



Title	Pay Gap Reports for 2025 and Workforce Profile Report for 2024-25
Purpose of the report	To note the report for information
Report status	Public report
Report author	Kathryn Cook – Assistant Director of Human Resources and Organisational Development
Lead Councillor	Cllr Ellie Emberson – Lead Councillor for Corporate Services and Resources
Corporate priority	Our Foundations
Recommendations	<p>That Personnel Committee notes:</p> <ul style="list-style-type: none">• The Gender Pay Gap Report in appendix 1• The Ethnicity Pay Gap Report in appendix 2• The Disability Pay Gap Report in appendix 3• The Workforce Profile 2024-25 in appendix 4

1. Executive Summary

- 1.1. This report presents the Council's Gender, Ethnicity and Disability Pay Gap reports for 2025.
- 1.2. The mean gender pay gap is -0.33% and the median is 0.00%. This compares to last year's figures of 1.57% mean and 0.00% median.
- 1.3. The mean ethnicity pay gap for 2024 is 2.85% and -0.27% median, compared to last year when they were 4.17% mean and -0.68% median.
- 1.4. For the second year the council is voluntarily publishing disability pay gap information. The mean disability pay gap is 2.98% and the median is 2.13% compared to last year when they were 2.05% mean and 0.00% median.
- 1.5. The report also presents the Workforce Profile for 2024/25 which provides a summary of equalities monitoring data and trends over time. It covers data on the protected characteristics of the current workforce and job applicants in 2024/25 and compares it to the previous three financial years where relevant.
- 1.6. Taking positive action on workplace equality can have significant benefits for an organisation's reputation, culture and people. The Ethnicity, Disability and Gender Pay Gap reports are a fundamental step on the Council's journey to improving workplace equality. It helps to create a baseline to track current progress and drive continual improvement.
- 1.7. Overall, the Council continues to demonstrate strong performance in workplace equality, with the gender pay gap indicating near parity in average earnings between men and women. Ethnicity and disability pay gaps remain modest, with

targeted actions underway to address disparities and improve representation at senior levels. The voluntary publication of ethnicity and disability pay gap data reflects the Council's commitment to transparency and inclusion. Together, these reports provide a robust evidence base to support ongoing efforts to foster a fair, diverse and equitable workplace.

2. Policy Context

2.1 Under the Equality Act 2010, a public authority must, in the exercise of its functions, have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The Council has a duty to publish workforce and employment information to demonstrate compliance with this duty. This report supports the Council to fulfil this duty.

3. The Gender Pay Gap Report 2025

3.1 The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men's earnings. For example, a 4% gender pay gap shows that women earn 4% less per hour, on average, than men. Conversely, a negative 4% gender pay gap shows that women earn 4% more, on average, than men. An employer must comply with the regulations for any year where they have a 'headcount' of 250 or more employees on the 'snapshot date'. For local authorities the snapshot date is 31 March each year.

3.2 Organisations must publish the following information:

- a) Their mean gender pay gap
- b) Their median gender pay gap
- c) Their mean bonus gender pay gap
- d) Their median bonus gender pay gap
- e) Their proportion of males and females receiving a bonus payment
- f) Their proportion of males and females in each quartile pay band

3.3 The information must be published on both the employer's website and on the Government Equalities Office website. An employer should then use that information to help understand any underlying causes for their gender pay gap and take suitable steps to minimise it. Benefits will differ between employers but can include developing a reputation for being a fair and progressive employer,

attracting a wider pool of potential recruits for vacancies and the enhanced productivity that can come from a workforce that feels valued and engaged in a culture committed to tackling inequality.

- 3.4 Appendix 1 shows the Council's gender pay gap information for 2025. The mean gender pay gap is -0.33% and the median is 0.00%. This is based on data at the snapshot date of 31 March 2025. A mean average is calculated by totalling all the values in a dataset; this total is then divided by the number of values that make up the dataset. The median of a group of numbers is the number in the middle, when the numbers are in order of magnitude.
- 3.5 The Council is in a good position. Most organisations report a gender pay gap, with a median for the whole economy of 6.6%. This reflects the Council's aspiration to be a fair and inclusive employer, making best use of its talent regardless of gender.
- 3.6 Similarly, the Council's results compare positively with other local authorities in the area, as shown the table below, which compares the most recently published median pay gap results for gender and ethnicity and disability pay gap where available.

Employer	Gender	Ethnicity	Disability
Bracknell Forest	15.8%	-8.9%	N/A
Reading	0%	-0.3%	2.1%
Windsor & Maidenhead	12.9%	6.8%	N/A
Slough	-4.7%	N/A	N/A
West Berkshire	4.1%	N/A	N/A
Wokingham	11.6%	0%	N/A

- 3.7 The actions proposed to continue to address the gender pay gap are at Appendix 1 paragraph 5.

4 The Ethnicity Pay Gap Report 2025

- 4.1 Unlike the gender pay gap, organisations are not yet legally required to publish their ethnicity pay gap, but the Council has chosen to voluntarily publish its data.
- 4.2 The ethnicity pay gap is the percentage difference in the average hourly rate of pay of white employees and Global Majority (Black, Asian and Minority Ethnic) employees. We publish the same six calculations as for the gender pay gap (see 2.3), plus the proportion of the workforce in each ethnic group and the proportion who have disclosed their ethnicity (93.4%). This is in line with guidance issued by the Chartered Institute of Personnel and Development who recommend that employers publish a uniform set of eight statistics comparing pay for Global Majority employees with white employees. In addition, we have broken this down

further using the ONS Census' five ethnicity categories so that we can identify any differences in more detail.

