

Gender and Ethnicity Pay Gap Report snapshot date of 31 March 2024

This is the council's 8th 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 3rd 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 and there are no statutory definitions. The UK government has provided guidance¹ 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 15.5% of the workforce, 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 and 13.76%, in 2023. Despite a range of different communications to ask employees to update their data, unfortunately this gap remains.

There were 2722 employees working on the snapshot date of 31 March 2024.

At this date, the workforce comprised of;

62.5% female and 37.5% male employees.

79.43% self-identified as white, 5.07% within an ethnic minority

(14.66% of the group is not known and 0.84% selected 'prefer not' to say category).

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

1.47% self-identified as Black

1.36% self-identified as having mixed ethnicity

1.62% self-identified as Asian

1.98% self identified as another ethnicity

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

The job roles across the council cover a broad spectrum of services and work activities in a wide range of roles. In 2024 we had approximately 1100 staff employed in frontline operational roles as waste and recycling operatives, Registrars, in bereavement services, customer services and libraries, highways, as visitor assistants in our museums and heritage services, and as support (care) workers in our care homes and extra care facilities. We had around 550 staff employed in frontline social care, education and protection roles working in environmental health, public protection, mental health, children's social workers, educational psychologists, SEND support and safeguarding. We also employed over 1000 staff in professional and support office-based roles such as planning, regeneration, finance, HR&OD, IT and pensions.

Of the 2722 headcount, 2647 employees were identified as 'full pay relevant employees'², as set out in the regulations, and included in the calculations.

During the financial year of 2023/2024 there was one significant staffing change when the Music Service of approx 40 music teachers/tutors TUPEd out of the council.

Gender Pay Gap 2024 (Mean/Median)

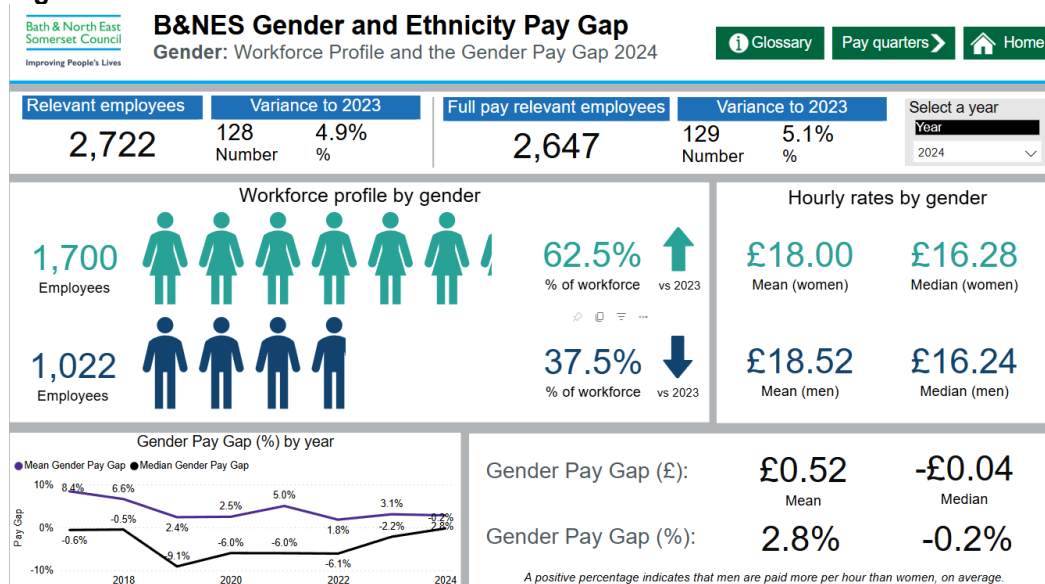
As at the snapshot date of 31 March 2024, the mean average hourly rate of pay of female employees across the council increased to £18.00 and males increased to £18.52. A mean gap of 2.8%.

The median average gap has a mid-point hourly rate gap of -0.2%. The minus represents the gap showing higher average rate for females. The mid-point of our female employees is £0.04 per hour **higher** than the median mid-point of our males. (£16.24 for males, £16.28 for females).

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. below also shows our Gender Pay Gap by year showing how it has fluctuated since 2017

Figure 1.



² 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/outourcing activity.

