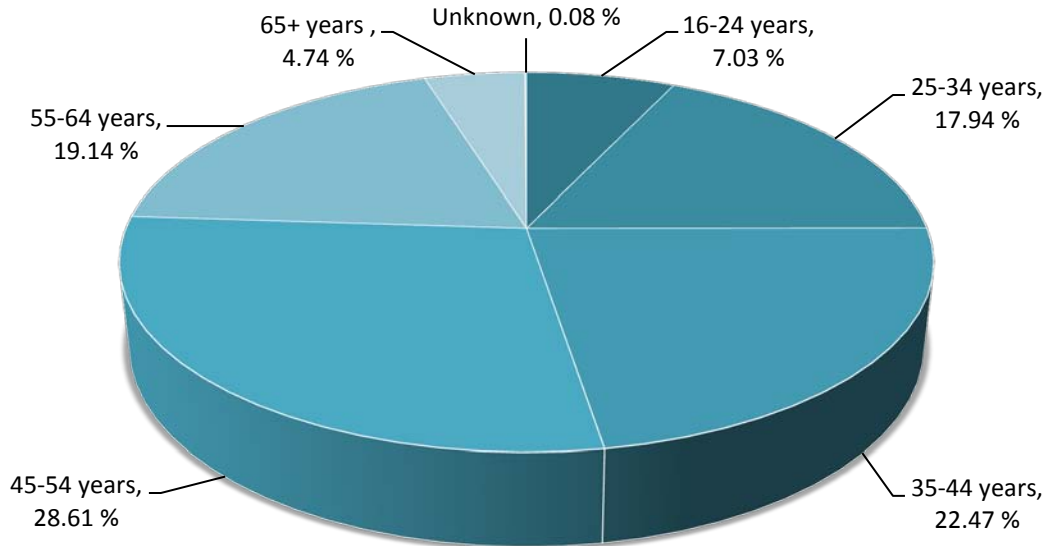
- The amount of unknown data for gender is 0.01%.

Gender Identity

- At the end of March 2015, 0.17% of employees declared that they were living or working in the gender other than that assigned to them at birth.
- The amount of unknown data for gender identity is 92.90%.

Age

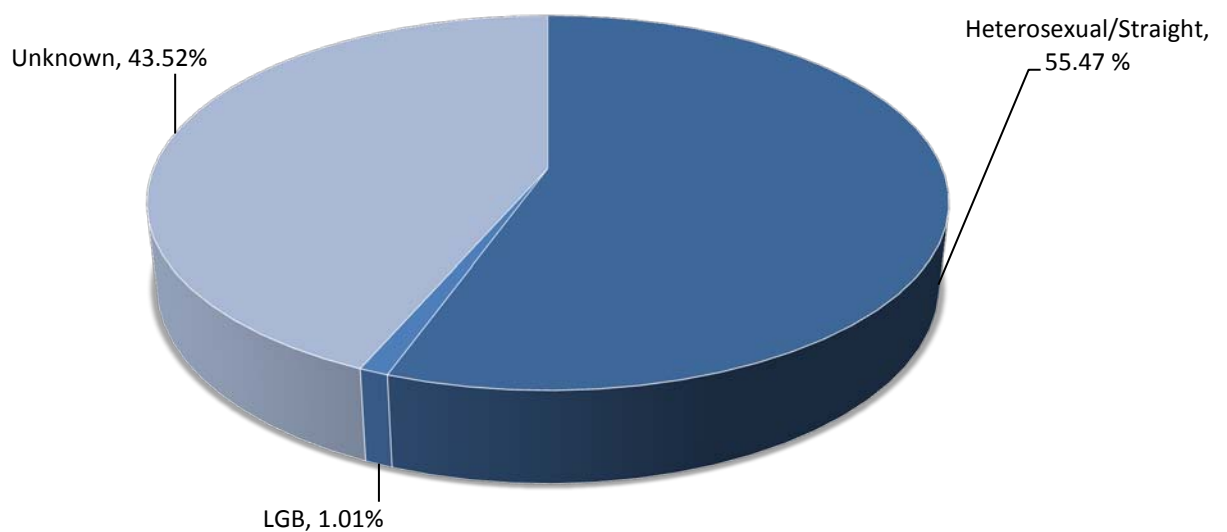
- At the end of March 2015, the number of 16-24 year olds in the workforce was 7.03%. With the support of our Backing Young Bury campaign, this has increased from a low of 6.63% in September 2012.