- 4.3 The Council's Ethnicity Pay Gap report is attached at Appendix 2. It is based on data at the snapshot date of 31 March 2025. The mean pay gap for Global Majority employees is 2.85%, whilst the median pay gap is -0.27%.
- 4.4 The detailed breakdown by ethnic groups shows some differences which the overall figures mask. Employees from Asian backgrounds and those in Other Ethnic groups have higher average pay than white colleagues. The mean pay gap is largest for employees who identify as Mixed Ethnic Background whose pay is 7.45% lower on average than their white colleagues.
- 4.5 Long service awards are the only payments made at the Council which qualify as bonus pay. All employees are eligible for this payment once they have reached the necessary service related requirements.
- 4.6 The majority of full-pay relevant employees at the Council, 79.9%, are white. There are more white employees in every quartile and the proportion increases as pay increases up to 82.2% in the upper middle quartile, with the upper quartile at 81.6%.
- 4.7. The report also provides a more detailed breakdown of employees by ethnic group by pay grade. At the highest paid end of the pay structure, there are employees from every ethnic group paid on Reading Senior Manager grades or above, except for Other Ethnic Groups, the highest paid employees are still predominantly white.
- 4.8. Overall, the Council is in a strong position and an action plan to further improve the Council's position is underway, aligned to our Inclusion and Diversity Strategy.
- 4.9 The actions proposed to continue to address the issues in the report are in Appendix 2, paragraph 4.

5. Disability Pay Gap Report 2025

- 5.1 As with the Ethnicity Pay Gap, organisations are not yet legally required to publish their disability pay gap, but the Council has chosen to voluntarily publish its data.
- 5.2 The disability pay gap is the percentage difference in the average hourly rate of pay of employees who have declared a disability or who have made a declaration that they are not disabled. Currently 67.4% of employees have provided a declaration and it is the information from these staff that inform the report.
- 5.3 The Council's Disability Pay Gap report is attached at Appendix 3. As with the Gender and ethnicity report It is based on data at the snapshot date of 31 March 2025 and follows the same methodology. The mean pay gap for disabled employees is 2.98% whilst the median is 2.13%.
- 5.4 Overall, the Council appears to be in a good position. The nearest national comparator available, from the Office of National Statistics puts the pay gap at 12.7% (2023).

5.5 Actions to continue to focus on the issues relating to disability pay gaps are in Appendix 3, paragraph 6.

6. Workforce Profile Report for 2024/25

6.1 Public authorities have specific duties under the Equality Act 2010 to help them comply with the public sector equality duty. They must:

- publish equality information at least once a year to show how they have complied with the equality duty.
- prepare and publish equality objectives at least once every 4 years.

6.2 The Workforce Profile in Appendix 4 is a key component of meeting the duty, and the Council's own Equal Opportunity in Employment Policy. It covers data on the protected characteristics of the current workforce and job applicants in 2024/2 and compares it to the previous three financial years where relevant. The data is also intended to provide an equalities context and focus for ongoing discussions with internal and external stakeholders. The Workforce Profile will be published on the Council's website on the Equality, Diversity and Inclusion Policies page.

6.3 The Workforce Profile includes data on

- Vacancies, applicants, starters, leavers and maternity leave.
- Demographic characteristics of the workforce by gender, ethnicity, age, disability, full and part time working, length of service and pay grade.
- Staff engagement and employment procedures.

The audit does not include data for sexual orientation or religion or belief. This data is available but approximately 50% of job applicants and current employees chose not to disclose these protected characteristics so there is concern about the validity and reliability of the data.

Key Findings

6.4 The Workforce Profile in Appendix 4 includes data for all Council employees. It excludes schools' staff, agency and casual workers. The overall number of employees included in the report is greater than for the gender and ethnicity pay reports where only full-pay relevant employees (FPREs) are included. FPREs exclude employees who are not in receipt of full pay, like those on maternity pay, unpaid leave etc. See the Gov.uk website for a definition and examples of full-pay relevant employees (FPREs).

Ethnicity

6.5 The proportion of job applicants from Global Majority ethnic groups increased again in 2024/25 to 47.0%. The proportion of White British applicants has again reduced to 38.6%.

6.6 27.6% of new starters were from non-white ethnicities, compared to the percentage of non-white ethnicities in the general workforce (18.8%). The number

of job applicants who 'prefer not to say' or who have not declared their ethnic origin has increased slightly to 6.7%.

6.7 The percentage of the workforce in Global Majority ethnic groups has gradually increased over the last few years and is now 18.8%. There has been an increase in every ethnic group except White British which has reduced to 67.6% and those in the Mixed ethnicity group which has reduced to 3.7%. The proportion of staff who 'prefer not to say' or who have not declared their ethnicity has increased to 7.0%.

Gender

6.8 The Council employs more women overall – 60.2% of employees are women and 39.8% are men. The proportion of men applying to work at the council has increased over the last year, with marginally more men applying than women in 2024/25 - 48.8% men against 47.9% women with the remainder preferring not to say.

6.9 A much greater percentage of females work part-time than males (89.3% compared to 10.7%). There is a higher proportion of female workers in all categories.

Disability

6.10 In 2024/25, 4.8% of the workforce declared a disability, an increase on the previous year. Due to the small number of staff that identify as having a disability it is not possible to carry out any meaningful analysis of disability related to pay grades.

6.11 A lower percentage of applicants' state that they have a disability (1.5%) than the existing workforce (4.8%). Applications from employees with a disability are positively encouraged through the disability confident scheme. The percentage of applicants who prefer not to say, or do not provide any information has decreased to 89.0%.

6.12 The actual proportion of staff and job applicants who meet the legal definition of disabled within the Equality Act 2010 (i.e. a physical or mental impairment that has a substantial and long-term negative effect on a person's ability to do normal daily activities) is likely to be far higher than the number who have declared a disability.

7. Contribution to Strategic Aims

7.1 Advancing equality, diversity and inclusion within the Council's workforce enables moving to a position where our workforce represents the community it serves and ensuring a Council that is fit for the future.

8. Environmental and Climate Implications

8.1 There are no environmental or climate change implications

9. Community Engagement

9.1 We will continue to use the Equality, Diversity and Inclusion page on the Council's website to set out our approach and enable access to key information about our workforce, the Gender and Ethnicity Pay Gap Reports for 2024, and the People Strategy.

