

Gender and Ethnicity Pay Gap Report snapshot date of 31 March 2025

This is the council's 9th year of reporting our gender pay gap. All employers with 250 or more employees must calculate and publish specific gender pay gap data.

For the 4th year we are also voluntarily publishing our ethnicity pay gap data. The council is committed to understand equality of pay beyond gender. Unlike the gender pay gap, it is not a statutory requirement yet and there are no statutory definitions. The [new Equality \(Race and Disability\) Bill](#) aims to make ethnicity and disability pay gap reporting a legal requirement for large employers. As at February 2026 we await the outcome of that consultation. In the meantime, the UK government had provided guidance¹ for ethnicity pay reporting to set out a consistent approach to measuring pay differences and this has been followed.

The **gender pay gap** is different to equal pay. Equal pay relates to men and women receiving equal pay for equal work. The gender pay gap is concerned with differences in the average earnings of men and women, regardless of their role or seniority. It is a broader measure that captures the pay inequalities resulting from differences in the sorts of jobs performed by men and women in the workforce.

The data set out in this report has been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The **ethnicity pay gap**, as used in this report shows the difference between the average earnings of employees who self-identify as white and the average earnings of employees who self-identify as Black, Asian, mixed ethnicity, other and prefer not to say.

The proportion of employees who have not shared their ethnicity is currently 14% of the total workforce², therefore the results of the ethnicity pay gap should not be taken as fully representative of the whole workforce. This figure was previously 16.3% in 2022. There are ongoing efforts, via a range of corporate and service communications, to encourage employees to update their data to address this missing information gap even further.

There were 2990 relevant employees at the snapshot date of 31 March 2025.

At this date, the workforce comprised of;

63.8% female and 36.2% male employees.

83% self-identified as white, **5.07%** within an ethnic minority

(**10.77%** of the group is not known and 1.04% selected 'prefer not' to say category).

Of those employees who self-identified as an ethnic minority:

1.61% self-identified as Black

1.4% self-identified as having mixed ethnicity

1.64% self-identified as Asian

0.84% self identified as another ethnicity

¹ <https://www.gov.uk/government/publications/ethnicity-pay-reporting-guidance-for-employers/introduction-and-overview>

² Using [B&NES IRF](#) live Latest Demographic data,

The job roles across the council cover a broad spectrum of services and work activities in a wide range of roles. In 2025 we employed approximately;

- 1300 staff employed in frontline roles including waste and recycling operatives, registrars, Bereavement service customer services and libraries, highways, visitor assistants in our museums and heritage service and support care workers.
- 650 staff employed in frontline social care, education and protection roles working in environmental health, public protection, mental health, social workers, educational psychologists, SEND support and safeguarding.
- 1000 staff in professional, and support roles across capital and housing, planning and building, regeneration, transport, green infrastructure, finance, HR&OD, IT and pensions

Of the 2990 headcount, 2877 employees were identified as ‘full pay relevant employees’³, as set out in the regulations, and included in the calculations.

During the financial year of 2024/2025 there was a significant staffing change with 237 employees transferring under TUPE from HCRG Care Group into the council’s Adult Social Care service on 1 April 2024.

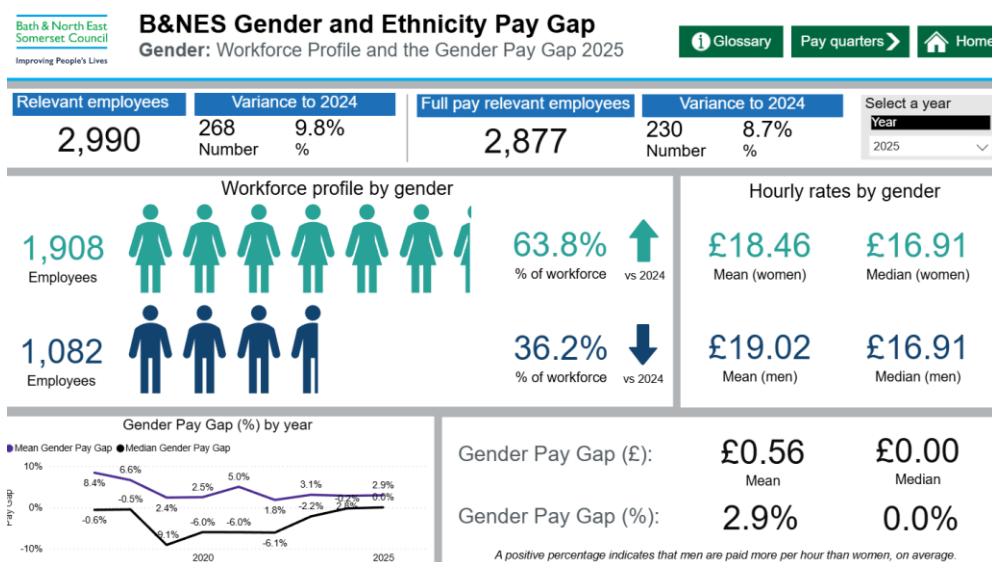
Gender Pay Gap 2025 (Mean/Median)