- The amount of unknown data for age is 0.08%.

Sexual Orientation

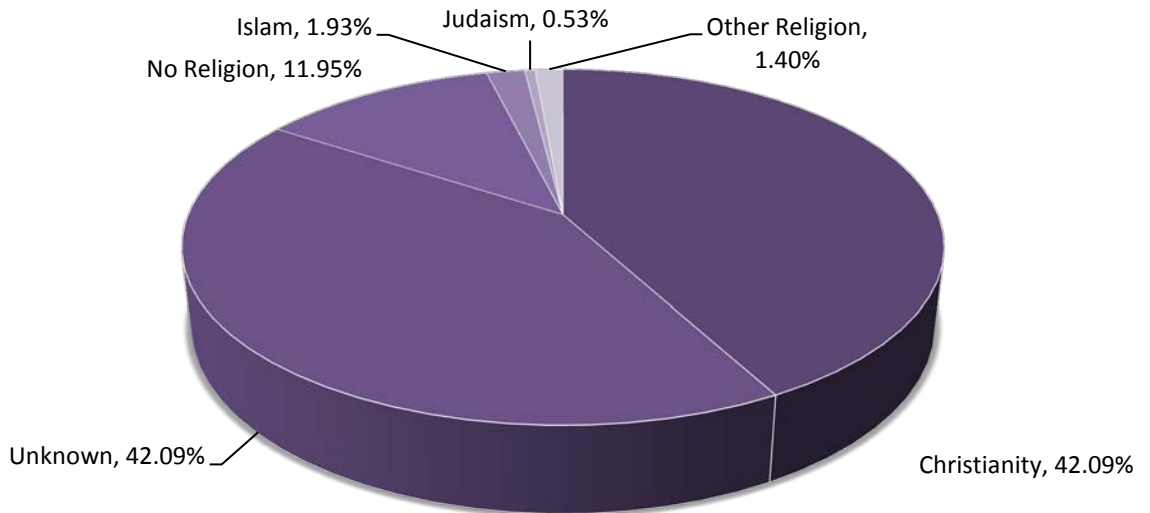
- At the end of March 2015, 1.01% of Council employees declared that they were lesbian, gay or bisexual. This has steadily increased each year from 0.24% in June 2007.



- The amount of unknown data for sexual orientation is 43.52%.