9.2 The following steps will be taken to publish the Council's Gender and Ethnicity Pay Gap Reports:

- Published on the Council's website
- Published on the Government Equalities Office website (Gender Pay only)
- An item will be included in the staff newsletter to highlight the gender and ethnicity pay gap information in a proactive way to staff
- A press statement will be issued to bring the report to the attention of local media, residents and businesses

10. Equality Implications

10.1 An Equality Impact Assessment is not required for the issues covered by this report however the report itself is heavily grounded in our work to ensure workplace equality and as such is a key lever for the Council to manage the equality implications of its actions.

11. Legal Implications

11.1 Under the Equality Act 2010, a public authority must, in the exercise of its functions, have due regard to the need to:

- a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The Council has a duty to publish workforce and employment information to demonstrate compliance with this duty. This report supports the Council to fulfil this duty.

12. Financial Implications

12.1 There are no financial implications arising from this report.

13. Appendices:

- 1. Gender Pay Gap Report 2025**
- 2. Ethnicity Pay Gap Report 2025**
- 3. Disability Pay Gap Report 2025**
- 4. Workforce Profile 2024-25**

READING BOROUGH COUNCIL - GENDER PAY GAP REPORT FOR 2025**1 PURPOSE OF THE REPORT**

- 1.1 From April 2017, under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, employers with 250 or more employees are required to publish statutory gender pay gap calculations every year.
- 1.2 To make the calculations, data must be gathered from the Council's payroll from a specific date each year. This specific date is called the 'snapshot date', which is 31 March for public sector organisations.
- 1.3 The calculations must be published on the Council's website and the Government Equalities Office website by 30 March 2026. This report sets out the figures that will need to be published and an analysis of the information.

2 INTRODUCTION AND BACKGROUND

- 2.1 The information that is required for publication is:

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

- 2.2 For the purpose of this report, the workforce profile as at the 'snapshot date' date of 31 March 2025 was 1862 full-pay relevant employees (FPREs), which is made up by 1125 (60.4%) women and 737 (39.6%) men.
- 2.3 The Council's data excludes the children's services workforce which transferred to Brighter Futures for Children (BFfC) on 1 December 2018. BFfC are required to report their gender pay gap separately.

2.4 In accordance with Government's guidance, data for school staff is not included in this report.

2.4 The figures in this report have been calculated in accordance with the Government's guidance by the HR Systems Team in HR and Organisational Development. The highlighted figures in each table are those that will require publication.

Table 1 - Mean and median gender pay gap

	Men	Women	Women's Earnings are:
Mean Hourly Rate	£20.29	£20.36	0.33% higher
Median Hourly Rate	£18.26	£18.26	0.00%

Table 2 – Mean and median gender pay gap in bonus payments

	Men	Women	Women's bonuses are
Mean amount of bonus	£913.33	£929.17	1.73% higher
Median amount of bonus	£1000.00	£1,000.00	0.00%

Table 3 - Proportion of men and women who received a bonus

	Men	Women	
FPREs total	737	1125	
Proportion of all those receiving a bonus	15	2%	24 2.1%

3 ANALYSIS

3.1 Table 1 shows that the Council's mean (-0.33%) and median (0.00%) gender pay gap compares favourably with the national gender pay gap figure. The latest annual survey of hours and earnings (ASHE) gender pay gap tables released by the ONS gives the median pay gap for April 2025 at 6.6%.

3.2 Tables 2 and 3 reflect a small group of employees who received their "bonuses" in the relevant period. The Council does not have provision for the payment of bonuses within its terms and conditions. However, long service awards in the form of money meet the government's definition of "bonus" for this report.

3.3 Long service awards at the Council are in recognition of achieving 20 years' continuous service. The Council's current long service scheme offers the following

3.4 A one-off money award of £1,000 for those achieving long service with the Council with the provision for employees to "trade in" all or part of the award for additional days' leave, currently at the rate of £100 per day.

3.5 12 of the 15 men received the same cash value as 20 of the 24 women. This has, as a result, translated into a -1.73% pay gap, as shown in Table 2.

3.6 Based on how the gender pay gap is calculated, although the gap is small, it still exists within the Council as its workforce is predominantly women (60.4%). There are more women than men at every pay quartile, yet over half of women are in the lower middle and upper pay quartiles (see Figures 1 and 2 below).

3.7 Figure 3 illustrates the breakdown of men and women in each pay band. Pay band RG10 has the greatest proportion of women (74.2%), which is higher than the overall proportion of women employed at the Council (60.4%). Job roles that fall into this pay band are primarily within the Legal and Democratic service. 100% of the women in this pay band are full-time.

3.8 The Council has a good balance of men and women at senior management level. Of the employees paid on Reading Senior Managers grades, i.e. earnings above £62,955 per annum, 50% are women.

Figure 1 – Proportion of men and women in each pay quartile

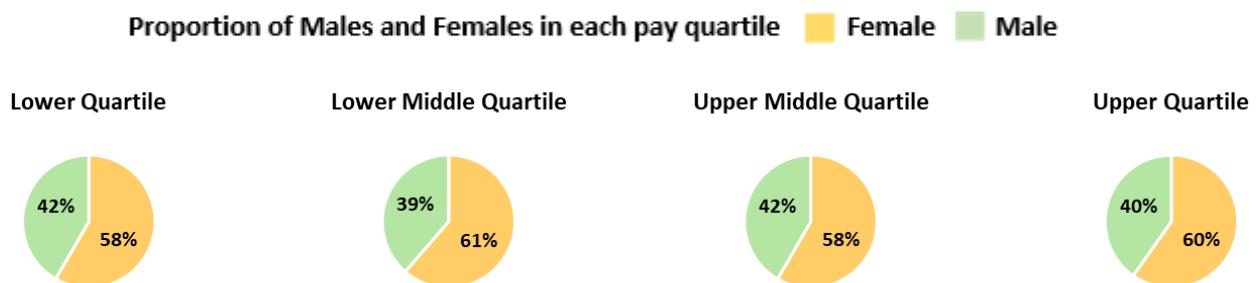


Figure 2 - Number of men and women in each pay quartile.