The mean gender pay gap in local government for 31 March 2018 was 6.1% and the median gap was 4%.³ Since then there's been a gradual reduction. In 2024/2025 showing a 3% Mean gap and 1.6% Median gap⁴.

According for the Office for National Statistics (ONS).

- median hourly pay for full-time employees was 7% less for women than for men in April 2024, while
- median hourly pay for part-time employees was 3% higher for women than for men (figures exclude overtime pay)
- Median pay for all employees was 13.1% less for women than for men in April 2024.

Ethnicity Pay Gap 2024 (Mean/Median)

This is our 3rd year of voluntarily calculating the ethnicity pay gap.

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

Table 1

Pay rates					Variance	
Year	2023		2024			
Ethnicity group	Mean	Median	Mean	Median	Mean	Median
Asian	£16.73	£15.48	£16.30	£15.41	-£0.42	-£0.07
Black	£16.47	£15.62	£16.70	£16.68	£0.23	£1.06
Mixed ethnicity	£15.97	£15.43	£17.12	£16.61	£1.15	£1.18
Not known	£15.52	£13.06	£18.43	£16.24	£2.92	£3.18
Other	£16.14	£15.05	£17.23	£15.42	£1.09	£0.37
Prefer not to say	£16.53	£16.14	£16.53	£15.16	£0.00	-£0.98
White	£17.67	£15.62	£18.26	£16.24	£0.59	£0.62

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.

Factors that may have impacted the changes could relate to turnover and our active encouragement to staff to complete their ethnicity data. Also as there are currently quite low numbers in some of these groups, it is more affected by changes.

White Group Analysis

³ 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.

⁴ LGA Research [The gender pay gap in English local authorities 2024/25](#)

- The median average hourly rate of pay of employees self identifying as white was £16.24 per hour (compared to £15.62 in 2023)

Asian/White analysis. The gap has increased since last year to 5% (from 0%)

- The median average hourly rate of pay for employees self identifying as Asian was £15.41 (compared to £15.72 in 2024)

The minus median gap figure represents people in the Asian group earning 83p less an hour than the median mid-point of the white group.

Black/White analysis. The gap has increased since last year to -2% (from 0%)

- The median average hourly rate of pay for employees self identifying as black was £16.68 (compared to £15.62 in 2023)

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 -2% (from 1%)

- The median average hourly rate of pay for employees self identifying as mixed ethnicity was £16.61 (compared to £15.43 in 2023)

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.

Other/White analysis. The gap has increased to 5% from 3 %

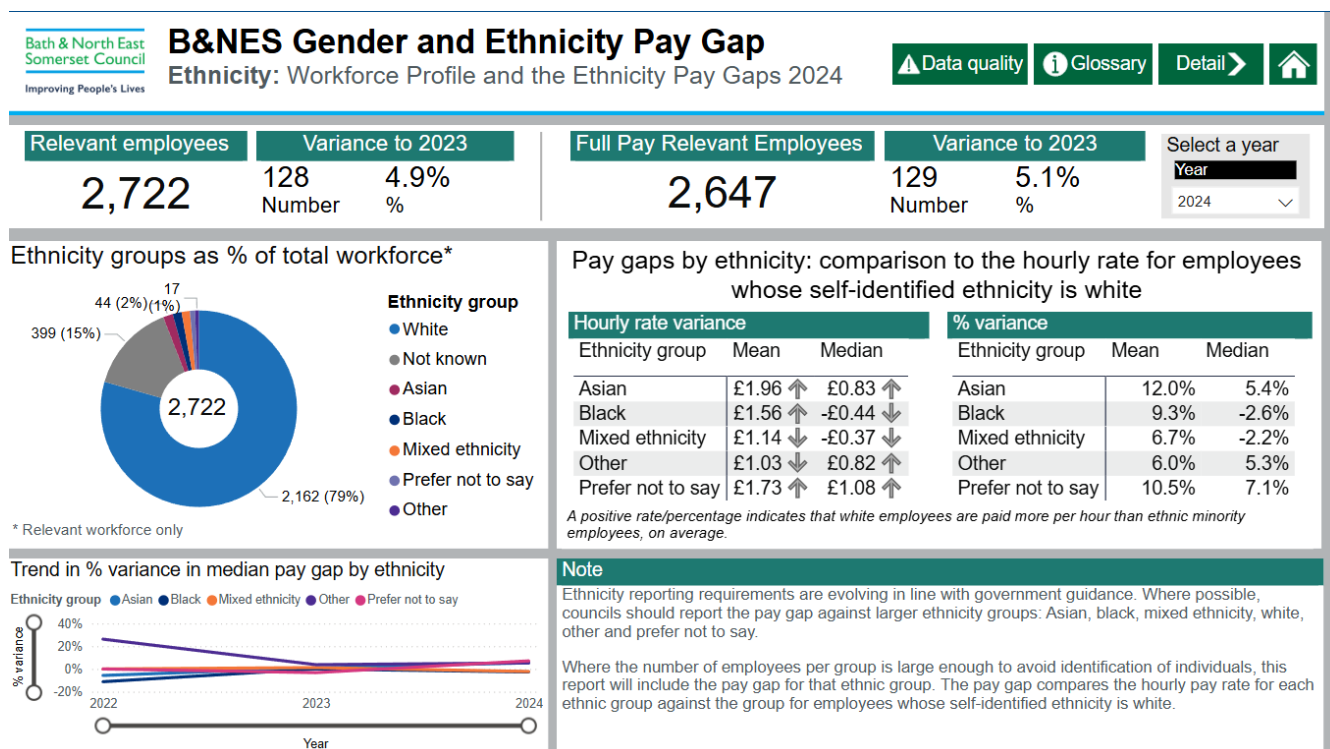
- The median average hourly rate of pay for employees self identifying as “other” was £15.16 (compared to £15.05 in 2023)