Religion or Belief

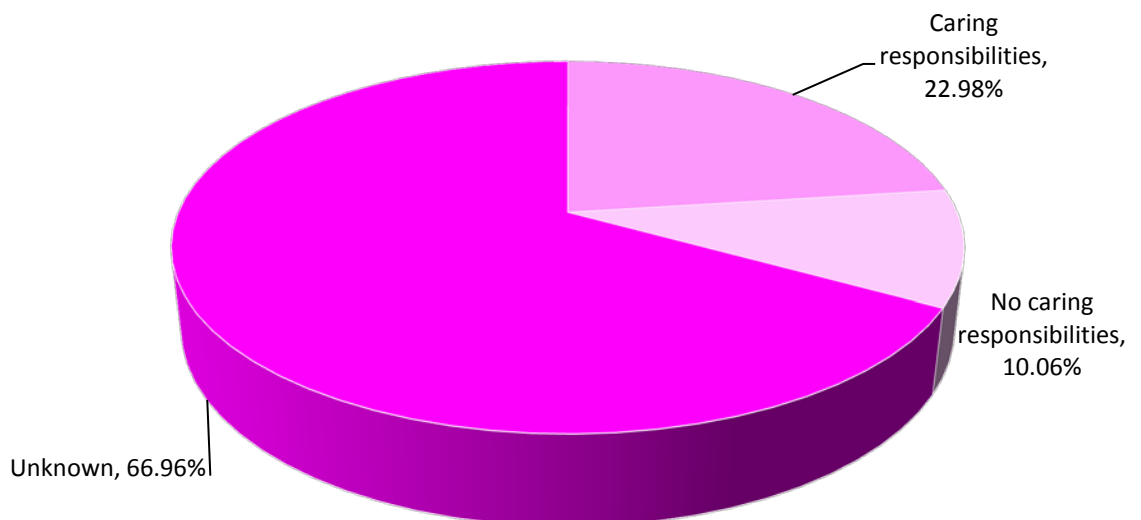
- At the end of March 2015, more employees declared a religion than ever before with 42.09% declaring themselves as Christians, 1.93% declaring themselves as Muslims and 0.53% declaring themselves to be Jewish. In June 2008, these figures were 33.67%, 1.24% and 0.22% respectively.



- The amount of unknown data for religion and belief is 42.09%.

Caring Responsibilities

- At the end of March 2015, 22.98% of Council employees declared a caring responsibility of some kind.



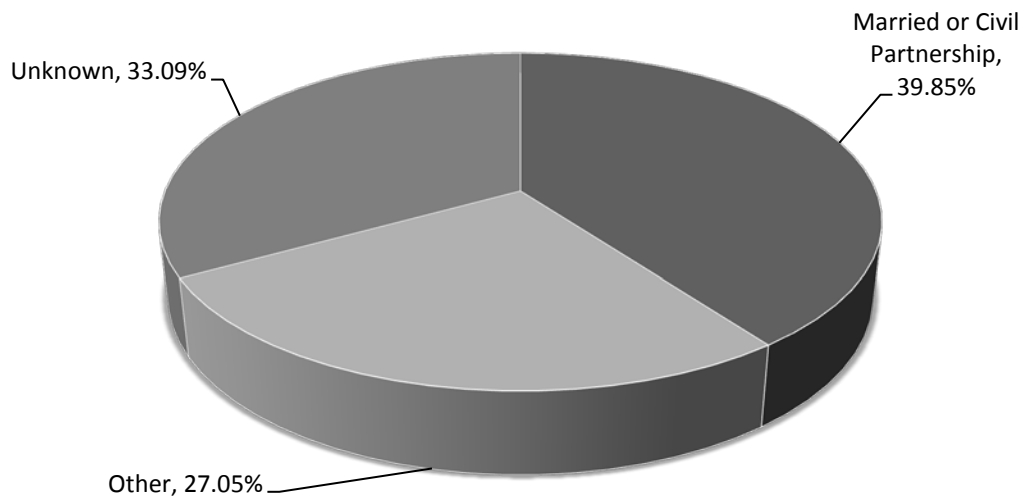
- The amount of unknown data for caring responsibilities is 66.96%.

Pregnancy and Maternity

- During the financial year 2014-15, 2.45% of Council employees took a period of maternity leave.
- Of those, 253 returned to work whilst 21 did not return to work.