Number of Males and Females in each pay quartile █ Female █ Male

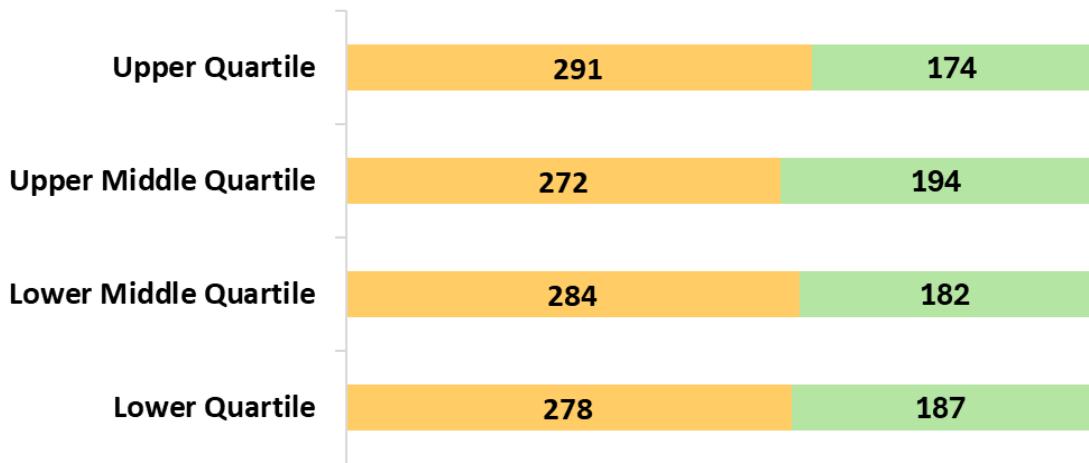
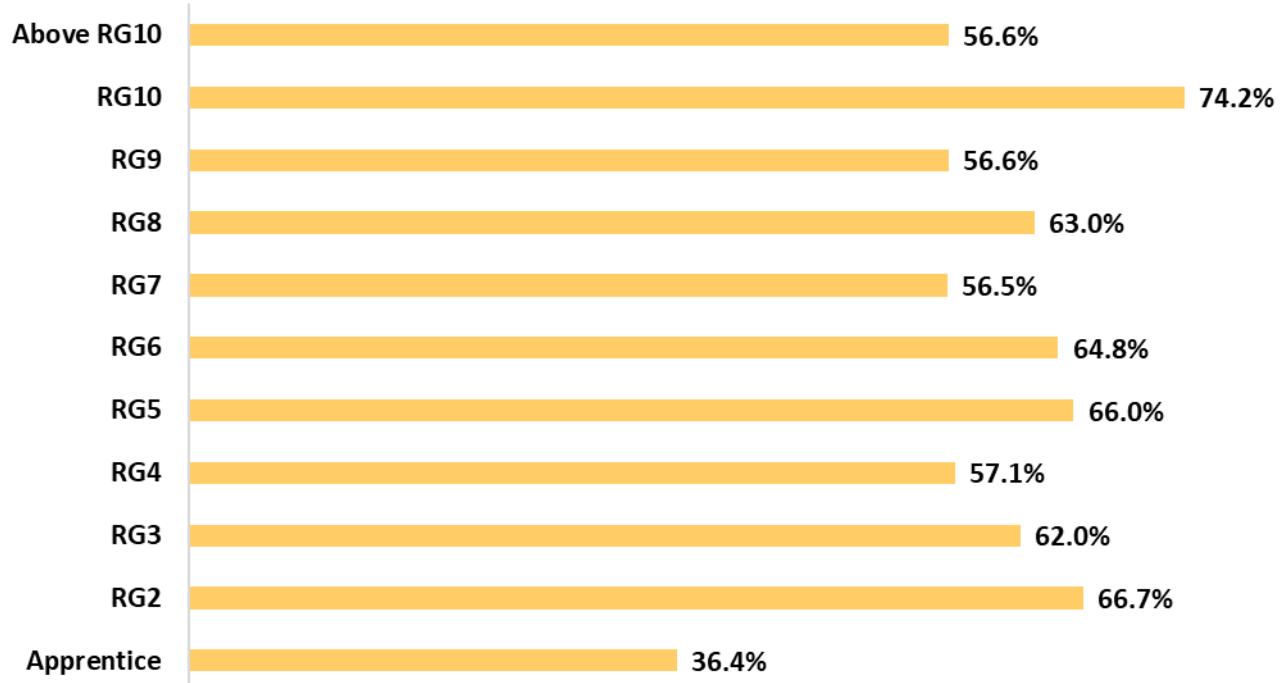


Figure 3 - Proportion of women in each pay band, 31 March 2025



4 CONCLUSIONS

4.1 The lack of pay gap at the Council, is the result of the long-term effort that the Council has invested to ensure fair pay for all staff, including:

- Promoting and supporting a number of flexible working policies for all employees within the Council, irrespective of gender, including job share, part time working and term time working. In some areas there is also flexibility to work from different locations.
- Implemented a new, consistent pay structure in May 2011 as a result of a pay review exercise starting in 2009.
- Having a clear policy of paying employees equally for the same or equivalent work, regardless of gender.
- Having an objective job evaluation scheme to ensure pay fairness.
- Formal authorisation process for any changes in pay, including accelerated increments, market supplements and pay at starting appointments.
- Extended the right to request flexible working to all staff in 2010, 4 years before the Government changed the law.
- Enhanced Shared Parental Pay to mirror contractual Maternity Pay.
- Became an accredited “Living Wage Employer” in 2014 paying the Living Wage set by the Living Wage Foundation as a minimum to all employees at the lower level of the pay structure.

5 ACTION PLAN/RECOMMENDATIONS

5.1 Continue to promote the benefits of flexible working practices to employees and managers. In addition, the Council will monitor the take-up of flexible working arrangements by gender and level within the organisation.

5.2 Promote the benefits of working for the Council both internally and externally, such as apprenticeship opportunities, flexible working arrangements, diversity commitments etc.

5.3 Continue to require recruiting managers to attend the Council’s recruitment and selection training which highlights the issue of unconscious bias and inclusive recruitment during recruitment and interview processes.