We expect the gap to fluctuate due to turnover. These gap changes are overall quite small. It's important to monitor them so that we can notice any significant changes.

The most significant gap in the ethnicity data is the ‘Prefer not to Say’ group with a 7% pay gap.

In 2024, the ‘Not known group’ reflects the same median hourly rate as the white group (Figure 2 below shows the overall size of the unknown group (399). 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 an 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.



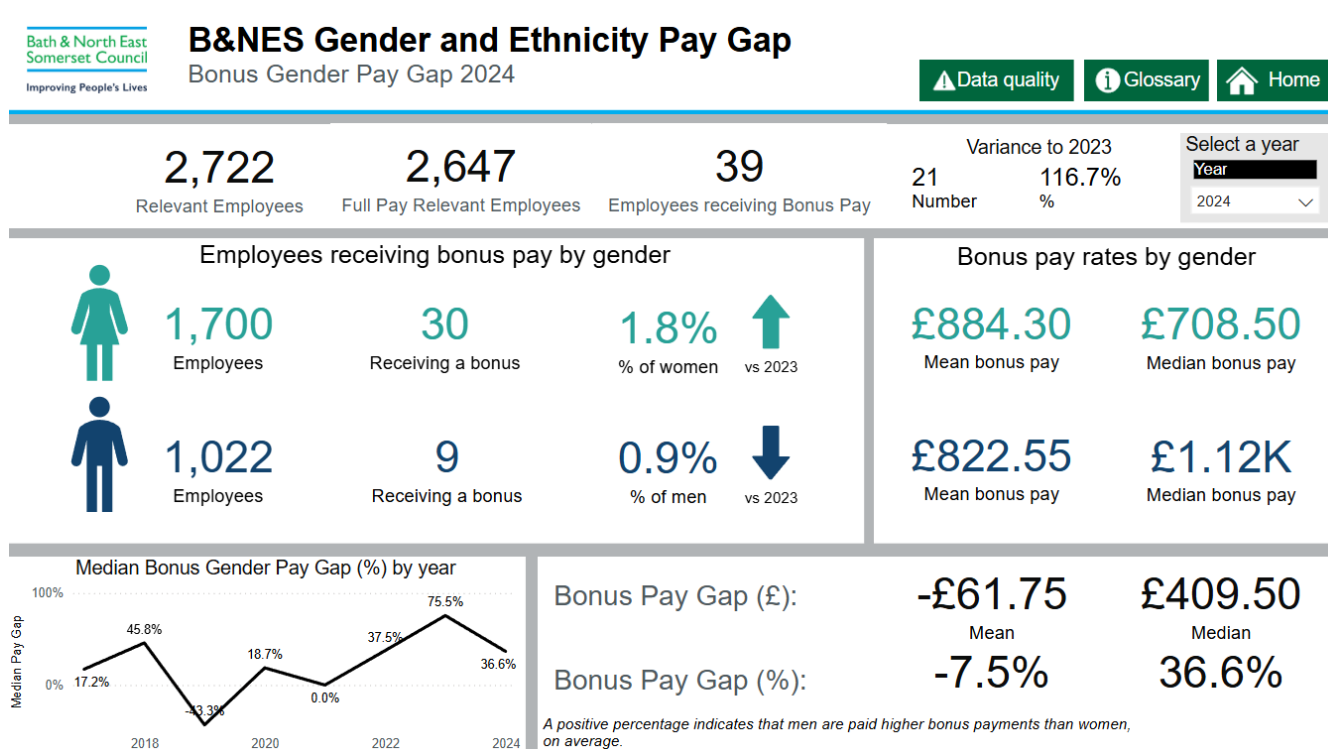
Proportion of Men and Women Receiving Bonus Pay³