Marriage and Civil Partnership

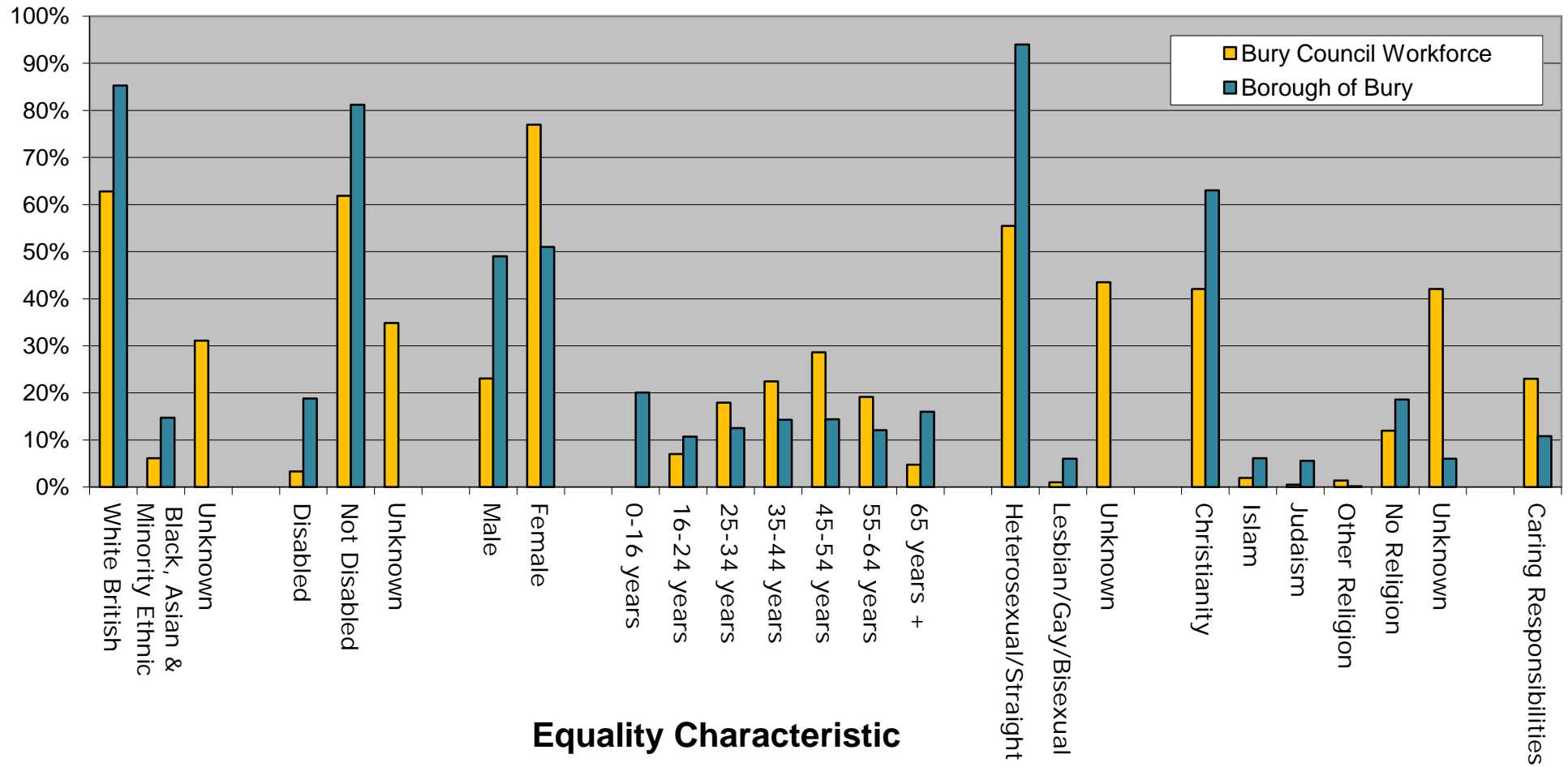
- At the end of March 2015, 39.85% of Council employees were in a marriage or civil partnership. This has increased from 33.09% in 2012.



- The amount of unknown data for marriage and civil partnership status is 33.09%.

Borough Comparisons

The graph below provides a useful comparison between the make-up of the Borough of Bury (mostly based on data from the 2011 Census) and the make-up of the Council's workforce.



