



WOKINGHAM
BOROUGH COUNCIL

Gender and Ethnicity Pay Gap Report 2025

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Executive Summary

The gender and ethnicity pay gap report for Wokingham Borough Council provides information on the pay gap between males and females along with the gap between ethnic minority background and non-ethnic minority background. Whilst there is no requirement to publish the ethnicity pay gap data, Wokingham Borough Council adopts a transparent approach to all pay reports.

The pay gap is calculated according to specific calculation requirement using the mean and median average rates of hourly pay for males and females, along with ethnic minority background and non-ethnic minority.

Due to national reporting requirements and provisions, Wokingham Borough Council can only report the gender pay gap for staff who identify as male or females. The Council does and will continue to, use internal reporting mechanisms that consider all gender identities and expressions that are not limited to the binary of male and female.

Our mean gender pay gap is 11.49% and our median pay gap is 11.60%. The median gap is a more accurate measure of a gender pay gap as it discounts very high or low rates of pay that can confuse and skew the overall average.

Our mean ethnicity pay gap is 5.83% and our median ethnicity pay gap is 0.00%.

The mean and median pay gap is also calculated for each of the quartile pay bands (lower, lower middle, upper middle and upper) Due to the various elements making up pay within Wokingham Borough Council, including market supplements, these quartiles can be very fluid and pay gaps across the quartiles can appear different from the overall pay gap. Within each quartile this will have an impact dependent on activity across the Council. This impact can be related to, but not limited to, new starters where they would typically start on the bottom of a pay band, pay rise applications and internal promotions.

The gender pay gap is the average pay for women and average pay for men in an organisation, no matter what job they do. This is different to equal pay which deals with the pay differences between men and women who carry out the same or similar jobs. The Council has a fair and transparent job evaluation system that ensures roles of the equivalent value receive the same pay.

Background

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, employers with 250 or more employees must publish gender pay gap information every year. The data is used based on a snapshot of people engaged on the Council's payroll as at 31st March each year. This information does not account for agency workers, as they are not paid for by the Council directly but will include causally engaged workers.

The Council is required to report on the following

Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay employees and that of female full-pay employees.
Median gender pay gap	The difference between the median hourly rate of pay of male full-pay employees and that of female full-pay employees.
Mean bonus gap	The difference between the mean bonus paid to male employees and that paid to female employees.
Median bonus pay gap	The difference between the median bonus paid to male employees and that paid to female employees.
Bonus proportions	The proportions of male and female employees who were paid bonus pay during the relevant period.
Quartile pay bands	The proportions of male and female full pay employees in the lower, lower middle, upper middle and upper quartile pay bands.

What is Mean and Median?

The mean pay gap is the difference in average hourly pay. It is calculated by totalling all pay rates and then divide by the total number of employees

The median pay gap is the difference in hourly pay based on the midpoint. The calculation lines up all staff used in the data from the lowest to the highest paid and selects the mid-point. If there is an equal number of salaries the median is measured by using the average of the two middle numbers.

The median is the most representative measure as it stops a small number of very high or very low salaries skewing the results.



