

Slough Borough Council

Gender Pay Gap Report 2025

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Version control

V1 – 09/03/2026, Bruce Cheng

Executive Summary

In 2025, Slough Borough Council's mean gender pay gap is 1.92% in favour of men, while the median pay gap is -1.78%, indicating that women at the midpoint earn slightly more than men. Women represent the majority of the workforce across all pay quartiles, and bonus pay is largely equitable. Overall, the Council demonstrates a balanced pay structure, and continues to take steps to promote fairness, transparency, and equal opportunity across all roles.

Introduction

Under UK gender pay gap reporting regulations, all organisations with 250 or more employees are required to publish annual data relating to the difference in pay between male and female employees. This report sets out the gender pay gap for Slough Borough Council as at the statutory snapshot date of 31 March 2025.

The gender pay gap measures the difference in average hourly pay between men and women across the entire workforce. It is expressed as a percentage of men's earnings and provides an indication of how pay is distributed between genders within an organisation. It is important to note that the gender pay gap is different from equal pay. Equal pay refers to the legal requirement that men and women performing the same work, or work of equal value, receive equal pay.

The calculations in this report include:

- The **mean** (arithmetic average) and **median** (midpoint) gender pay gaps for hourly pay.
- The **mean** and **median** gender bonus gaps.
- The proportion of men and women who received bonus pay.
- The proportion of men and women in each of four equally sized pay quartiles.

In line with statutory reporting requirements, these figures include only directly employed staff of Slough Borough Council. Agency workers and self-employed consultants are excluded from the calculation.

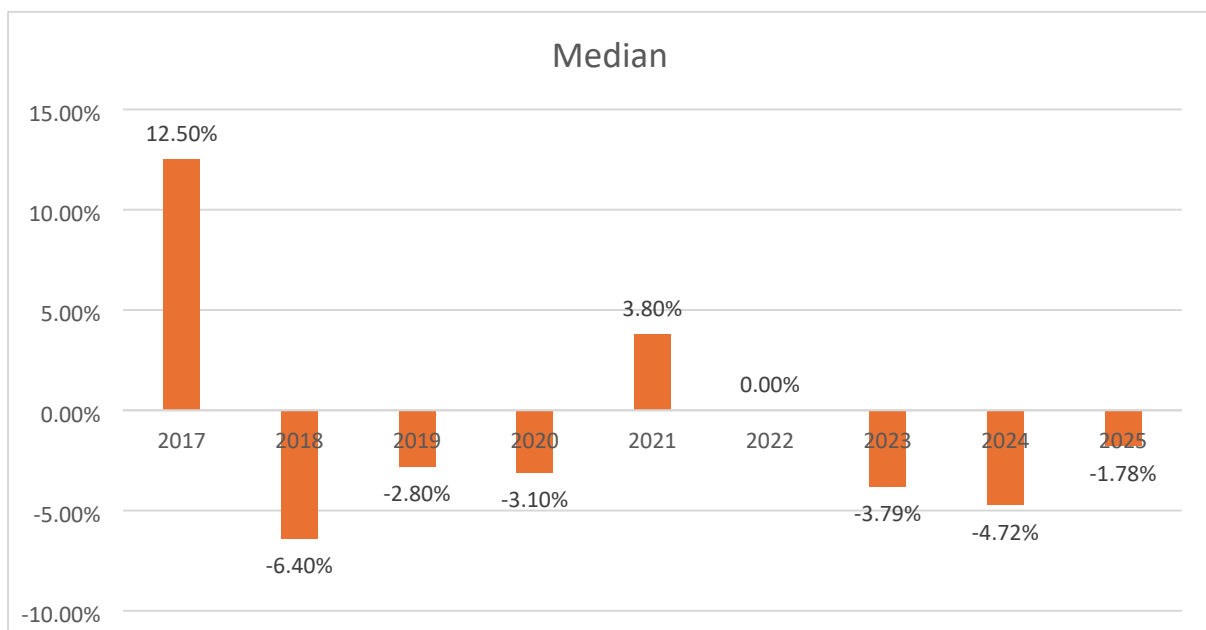
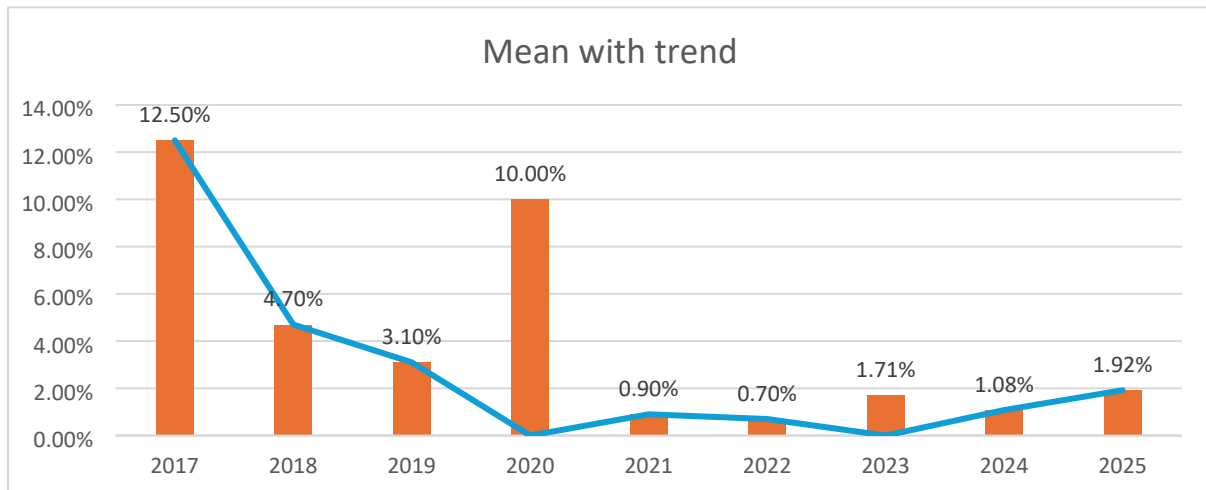
Key Findings

