



I am writing to request information under the Freedom of Information Act 2000 regarding the employment of women in manual or maintenance roles within your establishment.

I would be grateful if you could provide the following information:

1. The total number of individuals employed in manual or maintenance roles within the council (e.g., refuse collection, highways maintenance, groundskeeping, building maintenance, etc.) [577 Employees as at 07/02/2025](#)

2. The number of women currently employed in these roles, broken down by each job role. [42 Female Employees.](#)

[We are unable to provide the job role breakdown as employees could potentially be identified. This information is therefore exempt from disclosure under s40\(2\) of the Freedom of Information Act 2000 \(the Act\) as it is personal data.](#)

[The only possible lawful bases for disclosure under the Act would be consent or legitimate interests. The Council does not have the consent of the employee to disclose this information, nor do we have a legitimate interest to put this detail into the public domain which is the effect of disclosure under the Act.](#)

3. The number of new hires in manual or maintenance roles over the last three years, broken down by gender.

01/04/2022 – 31/03/2023 New Starters:  
Female – 10  
Male – 45

01/04/2023 – 31/03/2024 New Starters:  
Female – 11  
Male – 38

01/04/2023 – 07/02/2025 New Starters:  
Female – 7  
Male – 40

4. Any policies, initiatives, or programmes in place to encourage the recruitment and retention of women in manual or maintenance roles.

We do not have any specific policies, initiatives, or programmes currently in place to specifically encourage the recruitment and retention of women in manual or maintenance roles.

However a key focus of the Council's strategic priorities involves tackling inequalities. With this in mind, and from a workforce perspective, there's lots of work ongoing to deliver on these strategic priorities linked to the equality, diversity and inclusion agenda including improving our understanding of our workforce demographics, embedding inclusive recruitment approaches, and aligning our practice to meet the GM Inclusion standards ([Greater Manchester People Inclusion Standards - Greater Manchester Combined Authority](#)) and the LGA Equality Framework ([Equality Framework for Local Government | Local Government Association](#)). This is enabling us to identify and take action to address key priority areas.

5. Any targets or strategies set by the council to increase the representation of women in these roles

As above.