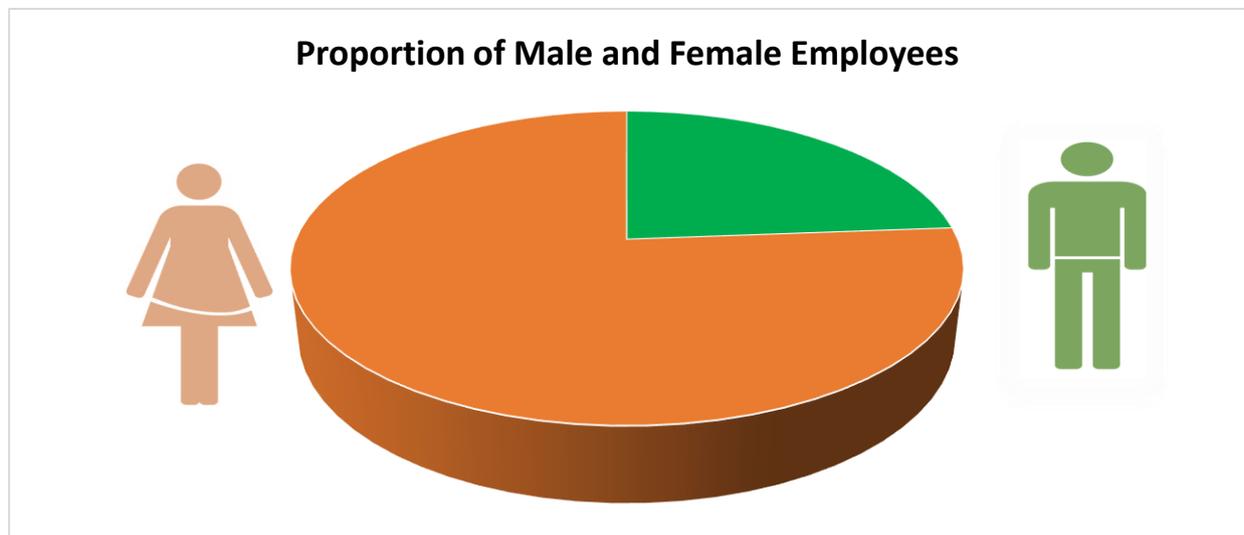
Gender Pay Gap Report V Equal Pay

Gender pay differs from equal pay. Equal pay deals with differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. The gender pay reflects the overall average earnings difference.

Wokingham Borough Council's Gender Pay Gap

As at 31st March 2025, the Council has 1,618 on pay for the data to be used for the purposes of this report. Within this data, it accounts for 1233 (76.21%) females and 385 (23.79%) males.

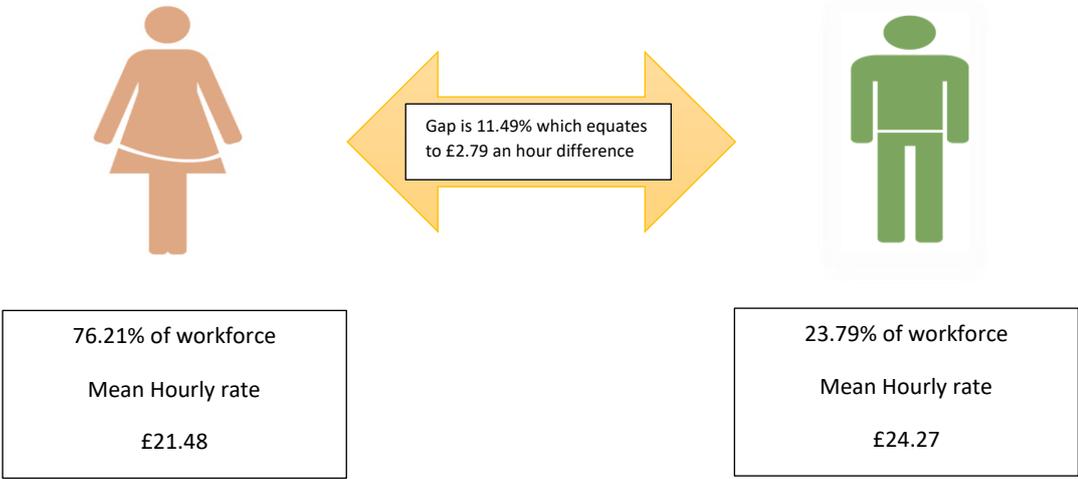
The figure above includes all contracted staff, whether permanent or fixed term, along with all casually engaged workers and the Foundry College.



Wokingham's Mean Gender Pay

The mean gender pay has reduced from 11.83% in 2024, to 11.49% in 2025, and has reduced year on year where it has been recorded at a much higher rate. This is largely attributed to an increased presence of women in the top quartile of the Council.

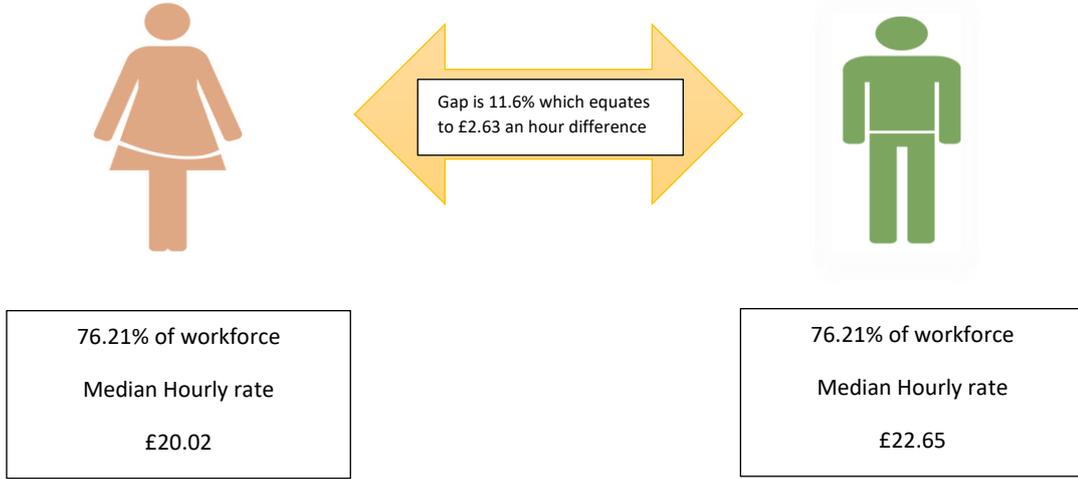
The figure is relatively hard to benchmark and Councils cannot be compared like for like due to the differing make up of services that are offered across the board. For March 2024, there was a mean average of 3% across a number of Councils that employed between 1000 and 4,999 people. Whilst our mean figure is above the average ours is falling by a higher rate than the Council comparable average.