As at the snapshot date of 31 March 2025, the mean average hourly rate of pay for women across the council increased to £18.46 and for men increased to £19.02. A mean gap of 2.9%.

The median average gap has a mid-point rate of £16.91 for both men and women. This means there is no gap.

The median average is considered more representative measure of the pay gap. The mean figure can be skewed by a small number of highly paid individuals, so the median figure is less affected by outliers.

Figure 1. shows our Gender Pay Gap by year and how it differs from 2024



³ Full pay relevant employees are those relevant employees who, during the relevant pay period, are not being paid at a reduced or nil rate as a result of being on ‘leave’. This data includes casual workers who worked on that snapshot date.

Comparison with other Local Authorities and UK

Pay gaps between authorities are varied and will be influenced by differences in structures, the types of services provided and the extent of insourcing/outsourcing activity.

The mean gender pay gap in local government for 31 March 2018 was 6.1% and the median gap was 4%.⁴ Since then there's been a gradual reduction. In 2024/2025 showing a 3% Mean gap and 1.6% Median gap⁵.

According to the [Office for National Statistics \(ONS\)](#)⁶ for people in work across the UK,

- median hourly pay for full-time employees was 6.9% less for women than for men in April 2025, while
- median hourly pay for part-time employees was 2.9% higher for women than for men (figures exclude overtime pay)
- Median pay for all employees was 12.8% less for women than for men in April 2025.

Ethnicity Pay Gap 2025 (Mean/Median)

This is our 4th year of voluntarily calculating the ethnicity pay gap.

Table 1 below shows the mean and median pay rates for each ethnic group.

Table 1

Year	Pay rates				Variance	
	2024		2025		Mean	Median
Ethnicity group	Mean	Median	Mean	Median		
Asian	£16.30	£15.41	£16.40	£14.74	£0.10	-£0.67
Black	£16.70	£16.68	£16.99	£15.96	£0.30	-£0.72
Mixed ethnicity	£17.12	£16.61	£18.27	£18.25	£1.16	£1.64
Not known	£18.43	£16.24	£17.09	£14.48	-£1.34	-£1.76
Other	£17.23	£15.42	£18.87	£16.77	£1.64	£1.35
Prefer not to say	£16.53	£15.16	£17.33	£15.83	£0.80	£0.67
White	£18.26	£16.24	£18.96	£17.01	£0.70	£0.78

The median average is considered more representative measure of the pay gap. The mean figure can be skewed by a small number of highly paid individuals, so the median figure is less affected by outliers.

In general, fluctuations will be in part down to: the volatility of data for small cohorts; updating of demographic data, meaning people have moved into the comparison cohorts and out of the 'Not known' group; and, the level of seniority (and associated pay) of people leaving posts and how that compares to the level of pay of new joiners.

⁴ Data taken from LGA Report 2019 (based on 31 March 2018 data) - <https://www.local.gov.uk/gender-pay-gap> accessed January 2020 and May 2021.

⁵ LGA Research [The gender pay gap in English local authorities 2024/25](#)

⁶ [Office for National Statistics \(ONS\)](#) provisional data as at January 2026, will be updated after 2026 reporting deadline

White Group Analysis

- The median average hourly rate of pay of employees self identifying as white was £17.01 per hour (compared to £16.24 in 2024)

Asian/White analysis. The gap has increased since last year to 15.4% (from 5.4%)

- The median average hourly rate of pay for employees self identifying as Asian was £14.74 (compared to £15.41 in 2024)

The minus median gap figure represents people in the Asian group earning £2.27p less an hour than the median mid-point of the white group. (£17.01 - £14.74)

Black/White analysis. The gap has increased since last year to 6.6% (from -2.6%)

- The median average hourly rate of pay for employees self identifying as black was £15.96 (compared to £16.68 in 2024)

In 2022 the median gap for people in the black ethnicity group compared to the median midpoint white group was -11% indicating that employees in the black ethnicity group were paid £1.80 more than the median midpoint white group. This gap disappeared in 2023.

