

Slough Borough Council

Report To:	Employment Committee
Date:	14 April 2026
Subject:	2025 Gender Pay Gap Report
Chief Officer:	Will Tuckley: Head of Paid Service
Contact Officer:	Tracy Walters: Head of HR Policy and Partnering
Ward(s):	All
Exempt:	No
Appendices:	Appendix 1: 2025 Gender Pay Gap Report

1. Summary and Recommendations

1.1 This report presents Committee Members with the 2025 Gender Pay Gap figures (GPG):

- The **mean gender pay gap** increased from 1.08% to 1.92% comparing to 2024, indicating that, on average, men's pay has increased faster than women's across the workforce
 - In 2023 the mean gender pay gap was -7.8% (compared to 0.7% in 2022)
 - In 2023 the median gender pay gap was -3% (compared to 0% in 2022)
 - The **median gender pay gap** moved from -4.72% to -1.78% comparing to 2024, showing that women at the midpoint are still earning slightly more than men, but the difference has narrowed.
 - There is a negative mean bonus gap (-0.40%), indicating that, on average, women received slightly higher bonus payments than men during the reporting period. This difference is primarily due to long service awards and because the Council employs a higher proportion of female staff, this results in a greater number of women receiving these awards. However, the median bonus gap remains 0%, reflecting that the most typical award amount is the same for both genders.
 - Full details are included in Appendix 1.

Recommendations:

1.2 The Committee is recommended to review and note the 2025 Gender Pay Gap (GPG) Report.

1.3 Reason:

The Council is committed to being an inclusive employer and to promoting equality within the workplace, as part of its obligations under the Equality Act 2010, and the

Public Sector Equality Duty. Since 2017, there has been a statutory duty for the council to calculate and publish its gender pay gap annually.

2. Commissioner Review

This report has been reviewed by Commissioners and there are no specific comments to add.

3. Report

Introductory paragraph

- 3.1 Regulations made under the Equality Act 2010 require specified bodies to publish gender pay gap information. The 2025 Gender Pay Gap Report reflects the Council's gender pay gap using payroll data from the required snapshot date of 31 March 2025. It must be reported by 31st March 2026, both on the Council's website and on the governments national [Gender Pay Gap Service](#). The gender pay gap is the difference in average hourly pay between all men and women in a workforce. It is different to *equal pay* – that is men and women being paid the same amount for the same or comparable work. It is unlawful to pay people differently for work of equal value because of their gender. The legislation requires us to look specifically at the mean and median average **hourly** pay rates, based on full-time equivalent salaries. The gap reported is the percentage difference between men and women – the gender pay gap. The mean and median gender bonus gap, the proportion of men and women receiving a bonus and the proportion of men and women in each pay quartile are also reported as part of the requirements. The figures only relate to directly employed staff (as per the reporting regulations) and do not include any interim or temporary staff.

Background

- 3.2 Nationally, according to analysis by the Office for National Statistics, the gender pay gap has been decreasing slowly over time, for full time employees in the UK, the median gender pay gap dropped to 6.9% in April 2025 from 7.1% in 2024. Slough Borough Council has a gender pay gap lower than the nationally reported results.
- 3.3 The Council has consistently reported gender pay gap figures lower than the national average since reporting began in 2017. The Council employs more female staff than male staff. This is consistent with national employment trends in local government and is reflective of the wide range of job roles and services provided by a unitary authority. The Council has also reported a negative median pay gap several times and continues to do so, however our mean gender pay gap has been a positive figure. The mean average is much more influenced by outliers in the high or low end of the salary distribution. As the Council continues its recovery journey, organisational change is likely to continue in the short to medium term and this is likely to cause our pay gap figures to fluctuate from year to year.

It is also important to acknowledge that the calculation of the GPG does not include our temporary/interim workforce. As we continue to focus on reducing our reliance on interims and recruiting to more permanent positions, depending on the gender of those appointed we are again likely to see our GPG fluctuate in the short-term.

- 3.4 The Council is committed to supporting women in the workplace. Work to promote gender equality throughout 2025 has included:

- Continued support of the SBC Women's Network, which engages with HR and the senior leadership team to ensure women's voices in the organisation are heard and issues discussed. The network reviews HR policies and procedures, organises events and talks and provides a safe space for colleagues to come together and discuss issues that affect them in the workplace.
- Raising awareness of Menopause supported by our Public Health team and the Women's Network, providing peer-led support.
- Continuing to update our HR policies and procedures to ensure they are fully inclusive and support flexible working requests.
- Reviewing how we recruit inclusively by introducing support to hiring managers and introducing a blind sifting tool on all applications via our applicant tracking system (TALOS)

3.5 To support gender equality we will:

- Continue to develop HR and recruitment data reporting processes which we will use to support evidence-based interventions that promote inclusion in the workforce.
- Support the development of the SBC Women's Network and ensure they are part of the culture-change and recovery process of the council.
- Ensure HR policies are routinely updated, inclusive and monitored effectively to support equality in the workplace.
- Conduct Equality Impact Assessments on all staff restructuring because of organizational change.

4. Implications of the Recommendation

4.1 Financial implications

The proposed action is already included in the existing budget allocation.

4.2 Legal implications

The Equality Act 2010 contains various duties in relation to workforce duties. This includes, but is not limited to, the public sector equality duty, the duty to have up to date equality objectives and to publish equality information. There is a specific duty to publish data on the gender pay gap. The legislation governing gender pay gap reporting is in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which are made under the Equality Act 2010.

4.3 Risk management implications

Failure to publish gender pay gap information by the required deadline, risks legal challenge relating to non-compliance and potential investigation and intervention by the Equality and Human Rights Commission. Failure to address the long-term causes of gender inequality in the workplace can reduce staff morale and engagement, and ultimately impact recruitment and retention. Longer term it may also increase the risk of indirect and direct discrimination claims.

4.4 Environmental implications

There are no anticipated environmental implications

4.5 *Equality implications*

The obligation for organisations to calculate and publish the differences between what women and men earn, on average, in their workplaces provides transparency and the council seeks to reduce the gaps where possible. It aims to promote inclusion and gender equality in terms of pay. No negative equality impacts are identified: recommendations to promote gender equality are likely to improve inclusion generally for all groups and will not disadvantage other protected characteristics. The council is not proposing any positive action strategies.

4.6 *Workforce implications*

The Council is committed to being an inclusive and representative employer, promoting equality of opportunity for women and reducing the gender pay gap where possible. Closing the gender pay gap and taking actions to promote gender equality in the workplace is known to positively impact on recruitment and retention

5. Background Papers

None.