Wokingham’s Median Gender Pay

The median gender pay has reduced from 15.7% in 2024 to 11.60% in 2025 and has reduced year on year where it has been recorded at a much higher rate but remained at a similar level to 2024.

As with the mean, benchmarking is hard to measure due to the profiles but for March 2024, the median average, for similar Councils, was 1.6% but again must be understood in the context of the services that Wokingham provides and again when compared to national rates and the decrease reported, Wokingham rates have fallen at a higher rate. The Council median is less than the national benchmark of 13.1%



Bonus Proportions

Wokingham Borough Council does not operate any performance related pay or bonus schemes and therefore does not have a bonus gender pay gap.

The median is the most representative measure as it stops a small number of very high or very low salaries skewing the results.

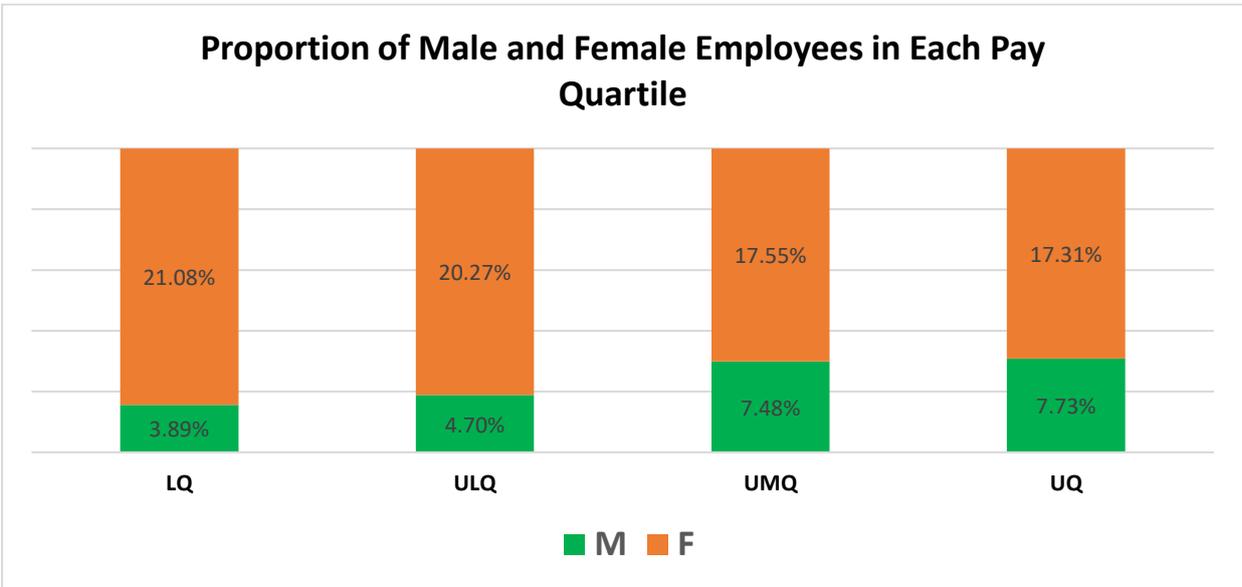
How do we calculate the quartiles?

Quartile pay is a statistical term used to divide a data set into four equal parts. Each quartile represents 25% of the data split. When analysing pay gaps, quartiles help to illustrate the distribution of pay within an organisation.

We split the full workforce, that is accounted for when the snapshot of data is taken, into the quartiles to show the proportion of each gender in each broad pay band. There is a fairly equal split of the number of employees in each quartile, with the bottom two quartiles having 404 in each and the upper two quartiles having 405 in each.