Mixed Ethnicity/White analysis. The gap has decreased to -6.8% (from -2.2%)

- The median average hourly rate of pay for employees self identifying as mixed ethnicity was £18.25 (compared to £16.61 in 2024)

This 2024 data shows that people in the white group earned 37p less per hour than the median mid-point of the mixed ethnicity group. In 2022 it was £0.00. 2025 shows the group earn £1.24 more.

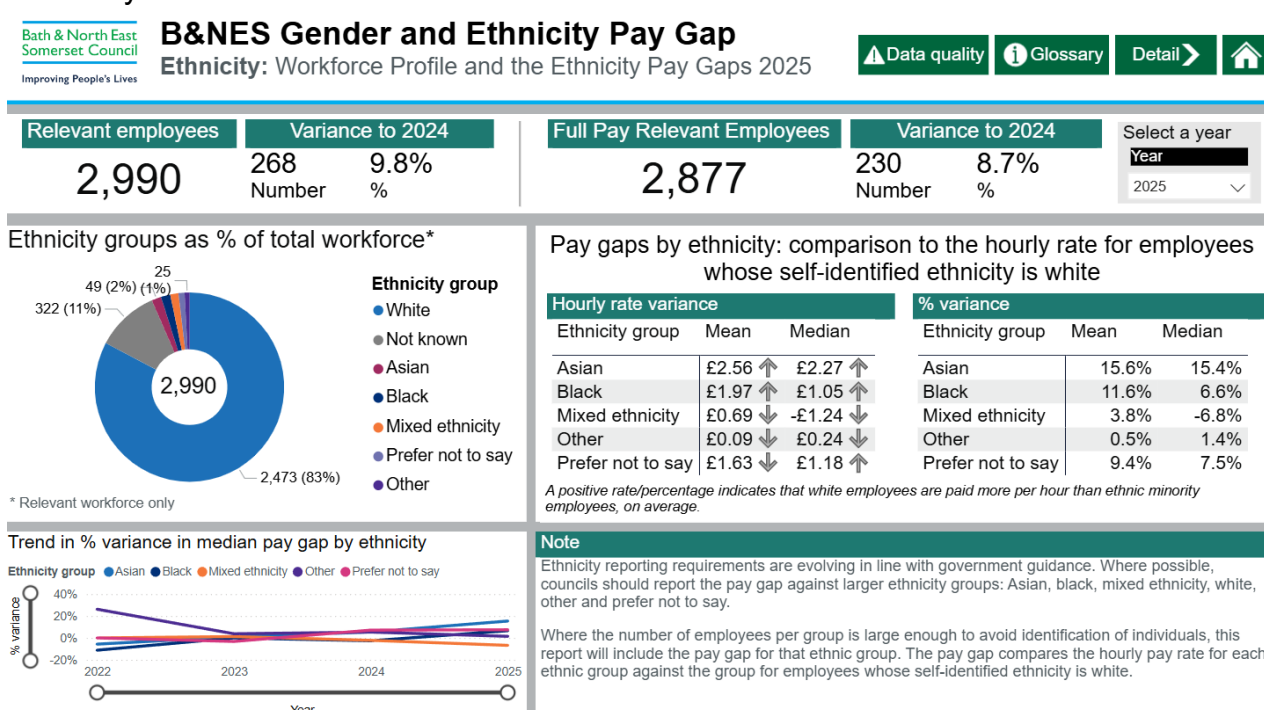
Other/White analysis. The gap has decreased to 1.4% (from 5.3%)

- The median average hourly rate of pay for employees self identifying as "other" was £16.77 (compared to £15.42 in 2024)

In 2024, the 'Not known group' reflected the same median hourly rate as the white group. In 2025 this is significantly lower with a median average of £2.53 less per hour.

(Figure 2 below shows the overall size of the unknown group (322). If we assume there is at least a handful of people within the Unknown group who should be in a known minority ethnicity group, then, depending on their pay rates, it could have a significant impact on the mean and median rates for those groups.)