5.4 Continue to ensure that recruiting managers use structured interviews as this is more effective at guarding against unconscious bias by ensuring that all candidates are asked the same questions and are assessed using pre-specified, standardised criteria.

5.5 Increased awareness about apprenticeship schemes to encourage more employees to improve their skills and experience giving them the opportunity to progress their career.

Ethnicity Pay Gap report 2025**READING BOROUGH COUNCIL****ETHNICITY PAY GAP REPORT FOR 2025****1. Purpose of the report**

1.1 Large organisations are not yet legally required to publish their ethnicity pay gap. However, we have decided to voluntarily publish our ethnicity pay gap since 2020 as we believe it is a fundamental step on the Council's journey to improving workplace equality. We will use this information to help us reflect on what we are doing both internally and externally to achieve a truly diverse and inclusive organisation and where we need to take action to tackle inequality.

1.2 The ethnicity pay gap is the percentage difference in the average hourly pay rate for employees from Global Majority groups compared to the average hourly pay rate for white employees. We calculate our ethnicity pay gap using largely the same methodology as set out in the Government regulations for calculating the gender pay gap. We also follow guidance issued by the Chartered Institute of Personnel and Development (CIPD) who recommend that employers publish a uniform set of eight statistics comparing pay for Global Majority employees with white employees. In addition, we have broken this down further using the ONS Census' five ethnicity categories so that we can identify any differences in more detail.

2. Introduction and background

2.1 Unlike for gender, our ethnicity disclosure rate is not at 100% (currently it is 93.4%). We will work towards improving this rate over the next 12 months by explaining to staff how we use this data to identify areas where there may be inequality so that we can take action to address it.

2.2 For the purpose of this report, the workforce profile at the 'snapshot date' date of 31 March 2025 was 1732 full-pay relevant employees (FPREs). Data for schools' staff is not included, nor is the children's services workforce which transferred to a separate company, Brighter Futures for Children (BFFC), on 1 December 2018. Table 1 shows the make-up of the workforce by ethnic group.

Mean ethnicity pay gap

The difference between the mean hourly rate of pay of white full-pay relevant employees (FPREs) and that of FPREs from Global Majority groups

Median ethnicity pay gap	The difference between the median hourly rate of pay of white FPREs and that of FPREs from Global Majority groups.
Mean bonus gap	The difference between the mean bonus paid to white FPREs and that paid to FPREs from Global Majority groups.
Median bonus gap	The difference between the median bonus paid to white FPREs and that paid to FPREs from Global Majority groups.
Bonus proportions	The proportions of white FPREs and FPREs from Global Majority groups who were paid bonus pay during the relevant period.
Quartile pay bands	The proportions of white FPREs and FPREs from Global Majority groups in the lower, lower middle, upper middle and upper quartile pay bands.

Table 1 – Workforce by ethnic group

	Number	Percentage
Asian or Asian British	133	7.7%
Black or Black British	141	8.1%
Mixed	68	3.9%
Other Ethnic Groups	6	0.3%
White	1384	79.9%
Total	1732	100%

Table 2 – Overall mean and median ethnicity pay gap and bonus pay gap for Global Majority Employees

	Global Majority Employees	White Employees	Global Majority Employees' earnings are
Mean hourly rate	£19.77	£20.35	2.85% lower
Median hourly rate	£18.31	£18.26	0.27% higher
Mean amount of bonus	£687.50	£921.88	25.42% lower
Median amount of bonus	£687.50	£1000	31.25% lower

Table 2a – Mean and median ethnicity pay gap and bonus pay gap for Asian or Asian British Employees

	Asian or Asian British Employees	White Employees	Asian or Asian British Employees' earnings are
Mean hourly rate	£20.40	£20.35	0.24% higher
Median hourly rate	£17.79	£18.26	2.61% lower
Mean amount of bonus	£1000	£921.88	8.47% higher
Median amount of bonus	£1000	£1000	0.00%

Table 2b – Mean and median ethnicity pay gap and bonus pay gap for Black or Black British Employees

	Black or Black British Employees	White Employees	Black or Black British Employees' earnings are
Mean hourly rate	£19.46	£20.35	4.35% lower
Median hourly rate	£17.79	£18.26	2.61% lower
Mean amount of bonus	£750	£921.88	18.64% lower
Median amount of bonus	£750	£1000	25.00% lower

Table 2c – Mean and median ethnicity pay gap and bonus pay gap for employees from Mixed Ethnic Backgrounds

	Employees from Mixed Ethnic Backgrounds	White Employees	Employees from Mixed Ethnic Backgrounds' earnings are
Mean hourly rate	£18.84	£20.35	7.45% lower
Median hourly rate	£16.61	£18.26	9.07% lower
Mean amount of bonus	£1000	£921.88	8.47% higher

Median amount of bonus	£1000	£1000	0.00%
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Table 2d – Mean and median ethnicity pay gap and bonus pay gap for employees from Other Ethnic Groups

	Employees from Other Ethnic Groups	White Employees	Employees from Other Ethnic Groups' earnings are
Mean hourly rate	£20.37	£20.35	0.11% higher
Median hourly rate	£21.08	£18.26	15.42% lower
Mean amount of bonus	£0	£921.88	100% lower
Median amount of bonus	£0	£1000	100% lower

Table 3 – Overall proportion of Global Majority Employees and White Employees who received a bonus

	Global Majority Employees	White Employees
FPREs Total	348	1384
Proportion of all those receiving a bonus	5 (13.5%)	32 (86.5%)

Table 3a –Proportion of employees in each ethnic group who received a bonus

Asian or Asian British	Black or Black British	Mixed Ethnic Backgrounds	Other Ethnic Backgrounds	White
133	141	68	6	1384
2 (1.50%)	2 (1.42%)	1 (1.47%)	0 (0.00%)	32 (2.31%)

3. Analysis

3.1 **Table 2** shows that the Council's mean pay gap for Global Majority employees for 2025 is 2.85% (i.e. Global Majority employees are paid 2.85% lower than their white colleagues on average). The median pay gap is -0.27%, meaning that the median pay of white employees is 0.27% less than for Global Majority employees. Both figures have improved since 31 March 2024, when the mean pay gap was 4.17% and the median was 0.68%. In 2020, the mean pay gap was 6.88% and the median was 0.28%.