- **Mean (average) gender pay gap (hourly pay): 1.92%**
 - Mean hourly rate, men: £21.84
 - Mean hourly rate, women: £21.42

The mean gender pay gap increased from 1.08% to 1.92% comparing to 2024, indicating that, on average, men's pay has grown a bit faster than women's across the workforce. This may be attributed to a relatively higher proportion of men occupying senior roles across the council compared to last year.

- **Median gender pay gap (hourly pay): -1.78%**
 - Median hourly rate, men: £20.20
 - Median hourly rate, women: £20.56

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.



A **negative median pay gap of -1.78%** indicates that, at the midpoint of the pay distribution, women’s hourly pay is slightly higher than that of men. While the mean pay gap is modest and currently marginally in favour of men (**1.92%**), the median figure suggests a balanced pay structure overall.

Bonus Pay

Although Slough Borough Council does not operate a traditional performance-related bonus scheme, certain long-service recognition awards (up to £750) are classified as “bonus payments” for the purposes of gender pay gap reporting.

- **Mean bonus pay gap: -0.40%**
(Mean bonus: men £272.73; women £273.81)
- **Median bonus pay gap: 0%**
(Median bonus: men £250; women £250)
- **Percentage of men receiving a bonus: 2.77%**
- **Percentage of women receiving a bonus: 3.52%**

Women receiving bonuses decreased from 5.03% to 3.52%, while the proportion of men increased from 2.08% to 2.77%. This represents a notable reversal compared to the 2024 trend. The change is primarily attributable to fewer women reaching their long-service anniversaries in 2025.

The negative mean bonus gap (**-0.40%**) indicates that, on average, women received slightly higher bonus payments than men during the reporting period. However, the median bonus gap is **0%**, reflecting that the most typical award amount is the same for both genders.

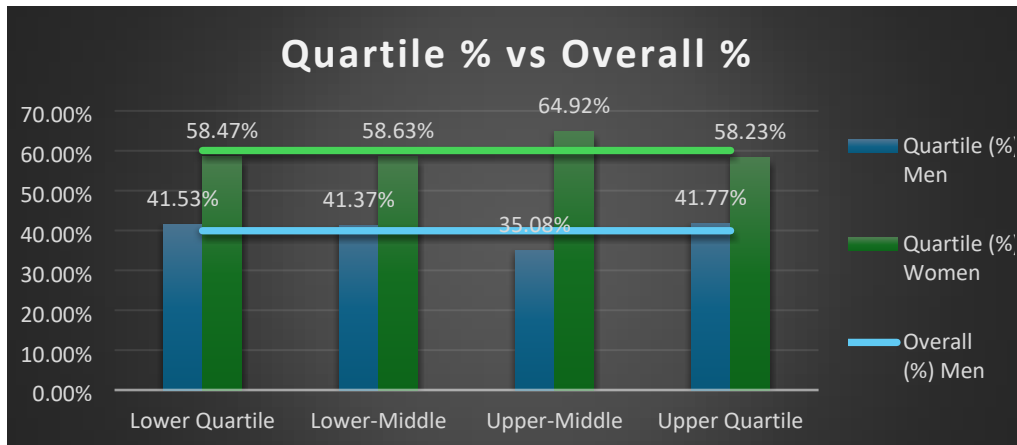
Proportion of Men and Women in Each Pay Quartile

To better understand how pay is distributed across the council, employees are ranked by hourly pay and divided into four equally sized groups (quartiles) from lowest to highest pay.