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 increased yet remains very small at 39. The median remains high at 36.6%. The high median and mean % differences in the male and female bonus payments are due to more female employees receiving lower amounts and a small number of male employees receiving a higher amount.

The results for bonus pay should be treated with caution due to such small numbers in scope. The 39 employees within the small bonus pay group 15 self identified as white and 14 are not known. On that basis we are unable to calculate ethnicity bonus pay gaps.

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.

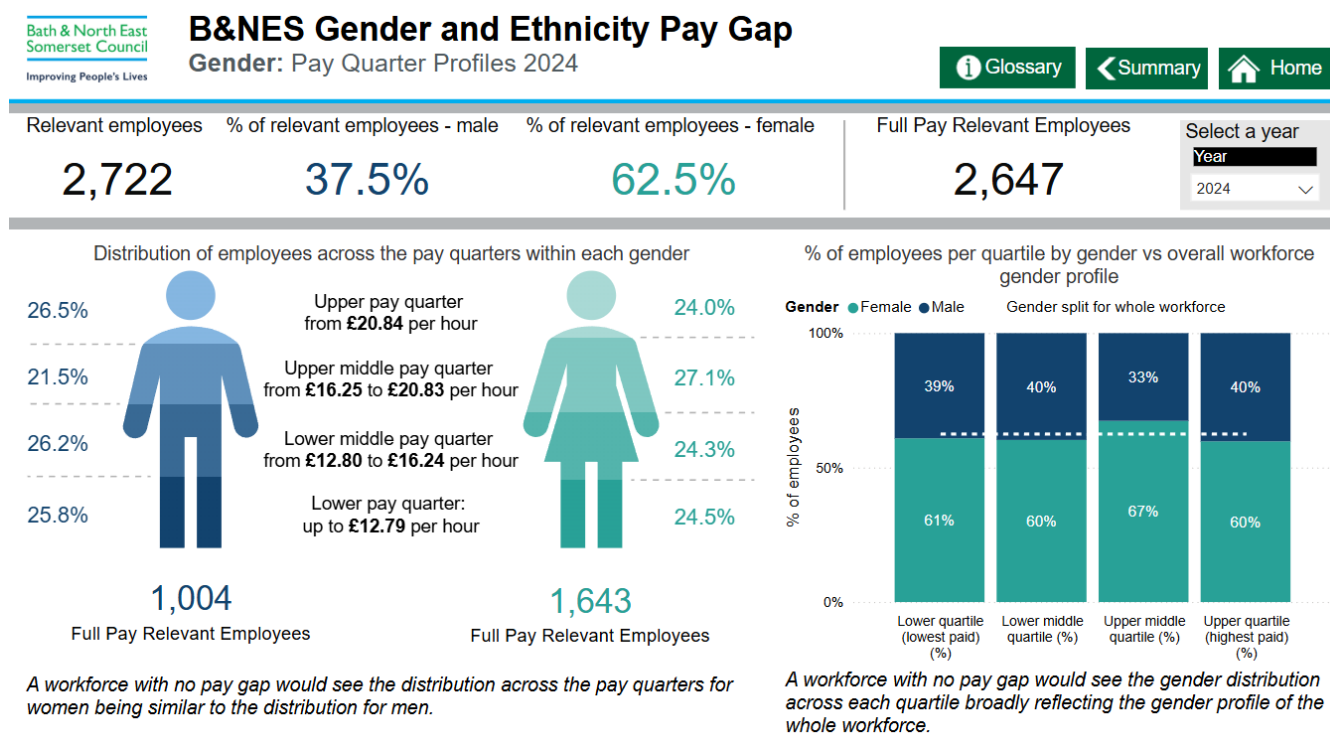
Quartile Pay Bands – Gender Pay March 2024

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. That gap has reduced by 1% since last year.