Equality Monitoring Data

The following data has been taken from the Council's iTrent and e-recruitment systems to show data as at the end of March 2015.

It is split into the following tables: -

Table 1	Bury Council Workforce
Table 2	Recruitment
Table 3	Take up of Training
Table 4	Take up of Work Life Balance initiatives
Table 5	Disciplinaries
Table 6	Leavers
Table 7	Return to work after maternity leave
Table 8	Borough of Bury figures

Table 1: Bury Council Workforce

Race			
White		Mixed Race	
British	62.77% (6527)	White and Black Caribbean	0.27% (28)
Irish	0.94% (98)	White and Asian	0.08% (8)
Traveller of Irish Heritage		White and Black African	0.08% (8)
Gypsy/Roma	0.03% (3)	Any other Mixed Race background	0.21% (22)
Other White European	0.16% (17)	Black or Black British	
Any other White background	0.81% (84)	Black Caribbean	0.20% (21)
Asian or Asian British		Black African	0.28% (29)
Indian	0.45% (47)	Black British	0.29% (30)
Pakistani	1.57% (163)	Any other Black background	
Bangladeshi	0.11% (11)	Unknown	31.11% (3235)
Any other Asian background	0.25% (26)	(Total BME = 6.11% (636))	
Other Ethnic Backgrounds			
Chinese	0.17% (18)		
Any other ethnic background	0.15% (16)		

Disability			
Disabled	3.31% (344)	Unknown	34.86% (3625)
Not Disabled	61.83% (6429)		

Gender			
Male	23.04% (2396)	Unknown	0.01% (1)
Female	76.95% (8001)		

Gender Identity

Trans	0.17% (18)
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Age

16-24 years	7.03% (731)	25-34 years	17.94% (1865)
35-44 years	22.47% (2336)	45-54 years	28.61% (2975)
55-64 years	19.14% (1990)	65 years +	4.74% (493)
Unknown	0.08% (8)		

Sexual Orientation

Heterosexual/Straight	55.47% (5768)	Unknown	43.52% (4525)
Lesbian/Gay Woman/Gay Man	0.71% (74)	(Total LGB = 1.01% (105))	
Bisexual	0.30% (31)		

Religion or Belief

Christianity	42.09% (4376)	No Religion	11.95% (1243)
Islam	1.93% (201)	Other Religion	1.40% (146)
Judaism	0.53% (55)	Unknown	42.09% (4377)

Caring Responsibilities

Yes	22.98% (2389)	Unknown	66.96% (6963)
No	10.06% (1046)		

Pregnancy and Maternity

Pregnant	
Maternity Leave	2.45% (253)

Marriage and Civil Partnership

Married or Civil Partnership	39.85% (4144)	Unknown	33.09% (3441)
Other	27.05% (2813)		

Total number of employees = 10,398

Table 2: Recruitment

Equality Characteristic	Applications	Interviews	Appointments	
Race	White British	76% (3319)	82% (1481)	56% (650)
	BME	22% (965)	17% (311)	9% (104)
	Unknown	1% (62)	1% (15)	35% (410)
Disability	Disabled	6% (278)	7% (120)	2% (25)
	Not Disabled	93% (4023)	93% (1676)	59% (681)
	Unknown	1% (45)	1% (11)	39% (458)
Gender	Male	25% (1073)	20% (362)	19% (224)
	Female	73% (3191)	79% (1421)	81% (940)
	Unknown	2% (82)	1% (24)	0% (0)
Gender Identity				
Age	16-24	17% (747)	14% (258)	18% (212)
	25-34	26% (1119)	26% (472)	28% (326)
	35-44	24% (1048)	25% (459)	23% (264)
	45-54	22% (971)	23% (411)	17% (203)
	55-64	8% (346)	9% (162)	11% (133)
	65+	3% (111)	2% (42)	2% (18)
	Unknown	0% (4)	0% (3)	1% (8)
Sexual Orientation	Heterosexual /Straight	93% (4026)	94% (1695)	60% (701)
	LGB	3% (89)	1% (34)	1% (13)
	Unknown	5% (231)	4% (78)	39% (450)
Religion Or Belief	Christianity	53% (2305)	55% (990)	39% (457)
	Islam	8% (354)	6% (117)	3% (29)
	Judaism	1% (22)	1% (16)	1% (10)
	Other Religion	30% (1292)	31% (561)	16% (189)
	No Religion	3% (151)	3% (58)	2% (21)
	Unknown	5% (222)	4% (65)	39% (458)
Caring Responsibilities	Yes			10% (112)
	No			12% (143)
	Unknown			78% (909)
Pregnancy and Maternity	Pregnant			
	Maternity Leave			
Marriage or Civil Partnership	Married or Civil Partnership			22% (251)
	Other			20% (237)
	Unknown			58% (676)