Figure 2 shows the ethnicity groups as % of our total workforce, and the ethnicity gap summary data.



We expect the gap to fluctuate due to turnover. If higher paid employees from one ethnic group leave, the average pay for that group drops. If lower paid employees leave, the average rises. In organisations with small numbers of minority ethnic employees, even small changes in pay, role or headcount can cause large swings in the percentage gap. It's important to monitor them so that we can notice any significant changes. Improvements in inclusive recruitment and progression can reduce the gap.

Fluctuations don't always indicate progress or regression – sometimes they reflect demographic changes rather than underlying fairness. (eg the insourcing of a high number of care roles.

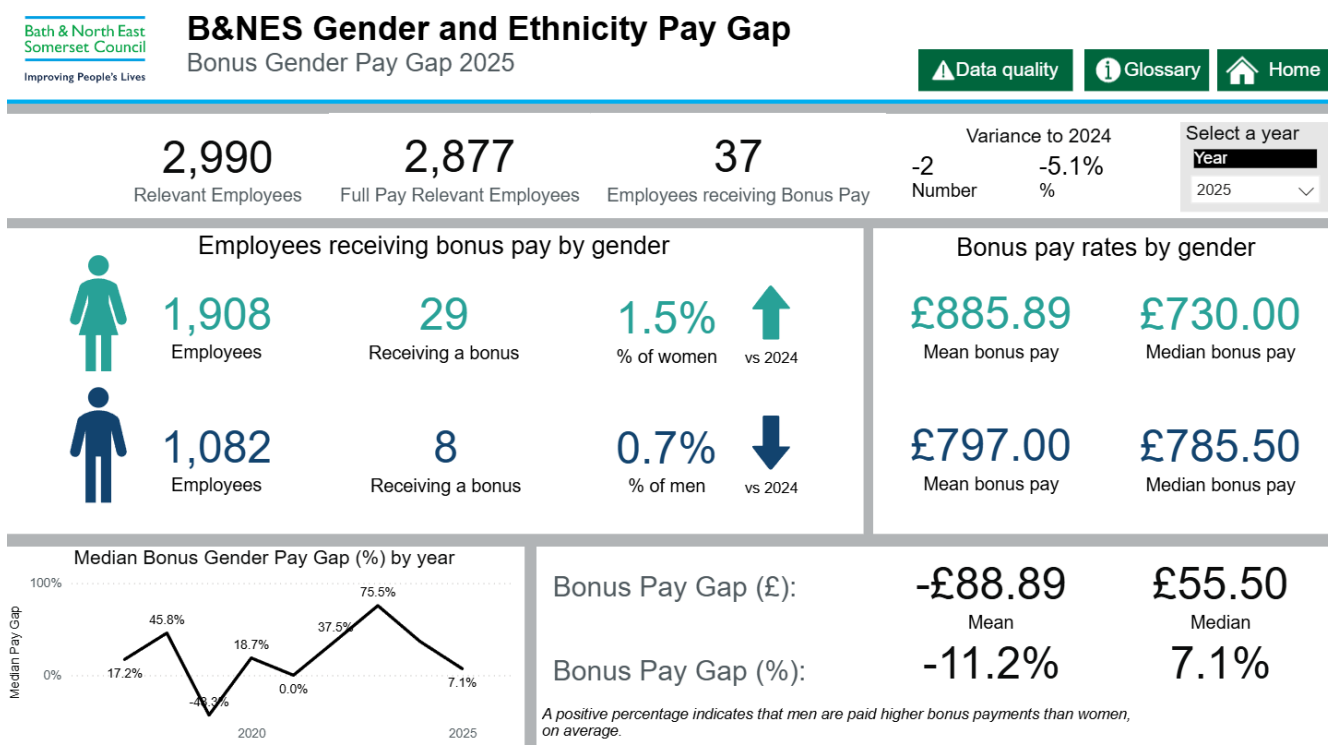
Proportion of Men and Women Receiving Bonus Pay³

Whilst the Council doesn't pay 'bonus' payments in the traditional sense, there are a small number of one off payments (eg long service awards, recruitment and retention allowances), that, in the spirit of transparency, are identified separately.

Figure 3 below shows that the number of employees receiving one off 'ex gratia' payments has decreased, remaining very small at 37. The median has reduced significantly from 36.6% to 7.1% showing a difference of only £55.50 in the average median bonus amount between men and women.