3.2 **Tables 2a to 2d** show this data broken down further for employees from different Global Majority groups compared to their white colleagues. The mean pay gap is largest for employees who identify as from Mixed Ethnic backgrounds, whose pay is 7.43% lower on average than their white colleagues, followed by employees from Black or Black British backgrounds who are paid 4.35% less than white employees on average. There is a -0.24% pay gap for employees who identify as Asian or Asian British, who are paid 0.24% more than their white colleagues on average. The median pay gaps for staff who identify as from Other Ethnic Groups also have higher pay on average than white employees, although this group comprises only six people.

3.3 **Tables 2 and 2a to 2d and Tables 3 and 3a** show employees who received “bonuses” in the relevant period. The Council does not pay bonuses within its terms and conditions. However, long service awards in the form of money meet the Government’s definition of “bonus”.

3.4 Long service awards are in recognition of achieving 20 years’ continuous service. The Council’s long service scheme currently offers:

- A one-off money award of £1,000 for those achieving long service with the Council with the provision for employees to “trade in” all or part of the award for additional days’ leave, currently at the rate of £100 per day

3.5 39 employees received long services awards in 2025. 32 of the 39 received a one-off award of £1,000. There is a bonus pay gap of 18.64% for Black or Black British and a 100% gap for Other Ethnic Group staff. However, it should be noted that all employees are eligible for this payment once they have reached the necessary service-related requirements.

3.6 **Figures 1 and 2** illustrate the breakdown of employees by ethnic group in each pay quartile. There are more white employees in every quartile and the proportion increases as pay increases, from 75.5% in the lower quartile to 82.2% in the upper middle quartile, dropping to 81.6% in the Upper Quartile. All quartiles are broadly in line with the overall proportion of white employees in the workforce (79.6%).

3.7 **Figures 3a to Figure 3d** illustrate the breakdown of employees from each Global Majority group compared to white employees by pay grade. At the highest paid end of the pay structure, there are employees from every ethnic group (an improvement since 2021, when there were no Asian or Asian British employees or employees from Other Ethnic Groups paid on Reading Senior Manager grades). However, this group is still predominantly white employees.

Figure 1 – Proportion of employees in each pay quartile by ethnic group on 31 March 2025