The following hourly rates are accounted for in each quartile

- Lower quartile Up to £15.84 per hour
- Lower middle quartile From £15.84 to £20.02 per hour
- Upper middle quartile From £20.02 to £25.79 per hour
- Upper quartile £25.79 and above per hour



Our overall workforce is split 76:24 Female to Male. Women are still overrepresented in the lower two quartiles but are aligned to our overall workforce split, but the upper quartiles still have similar patterns in the split and are not too dissimilar to the overall demographic. This distribution is pivotal to why our mean and median gaps exist.

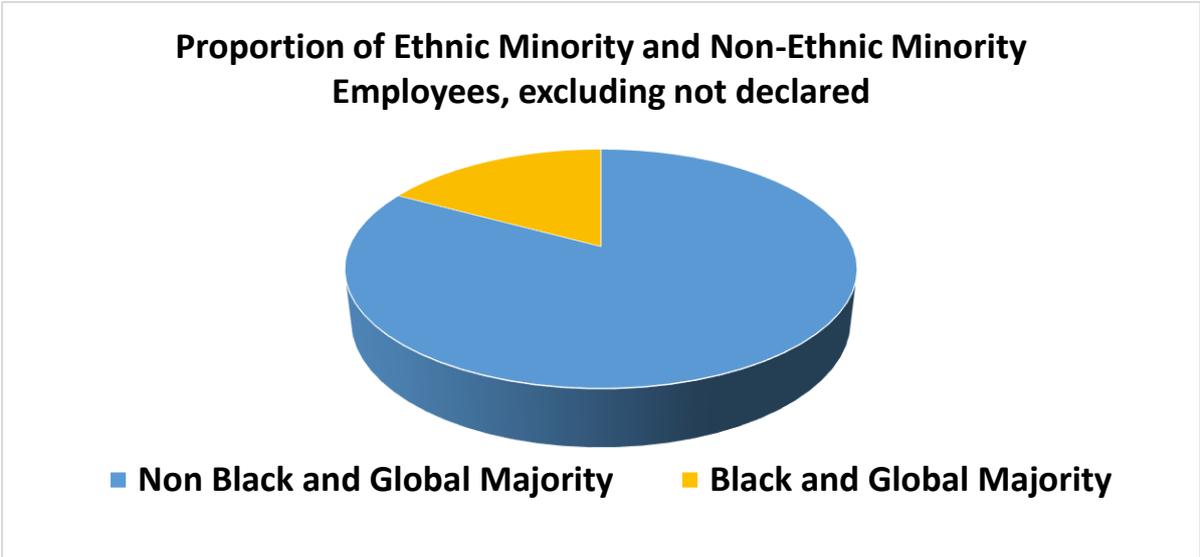
Wokingham has outsourced contracts in place, delivering services perceived as traditionally male dominated, for example refuse collection, highways maintenance and direct labour roles such as housing stock maintenance. This will impact on the gender split of staff at the lower quartiles. Were these services delivered in-house you could expect to see the proportion of males in the lower quartile increase as the hourly rates for these roles would fall into that quartile. Similarly, we deliver many roles such as administration, customer services and libraries which are traditionally female dominated, and a higher proportion of part time workers, and these roles all fall into the lower and lower middle quartiles thus explaining the higher proportion of females in these groups.

The gender pay gap is the average pay for women and average pay for men in an organisation, no matter what job they do. This is different to equal pay which deals with the pay differences between men and women who carry out the same or similar jobs. We have a long established accredited, job evaluation arrangement which provides a recognised way to avoid equal pay issues and aligns to the terms and conditions highlighted within the report.

Wokingham Borough Council's Ethnicity Pay Gap

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, employers with 250 or more employees must publish gender pay gap information every year. Employers are not required to collect, analyse or publish information on ethnicity pay but Wokingham Borough Council has committed to do this as part of our commitment to the Race Charter.

Without published guidance, we have worked to the same principles as the Gender Pay Gap and have calculated the mean and median ethnicity pay gaps for our workforce. We have included those on permanent, fixed term and apprenticeship contracts who have declared their ethnicity as at 31st March 2025.