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 evaluation⁵ 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.

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.

⁵

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 2025 we will...
Pay		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.	
	review our policy on ex-gratia (bonus) payments	Commenced a review of our pay and reward strategy where additional allowances and honoraria will be reviewed.	
	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 structures to ensure better internal equity in job design and pay & grading across the Council.	
	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	Commenced a review of our job evaluation procedures which has included moving from using job descriptions to role profiles in order to provide greater clarity and transparency on roles, ensuring jobs are designed and simplified for outcomes, are consistent across the council and show clear career progression routes.	Finalise our review of the council's structure, pay and reward strategy and implement it to ensure every role in the council has a role profile describing the activities it undertakes at any given level.
	prepare for ethnicity pay gap reporting	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	
	prepare for disability 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.	
		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 slightly to 15% of the workforce (as at Feb 2025)	

Area of...	Previously we said we would...	So far we have...	During 2025 we will...
Recruitment	<p>Review our gender monitoring through all employee lifecycles to identify any barriers to gender equality and inform priorities for action</p>	<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 to embed unconscious bias training in our own practice and refresh corporate training recruitment programmes</p> <p>Continue with the piece of work to identify gaps in recruitment data.</p>
	<p>Review existing recruitment practices to identify which areas need more promotion to attract women and men into roles where they are underrepresented</p>	<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 had a successful placement in 2023 that resulted in the woman on placement being recruited to a substantive post. We offered a placement in 2024 and we are offering 2 placements in 2025.</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>Identify key areas of underrepresentation and further action</p>

Area of...	Previously we said we would...	So far we have...	During 2025 we will...
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></p> <p>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>In total (since 2017) we have supported the following development pathways:</p> <ul style="list-style-type: none"> - Springboard Development Plus - 20 female employees - MBA L7 - 18 senior managers (7 female) - Diploma L5 Management (16 managers /12 female) - Chartered Management Diploma L6 (1 female manager) - Town Planning Apprenticeship L7 (4 females/no male comparison) - April 2021 Stepping up Diversity Leadership Programme (2 female, 1 male) - Chartered Legal Executive L6 (1 female/no male comparison) - Project Management L4 Apprenticeship – 19 managers (6 male, 13 female) 	<p>Continue with MDP (supplemented with bespoke training provided by organisations like Stepping Up in 2025)</p> <p>MDP Total Attendees @ April 2025 (completed and future cohorts) = 158 (Male = 56, Female = 102)</p> <p>Continue to support managers on Level 7 MBA programme (cohort from 2025)</p>
		<p><u>Menopause Support – since 2021</u></p> <p>We have delivered a Menopause in the Workplace awareness sessions and a specialist HRT information session (90 attendees across all sessions).</p> <p>A Menopause Awareness session for male colleagues.</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>We signed up to Includability</p>	<p>Continue to support Menopause At Work and Menopause Matters programme https://intranet.bathnes.gov.uk/menopause-work Continue to support and grow Development+ Staff Network group</p>

**Development
(cntd)**

<https://www.includability.co.uk/about-includability> as part of our EDI commitment to employment.

In 2023 we promoted International Women's Day

In Sept 2022 established a Development+ Staff Network Group (for women) which meets regularly.(approx. 200 members (30-50 attend online sessions, fewer when in person). They provide a network of support, encouragement and knowledge to B&NES staff by sharing our experiences and challenges

**Flexible
Working**

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

analyse the breakdown by gender of take-up of part-time and flexible working, at senior levels in B&NES Council

Undertook a project (within HR&OD) which produced some useful findings re. attitudes within the organisation to working remotely. The aim is to 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.

Publicised a welcome for flexible working request on adverts

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

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

Undertaken some analysis on part time/full time ratios within the quartiles

Continued to promote flexible working – particularly within Managers @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**)

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

Extended our carers leave policy to 7 days of paid leave

Launch a carers staff network in 2025/2026.