Total applications = 4346

Total interviews = 1807

Total appointments = 1164

NB. Most recruitment has been internal only. All posts are advertised – the Council does not promote employees.

Table 3: Take up of Training

Race	
White British	81.53% (1496)
BME	7.74% (142)
Unknown	10.74% (197)
Disability	
Disabled	7.85% (144)
Not Disabled	76.73% (1408)
Unknown	15.42% (283)
Gender	
Male	22.62% (415)
Female	77.38% (1420)
Unknown	0% (0)
Gender Identity	
Trans	
Age	
16-24	5.12% (94)
25-34	14.66% (269)
35-44	20.38% (374)
45-54	37.17% (682)
55-64	21.14% (388)
65+	1.47% (27)
Unknown	0.05% (1)

Sexual Orientation	
Heterosexual / Straight	76.29% (1400)
LGB	2.34% (43)
Unknown	21.36% (392)
Religion or Belief	
Christianity	55.20% (1013)
Islam	1.96% (36)
Judaism	0.44% (8)
Other Religion	1.74% (32)
No Religion	21.36% (392)
Unknown	19.29% (354)
Caring Responsibilities	
Yes	31.34% (575)
No	13.90% (255)
Unknown	54.77% (1005)
Pregnancy and Maternity	
Pregnant	
Maternity Leave	
Marriage and Civil Partnership	
Married or Civil Partnership	50.19% (921)
Other	36.08% (662)
Unknown	13.73% (252)

Total number of places on training courses = 1835

Table 4: Take up of Work Life Balance initiatives

Race		Sexual Orientation	
White British	90.33% (850)	Heterosexual / Straight	82.04% (772)
BME	7.44% (70)	LGB	1.80% (17)
Unknown	2.23% (21)	Unknown	16.15% (152)
Disability		Religion or Belief	
Disabled	8.61% (81)	Christianity	63.02% (593)
Not Disabled	87.78% (826)	Islam	1.91% (18)
Unknown	3.61% (34)	Judaism	0.74% (7)
Gender		Other Religion	2.66% (25)
Male	22.53% (212)	No Religion	18.17% (171)
Female	77.47% (729)	Unknown	13.50% (127)
Unknown	0% (0)	Caring Responsibilities	
Gender Identity		Yes	46.76% (440)
Trans		No	19.66% (185)
Age		Unknown	33.58% (316)
16-24	0.21% (2)	Pregnancy and Maternity	
25-34	7.86% (74)	Pregnant	
35-44	24.55% (231)	Maternity Leave	3.08% (29)
45-54	40.81% (384)	Marriage and Civil Partnership	
55-64	24.34% (229)	Married or Civil Partnership	62.91% (592)
65+	2.23% (21)	Other	33.79% (318)
Unknown	0% (0)	Unknown	3.29% (31)