Quartile	Quartile (%) Men	Quartile (%) Women
Lower Quartile	41.53%	58.47%
Lower-Middle	41.37%	58.63%
Upper-Middle	35.08%	64.92%
Upper Quartile	41.77%	58.23%

- **Lower Quartile** (lowest paid): 41.53% men and 58.47% women
- **Lower-Middle Quartile**: 41.37% men and 58.63% women
- **Upper-Middle Quartile**: 35.08% men and 64.92% women
- **Upper Quartile** (highest paid): 41.77% men and 58.23% women

This distribution shows that women remain representing the majority of employees across all quartiles of the pay structure. While the gender balance varies slightly between quartiles, the data indicates that women are well represented throughout the organisation.



Contributing Factors and Organisational Context

1. Structure of the Workforce

Slough Borough Council continues to employ a greater proportion of women than men, with around 60% female and 40% male representation across the workforce. This overall gender balance naturally influences how pay is distributed across grades and roles.

2. Occupational Segregation

Consistent with wider public sector trends, women are often drawn to careers in local government due to the flexibility offered and the availability of customer-facing roles. This can lead to a concentration of women within certain salary bands. In contrast, male employees are more likely to occupy specialist or technical positions.

3. Work Patterns

Part-time and flexible working arrangements remain more prevalent among female employees. Slough Borough Council actively supports flexible working at all levels, and this is widely utilised by female staff. As a result, a higher proportion of women working reduced hours—particularly in mid to lower pay bands—can influence average hourly pay rates.

4. Ongoing Organisational Changes

Slough Borough Council continues to undergo a period of organisational transformation, including changes to leadership structures and service delivery models. Such restructuring can contribute to year-to-year fluctuations in gender pay gap figures, particularly where changes affect the gender composition of senior leadership or specialist roles.

During the 2023/24 reporting cycle, a miscalculation was identified in the previous year's mean pay gap figure. Lessons learned from this have informed improvements to the Council's reporting methodology in 2024/25 and 2025/26. Our approach has been refined to ensure that all calculations are fully compliant with statutory guidance and that future reporting provides more accurate year-on-year comparisons.

5. Use of Agency Staff

Slough Borough Council utilises contractors and agency workers in certain specialist or temporary roles to support service delivery and address short-term workforce capacity needs. These individuals are typically engaged for technical, project-based, or interim positions.

In line with statutory Gender Pay Gap reporting requirements, agency workers, contractors, and self-employed consultants who are not directly employed by the Council are excluded from the gender pay gap calculations. However, the use of contingent labour in specific occupational areas may influence the composition of the directly employed workforce and the distribution of roles across pay grades.

The Council continues to review its workforce planning approach to ensure that recruitment, retention, and workforce development strategies support a balanced and sustainable workforce.

Actions to Support Gender Equality

While the Council's gender pay gap remains relatively small, we recognise the importance of continuing to promote fairness, transparency, and equal opportunity across the organisation. Our key focus areas will be:

1. Recruitment and Progression

- Continue to apply agreed pay scales and job-evaluation processes for fair and consistent pay.
 - A move to mandating diverse interview panels, wherever practical, to promote inclusion.
 - Adoption of gender-neutral language in job advertisements and actively monitor applicants' gender at different stages of recruitment.
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2. Flexible Work Options

- Ensure consistent access to flexible and hybrid working provisions.
- Raise awareness of shared parental leave and other family-friendly policies.

3. Staff Networks and Mentoring

- Continuous support of Slough Women's Network, providing a senior management sponsor, to highlight any gender-related issues early.
- Offer internal mentoring and leadership programs to ensure women can progress to senior roles.

4. Data Monitoring and Reporting

- Provide quarterly dashboards and annual workforce equality data reports, covering recruitment, promotions, pay progression, and turnover by gender.
- Conduct robust Equality Impact Assessments (EIAs) on any major workforce restructuring proposals.

5. Manager Training and Awareness

- Managers play an important role in ensuring equality in recruitment, performance management, and career development. The Council will continue to provide training and guidance to managers on equality, diversity, and inclusive leadership practices.

By monitoring outcomes and consistently reviewing our policies, we intend to continue creating an environment in which everyone has equitable opportunities for pay, progression, and development.

Conclusion

Slough Borough Council remains committed to promoting equality, transparency, and fairness in its pay practices.

For the 2025 reporting year, the Council's mean gender pay gap is 1.92% in favour of men, while the median gender pay gap is -1.78%, indicating that women at the midpoint of the pay distribution earn slightly more than men.

These results reflect a relatively balanced pay structure across the organisation. Nevertheless, the Council recognises the importance of continuing to monitor workforce trends and maintain policies that support gender equality.

We will continue to focus on fair recruitment practices, transparent pay structures, inclusive working environments, and robust equality monitoring, ensuring that Slough Borough Council remains an equitable employer for all staff.