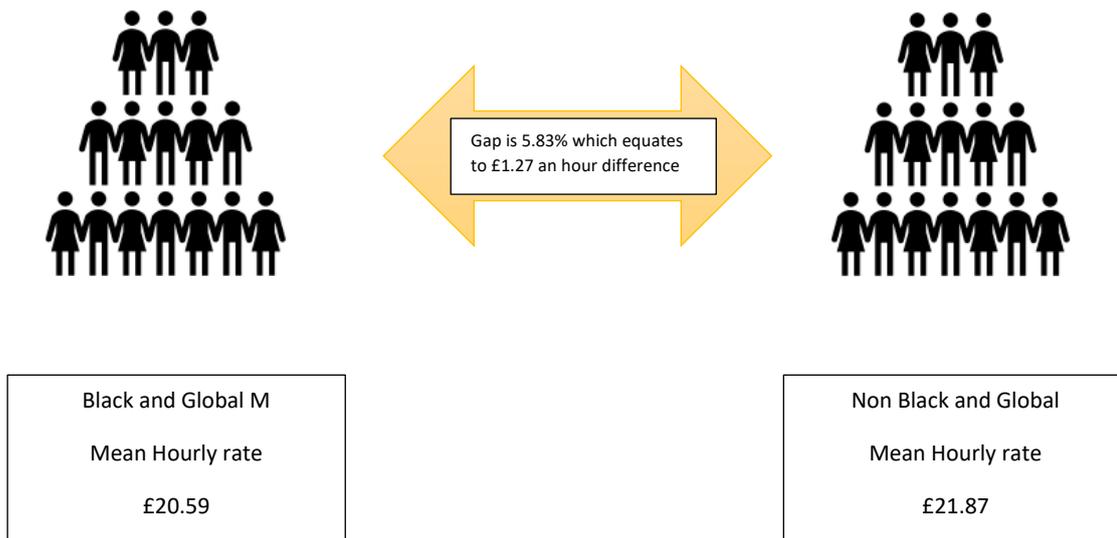


For the purposes of the calculation of ethnicity pay gap, we have removed statistics of employees who have not declared their ethnic background. Whilst we actively try to encourage all staff to report this data, it is relevant to note that this cannot ensure we are fully accurate on our ethnicity pay gap reporting.

Wokingham's Mean Ethnicity Pay

The mean ethnicity pay has increased slightly from 5.65% in 2024 to 5.83%

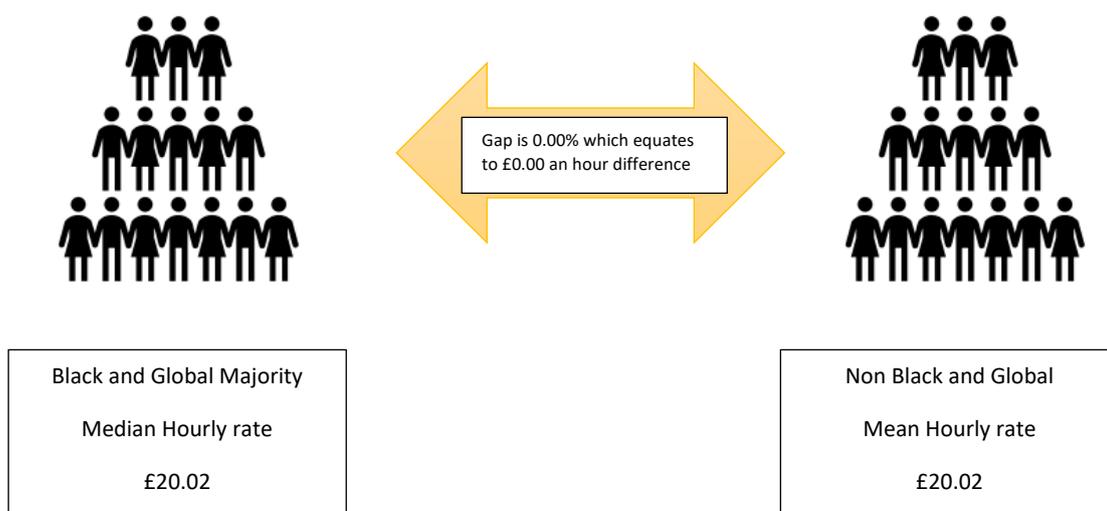
A positive pay gap occurs when minority groups earn more on average. Unlike the gender pay gap reporting we are not statutorily obliged to report this data, as yet, however we are ahead of doing this due to our commitment to equality and fairness.