The results for bonus pay should be treated with caution due to such small numbers in scope. The 37 employees within the small bonus pay group 30 self identified as white and 7 are in other groups, remaining too small to calculate ethnicity bonus pay gap.

Figure 3



³ Bonus pay for B&NES is defined as one off incentive payments eg long service award payments, golden hellos and recruitment and retention allowances to attract and retain teaching staff, one-off ex-gratia payments. It does not include honorarium payments which are already included in the overall basic hourly rate pay calculation.

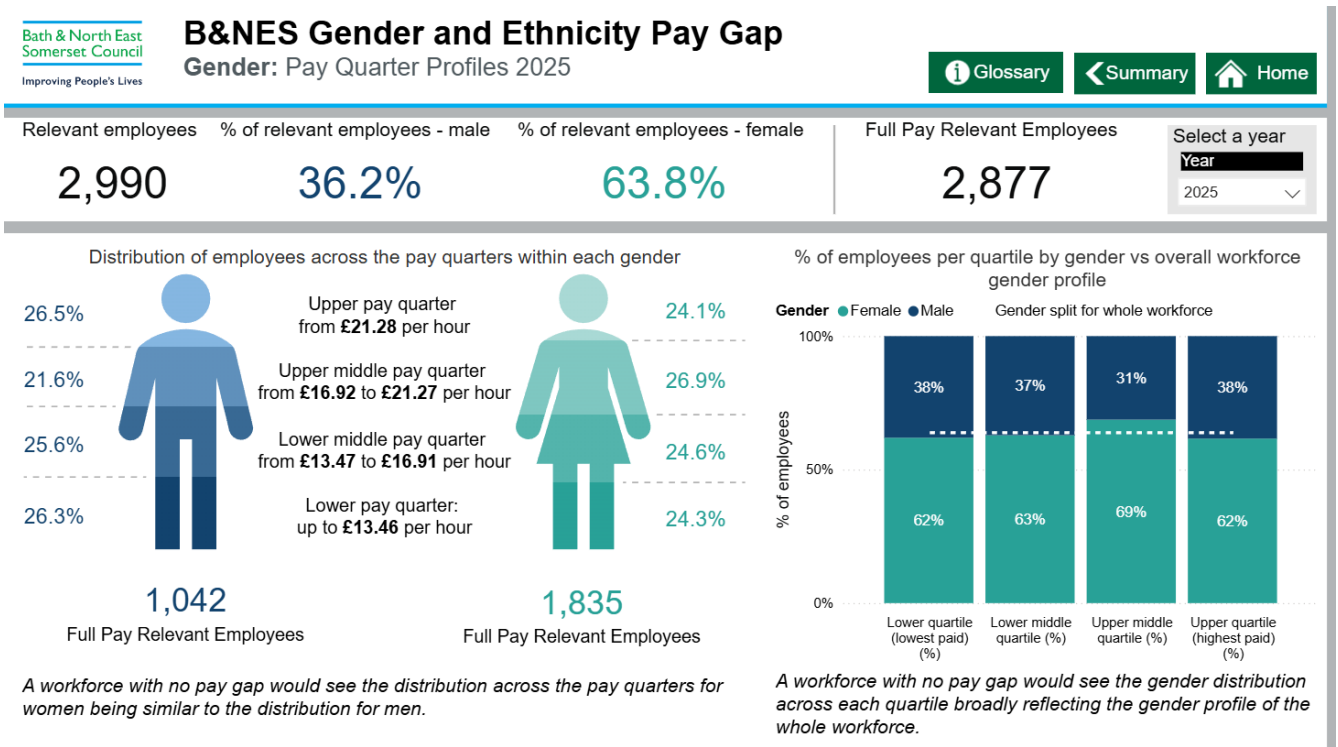
Quartile Pay Bands – Gender Pay March 2025

The table below shows the workforce composition in each pay quartile. In order for there to be no gender pay gap, the representation of male and female in each quartile would need to reflect the overall representation of our workforce, i.e. 62.5% female and 37.5% male. There are approximately 661 employees in each quartile.

Male employees are slightly over represented in all quartiles except upper middle.

There is still a higher representation of female employees in the upper middle quartile which highlights that there still exists a gap for females between that upper middle quartile and the upper quartile.

Figure 4



What is B&NES Council doing to address its pay gap?