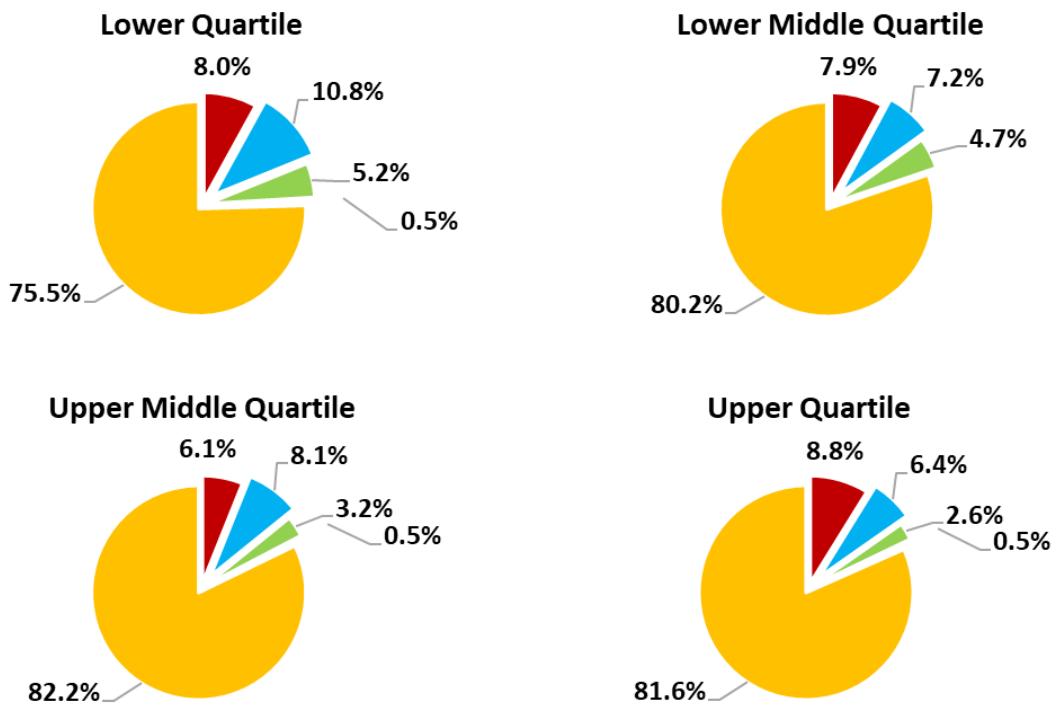


Figure 2 – Number of employees in each ethnic group on 31 March 2025

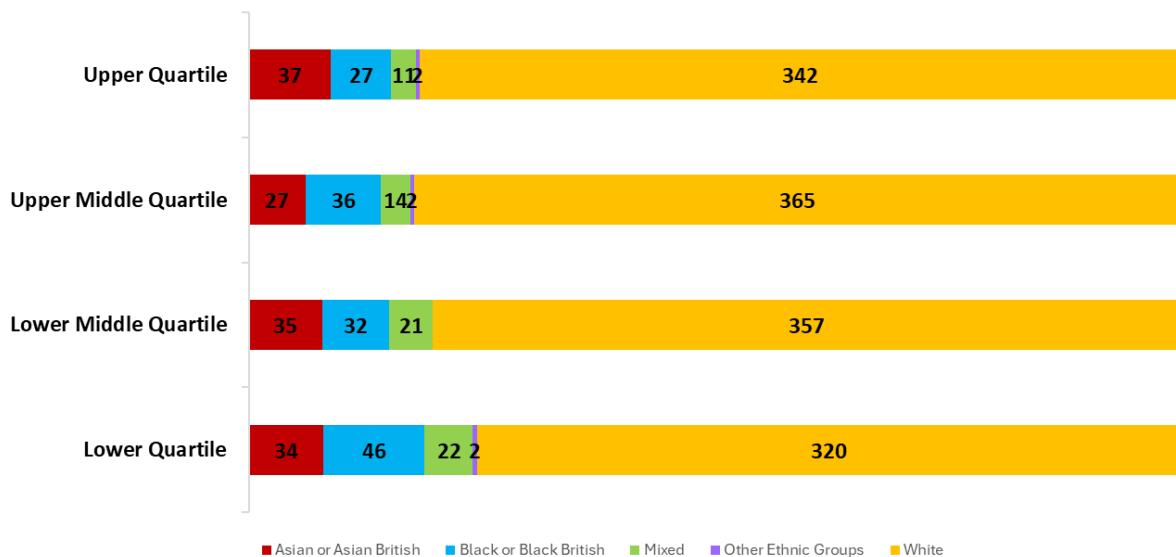


Figure 3a – Proportion of Asian or Asian British employees compared to White Employees in each pay band on 31 March 2025

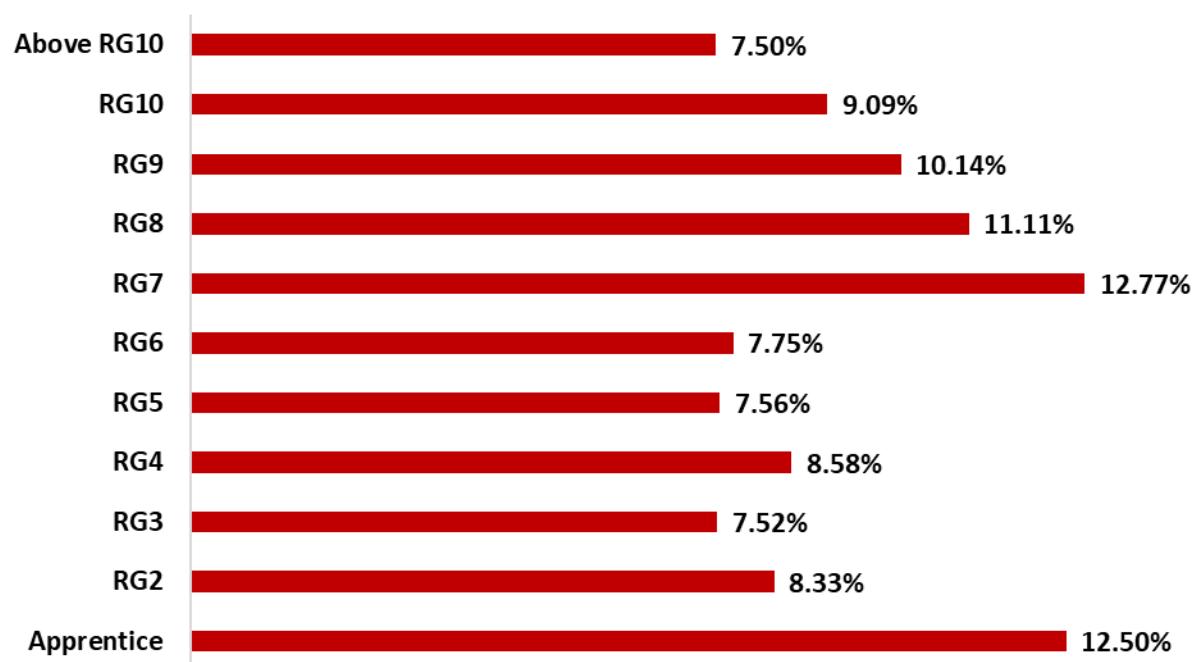


Figure 3b – Proportion of Black or Black British employees compared to White Employees in each pay band on 31 March 2025

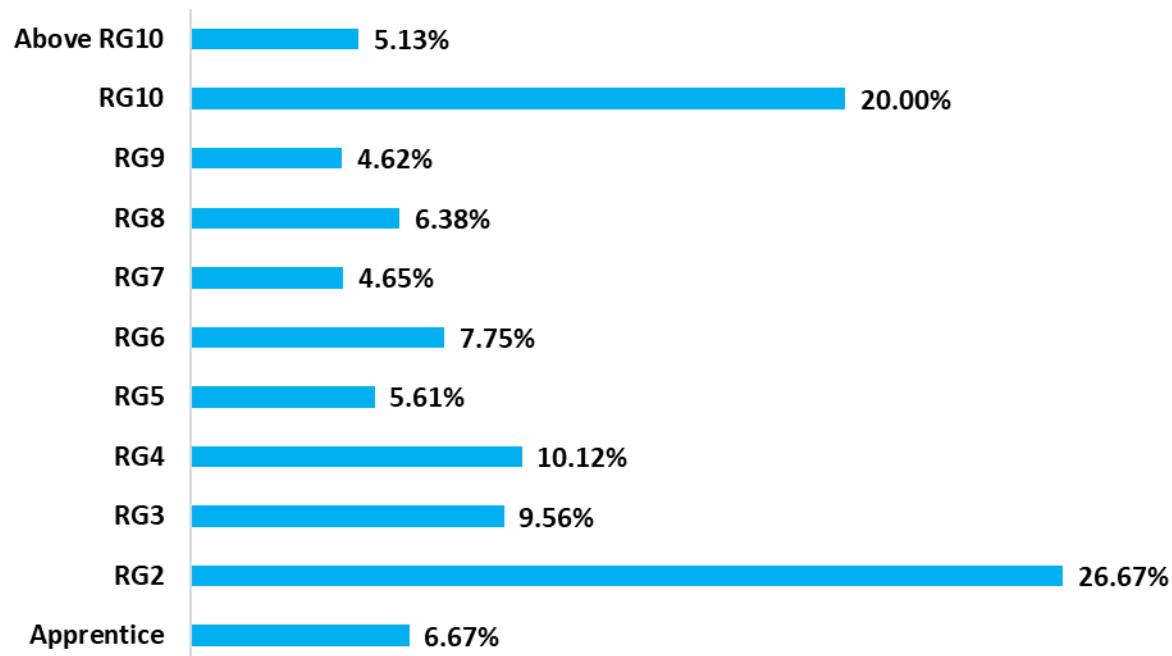


Figure 3c – Proportion of employees from Mixed Ethnic Backgrounds compared to White Employees in each pay band on 31 March 2025