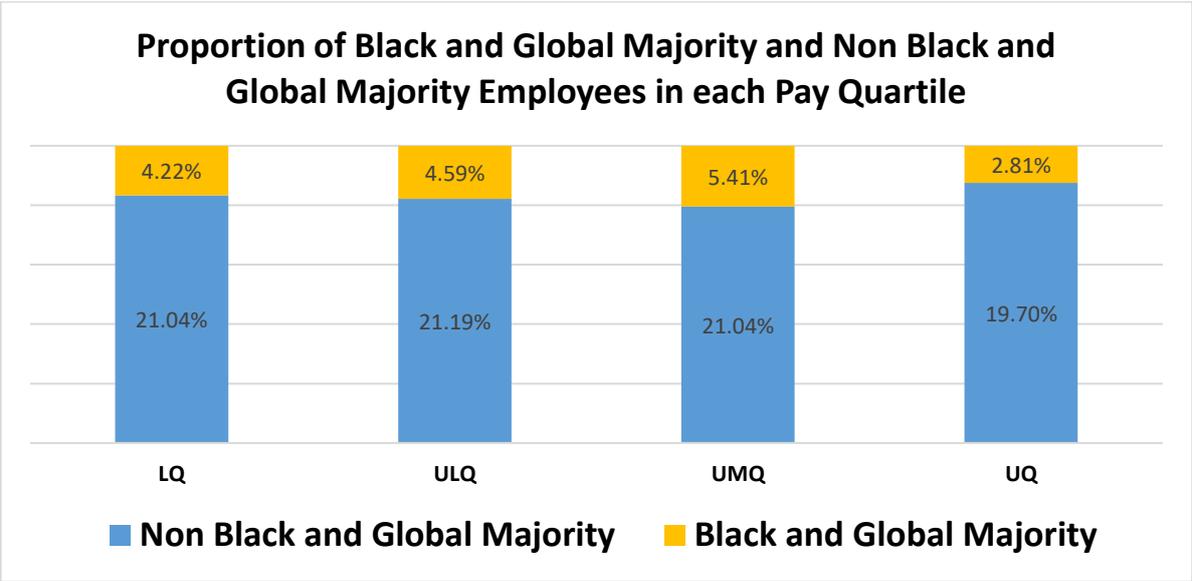
Wokingham's Median Gender Pay

The median ethnicity pay has changed from 4.26% in 2024 to 0.00% in 2025 meaning there is no ethnicity pay gap. As with the gender pay, the median is the most representative measure as it stops a small number of very high or very low salaries skewing the results.

The median is the middle rate of pay and reflects that most black and global majority staff are paid within the lower and lower middle pay quartiles. A move in the pay gap demonstrates that black and global majority earn the same, on average, when compared to non-black and global.



The quartile table below displays the distribution of black and global majority and non black and global across each of the pay quartiles. This is based on the actual hourly ordinary pay for all staff.



We actively encourage disclosure of ethnicity and at present have 83.39% of staff who have declared their ethnicity which is an increase from the previously reported figure, of 82.23%, in 2024. 14.21% of the disclosures are from black and global majority backgrounds, 69.18% are from non black and global majority backgrounds and the balance preferred not to say or did not declare. The Council does and will continue to, use internal reporting mechanisms that consider all ethnicities rather than the restricted data reporting we do for the purposes of this report.

Working to close the gaps

Wokingham Borough Council works hard to attract a diverse workforce and is already undertaking actions to address the overall diversity within. The Council also promotes the fair treatment of all employees and is committed to understanding and addressing any significant factors contributing to the both the gender and ethnicity pay gap. We continue to challenge the norm and are committed to continuous improvement. However it is also important to note that the provisions of how we pay people, as a public sector body, is aligned to national collective bargaining under the NJC terms and conditions (Green Book) We are therefore restricted to pay bands and set spinal column points that sit within each band.

The below table displays key activities that will be undertaken over the coming year

Actions that we are undertaking
Expand our equality monitoring processes to ensure that we are capturing data, wherever possible, to allow us to monitor the career progression of underrepresented groups and inclusion in the workplace
Development and implementation of a leadership programme and a future leader programme that will be available to all aspiring managers
Implementation and roll out of recruitment bias training for all recruiting managers
Continue to promote roles that support part time working across both females and males
Work in collaboration with our ethnically diverse staff network to design and deliver a programme of support that is bespoke for ethnic minorities to allow them to achieve their full potential and develop their career within the Council
Continue to grow our staff networks that will include a Carer’s network, Menopause Network and Women’s Network to work in collaboration to remove and address any barriers
HR policies are all due for review and will be updated to ensure that they are inclusive along with regular monitoring to support equality in the workplace

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