Total number of work life balance opportunities taken up = 941

Table 5: Disciplinarys

Equality Characteristic	Disciplinarys		
Race	White British	50%	11
	BME	50%	11
	Unknown	0%	0
Disability	Disabled	5%	1
	Not Disabled	64%	14
	Unknown	32%	7
Gender	Male	41%	9
	Female	59%	13
	Unknown	0%	0
Gender Identity	Trans		
Age	16-24	0%	0
	25-34	14%	3
	35-44	41%	9
	45-54	23%	5
	55-64	23%	5
	65+	0%	0
	Unknown	0%	0
Sexual Orientation	Heterosexual /Straight	45%	10
	LGB	0%	0
	Unknown	55%	12
Religion Or Belief	Christianity	36%	8
	Islam	0%	0
	Judaism	0%	0
	Other Religion	5%	1
	No Religion	18%	4
	Unknown	41%	9
Caring Responsibilities	Yes	14%	3
	No	9%	2
	Unknown	77%	17
Pregnancy and Maternity	Pregnant		
	Maternity Leave		
Marriage or Civil Partnership	Married or Civil Partnership	41%	9
	Other	32%	7
	Unknown	27%	6

Total number of disciplinarys = 22

Table 6: Leavers

	All Leavers	Compulsory Redundancy/Retirement	Voluntary Redundancy	Other Retirement	End of Contract	Dismissal	Compromise/Mutual Termination	Resignation/Other	Not Known
Race									
White British	59.9%	64.7%	92.0%	79.3%	51.2%	40.0%	73.6%	55.5%	79.0%
BME	6.0%	11.8%	4.0%	2.4%	9.0%	0.0%	7.0%	5.3%	4.8%
Unknown	34.1%	23.5%	4.0%	18.3%	39.8%	60.0%	19.4%	39.1%	16.1%
Disability									
Disabled	4.1%	0.0%	0.0%	6.1%	1.6%	0.0%	9.3%	3.2%	14.5%
Not Disabled	57.7%	76.5%	88.0%	73.2%	53.7%	20.0%	71.3%	53.3%	64.5%
Unknown	38.2%	23.5%	12.0%	20.7%	44.7%	80.0%	19.4%	43.5%	21.0%
Gender									
Male	22.0%	29.4%	16.0%	23.2%	26.2%	60.0%	34.9%	17.9%	24.2%
Female	77.9%	70.6%	84.0%	76.8%	73.4%	40.0%	65.1%	82.1%	75.8%
Unknown	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Age									
16-24	8.8%	0.0%	0.0%	0.0%	18.4%	40.0%	0.8%	8.8%	1.6%
25-34	19.5%	5.9%	0.0%	0.0%	21.3%	60.0%	10.1%	23.8%	14.5%
35-44	20.3%	23.5%	0.0%	0.0%	18.4%	0.0%	24.0%	24.7%	3.2%
45-54	21.8%	11.8%	4.0%	0.0%	20.5%	0.0%	38.0%	23.8%	9.7%
55-64	22.4%	41.2%	92.0%	64.6%	15.6%	0.0%	24.0%	13.4%	67.7%
65+	7.2%	17.7%	4.0%	35.4%	5.7%	0.0%	3.1%	5.6%	3.2%
Unknown	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Sexual Orientation									
Heterosexual /Straight	52.6%	52.9%	36.0%	41.5%	51.6%	40.0%	64.3%	51.0%	72.6%
LGB	0.8%	0.0%	0.0%	0.0%	0.4%	0.0%	0.8%	1.1%	0.0%
Unknown	46.7%	47.1%	64.0%	58.5%	48.0%	60.0%	34.9%	49.9%	27.4%
Religion or Belief									
Christianity	39.0%	29.4%	40.0%	45.1%	62.9%	20.0%	44.2%	37.7%	62.9%
Islam	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%	1.1%	0.0%
Judaism	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%
Other Religion	1.8%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%	1.9%	0.0%
No Religion	11.7%	23.5%	0.0%	4.9%	14.5%	20.0%	17.8%	11.2%	14.5%
Unknown	45.4%	47.1%	60.0%	50.0%	22.6%	60.0%	34.9%	47.5%	22.6%
Caring Responsibilities									
Yes	18.8%	35.3%	40.0%	26.8%	15.6%	0.0%	34.9%	14.8%	24.2%
No	9.6%	5.9%	0.0%	4.9%	14.8%	0.0%	7.8%	7.9%	25.8%
Unknown	71.6%	58.8%	60.0%	68.3%	69.7%	100%	57.4%	77.3%	50.0%
Pregnancy and Maternity									
Pregnant									
Maternity Leave	1.6%	0.0%	0.0%	0.0%	0.8%	0.0%	4.7%	1.7%	0.0%
Marriage and Civil Partnership									
Marriage or Civil Partnership	38.4%	58.8%	60.0%	68.3%	28.3%	0.0%	48.1%	34.1%	56.7%