We are committed to showing leadership and organisational commitment to equality and employing a diverse and engaged workforce. We recognise that our ethnicity pay gap may change as we improve the quality of our ethnicity data. Including ethnicity within our pay gap analysis is an important tool that closely links with two of our key objectives in our Equality Action Plan:

- Showing leadership and organisational commitment to equality
- Employing a diverse and engaged Workforce

We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, we evaluate job roles and pay grades using the HAY job evaluation⁷ analytical methodology to ensure a fair and consistent pay structure.

Whilst B&NES Council's gender pay gap compares favourably with that of organisations both across the whole UK economy and within the public sector, this is not a subject about which the Council is complacent, and we are committed to further understanding, analysing and target action into addressing potential barriers that might influence the gap.

B&NES Council has voluntarily reported on ethnicity pay data for the last 4 years. We are pleased to have reduced the number of missing ethnicity information this year. And will continue to do so.

The 'Closing the Gap' Action plan sets out in more detail about what we said we were going to do to tackle the gender and ethnicity pay gap, what we have actually done and what we plan to do next.

⁷

A small number of specialist roles fall under Soulbury, JNC or School Teacher Pay terms and conditions that are not Hay evaluated

Bath & North East Somerset Gender and Ethnicity Pay Gap – ‘Closing the Gap’ Action Plan 2017-2025

Area of...	Previously we said we would...	So far we have...	During 2026 we will...	Action Owner
Pay	review our policy on ex-gratia (bonus) payments	reviewed ex gratia payments, resulting in the reviewing and removal of some payments, strict sign off protocol for initiating or extending - including monthly monitoring of HRBP and overview by Director of People & Change. Set up specific types of allowances to aid clarity, monitoring and reporting.		Head of HR
	build upon existing good practice to take a fair and consistent approach to pay and grading through robust job evaluation processes	Commenced a review of our pay and reward strategy where additional allowances and honoraria will be reviewed. Implemented a new pay structure to ensure better internal equity in job design and pay & grading across the Council.	Sign up to become a support of the WECA Good Employment Charter	Head of HR
	review a sample of recruits and their starting salary /spinal column point to determine if male recruits negotiate/are offered a higher starting salary than female recruits	Implemented 375 new role profiles, replacing 1000+ job descriptions in order to provide greater clarity and transparency on roles, ensuring jobs are designed and simplified and consistent across the council and show clear career progression routes. In 2020, an HR research project reviewed starting salaries of a sample of male and female recruits to investigate that this complies with our clear policy on starting salaries	Implement career graded guidance to all managers to increase the use of clear career progression pathways	
	prepare for ethnicity pay gap reporting	In 2022, embedded ethnicity into our pay gap data collection and accompanying report, this year providing even greater transparency in our ethnicity pay gap data.	Review and implement outcomes of Equality (Race and Disability) Bill mandatory ethnicity and disability pay gap reporting (once published)	Head of HR
	prepare for disability pay gap reporting	We have taken steps to actively encourage employees to declare their equality data to ensure that we have accurate and up-to-date information on our records. The percentage of not known ethnicity information has reduced to 14% of the workforce (as at Jan 2026)		

Area of...	Previously we said we would...	So far we have...	During 2026 we will...	Action Owner
Recruitment	Review our gender monitoring through all employee lifecycles to identify any barriers to gender equality and inform priorities for action	<p>Ensured that ACAS Unconscious Bias awareness principles and promotion of Flexible Working principles are featured within our standard Recruitment and Selection Training</p> <p>Explored unconscious bias training more with external consultant and neighbouring authority, together with our own Equalities team and Staff Working Groups</p> <p>Identified a suite of reports that will feed into the HR dashboard and improve management reporting capability</p>	<p>Continue with the piece of work to identify gaps in recruitment data.</p> <p>Finalise reports and publish – to enable some analysis within the employee lifecycle eg re. interest in posts, shortlisted candidates, successful appointed candidates</p>	<p>Talent Sourcing Manager</p> <p>And</p>
	Review existing recruitment practices to identify which areas need more promotion to attract women and men into roles where they are underrepresented	<p>Refreshed our recruitment training programme to support our managers to make effective recruitment decisions in a fair and transparent way</p> <p>In 2024 Implemented a new Applicant Tracking System to enable a better candidate journey and provide data and reporting about applicants and appointments</p> <p>We have signed up as a partner to the Women's Work Lab – a local CIC that supports mum's to return to work. We offered 2 each placements in 2024 and 2025.</p>	<p>Identify key areas of underrepresentation and further action</p> <p>We're offering further placements in 2026</p>	<p>Head of HR</p>

Area of...	Previously we said we would...	So far we have...	During 2026 we will...	Action Owner
Development	analyse the upper and upper middle quartiles to identify any barriers indicated by the differential to enable targeted action	<p><u>Career Development</u> In Nov 2024 launched a Management Development Programme (MDP) which is open for all staff.</p> <p>Promoted career development within the workforce through the use of clearer role profiles.</p> <p>Increase in Apprenticeships/programmes over last 2 years Including , L4&5 (78), L6&7 (49)</p>	<p>Continue with MDP 117 in progress or enrolled for 2026</p> <p>Analysis of ethnicity representation on these pathways</p>	<p>ODBP</p> <p>HRBP</p>
		<p><u>Menopause Support – since 2021</u> We have delivered a Menopause in the Workplace awareness sessions and a specialist HRT information session (90 attendees across all sessions).</p> <p>Online Menopause Awareness training available on demand for all.</p> <p>Trained Menopause Champions (two of which are male), including 2 new champions in 2023, and many of our health champions are now ‘menopause aware’.</p> <p>Creation of a Women’s Health Staff network in 2025 which covers all aspects of women’s health, which meets monthly.</p> <p>We signed up to Includability https://www.includability.co.uk/about-includability as part of our EDI commitment to employment.</p> <p><u>Staff Networks</u> We’ve developed new and strengthened staff networks. Each network has a chair and sponsor Director. (Access & Inclusion, B&NES LGBTQ+, Carers, Ethnicity Minority, Faith, Men’s Group, Women’s Career, Women’s Health)</p>	<p>Continue to promote national initiatives around women’s health</p> <p>Create a working group with representatives across the council to create and implement the menopause policy and action plan</p> <p>Continue to support and grow the staff networks</p> <p>Conduct a review of current workplace practices for operational colleagues to identify potential adjustments such as temperature control, dress code, or other environmental factors that could better support their wellbeing and productivity.</p> <p>Increase communications through the women's health channel and staff engagement</p>	<p>HS&W BP</p>

Development (cntd)

Flexible Working

Coaching

All staff have access to coaching and management mentoring. Coaching is provided by a qualified coach at no cost. This includes up to six one hour sessions. In 2025 14 coaching matches (13 of which were women)

South West Challenge. All managers are given the opportunity to participate in the South West Challenge, coordinated by South West Councils, where different organisations respond to common challenges that local authorities face, supporting their growth and development.

Increase the amount of wellbeing resources across all sites

HS&W BP

ODBP

Previously we said we would...	So far we have...	During 2026 we will...	Action Owner
<p>analyse the impact of the gender prevalence of part time working associated with lower rates of pay and the pay gap between the average hourly rate of men who work full time and the average hourly rate of women who work part time</p> <p>analyse the breakdown by gender of take-up of part-time and flexible working, at senior levels in B&NES Council</p>	<p>Undertook a project (within HR&OD) which produced some useful findings re. attitudes within the organisation to working remotely. We support a culture that builds confidence, encourages member development and empowerment, and identifies barriers to women in the workplace by seeking to address the issues identified through positive action.</p> <p>Publicised a welcome for flexible working request on adverts</p> <p>Promoted flexible working ethos specifically within recruitment and selection training and at Council induction and highlighting job share/flexible working at senior level via video/website. Added further to the films from our staff network members promoting inclusive workplaces</p> <p>In 2019 linked with Bath Spa University to support their students in a research project in strategies being adopted to reduce the gender pay gap</p> <p>Undertaken some analysis on part time/full time ratios within the quartiles</p> <p>Continued to promote flexible working – particularly within Managers</p>	<p>Review Family friendly policies</p>	<p>Head of HR</p>

@MyBest essential managers training programme.

In 2022 undertook a staff engagement survey which included the topic of flexible working. “*My Manager enables me to work flexibly to maintain my work life balance*” 82% agreed/strongly agreed (**a 5% increase on 2019**)

Review 2025 Staff Survey results (due in 2026)

HR SMT
and
HRBPs

Introduced blended working charter and workshops for managers as part of the Preparing for the Future and new ways of working post-Covid.

Review support to Carers (2027)

Head of
HR

Extended our carers leave policy to 7 days of paid leave