	All Leavers	Compulsory Redundancy/Retirement	Voluntary Redundancy	Other Retirement	End of Contract	Dismissal	Compromise/Mutual Termination	Resignation/Other	Not Known
Other	24.6%	29.4%	28.0%	25.6%	19.3%	40.0%	38.8%	23.8%	21.0%
Unknown	37.0%	11.8%	12.0%	6.1%	52.5%	60.0%	13.2%	42.2%	19.4%

Total All Leavers = 1313

Total Compulsory Redundancy/Retirement = 17 (1.3% of all leavers)

Total Voluntary Redundancy = 25 (1.9% of all leavers)

Total Other Retirement = 82 (6.2% of all leavers)

Total End of Contract = 244 (18.6% of all leavers)

Total Dismissals = 5 (0.4% of all leavers)

Total Compromise/Mutual Termination = 129 (9.8% of all leavers)

Total Resignation/Other = 749 (57.0% of all leavers)

Total Not Known = 62 (4.7% of all leavers)

Table 7: Return to work after maternity

Race	
White British	66% (167)
BME	2% (6)
Unknown	32% (80)
Disability	
Disabled	3% (8)
Not Disabled	61% (154)
Unknown	36% (91)
Gender	
Male	N/A
Female	100% (0)
Unknown	N/A
Gender Identity	
Trans	
Age	
16-24	3% (8)
25-34	58% (146)
35-44	37% (93)
45-54	2% (5)
55-64	0% (1)
65+	0% (0)
Unknown	0% (0)

Sexual Orientation	
Heterosexual / Straight	58% (148)
LGB	0% (0)
Unknown	42% (105)
Religion or Belief	
Christianity	41% (104)
Islam	2% (5)
Judaism	0% (0)
Other Religion	1% (3)
No Religion	17% (42)
Unknown	39% (99)
Caring Responsibilities	
Yes	21% (52)
No	8% (19)
Unknown	72% (182)
Marriage and Civil Partnership	
Married or Civil Partnership	40% (100)
Other	31% (79)
Unknown	29% (74)

Total number of employees who returned to work after maternity leave = 253

Table 8: Borough of Bury figures

Race	
White British	85.3%
BME	14.7%
Disability	
Disabled	18.8%
Not Disabled	81.2%
* The Council uses 8.25% for disability target setting as agreed with our local Disability Community Group - Disability Access and Involvement Forum	
Gender	
Male	49%
Female	51%
Age	
0-16	20.1%
16-24	10.7%
25-34	12.5%
35-44	14.3%
45-54	14.4%
55-64	12.1%
65+	16.0%

Sexual Orientation	
Heterosexual / Straight	94%
LGB	6%
Religion or Belief	
Christianity	63.0%
Islam	6.1%
Judaism	5.6%
Other Religion	0.2%
No Religion	18.6%
Unknown	6.0%
Caring Responsibilities	
Yes	10.8%

Figures based primarily on 2011 Census and Stonewall guidance re sexual orientation.

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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