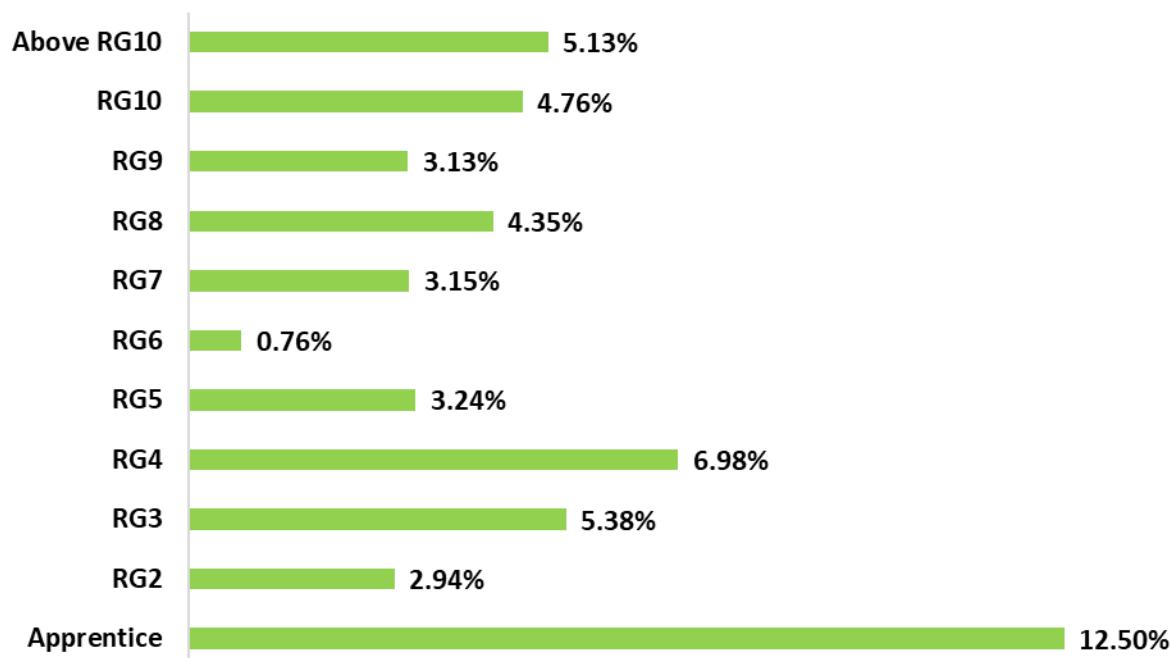
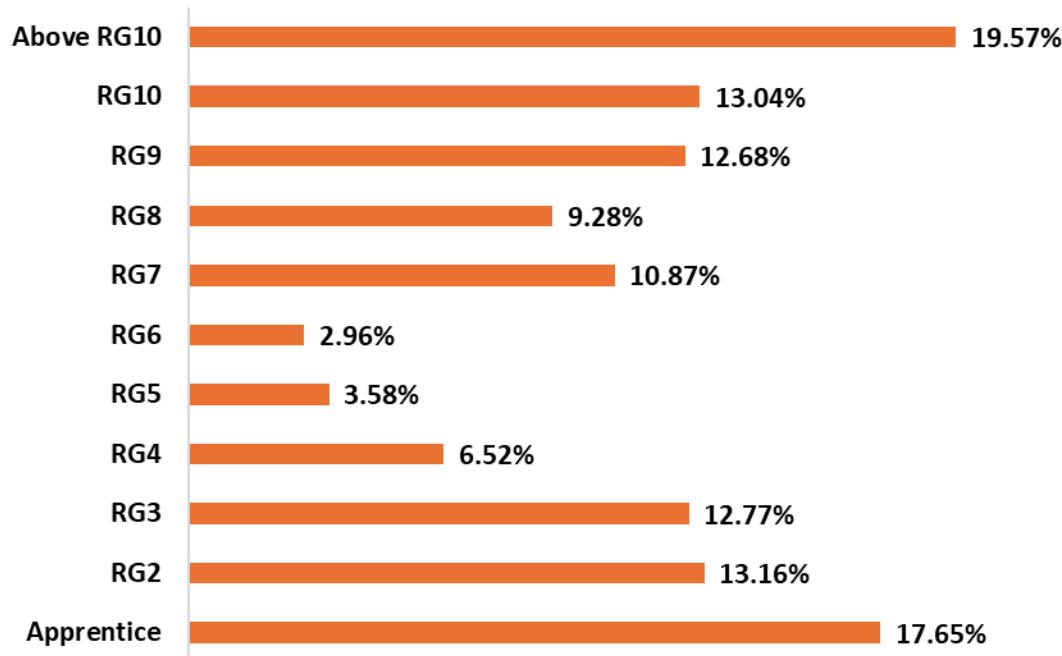


Figure 3d – Proportion of employees from Other Ethnic Groups compared to White Employees in each pay band on 31 March 2025



4. Continuing Actions

4.1 Taking positive action on workplace equality can have significant benefits for an organisation's reputation, culture and people. This Ethnicity Pay Gap report, along with our Gender Pay Gap, Disability Pay Gap and Workforce Profile reports, are a fundamental step on the Council's journey to improving workplace equality. It

helps to create a baseline to track current progress and drive continual improvement.

- 4.2 This report will be highlighted to all staff and elected members, and will be published on our website, as part of our approach to improve inclusion and tackle inequality in the workplace.
- 4.3 There are a small proportion of employees (6.6%) who have either not provided their ethnicity or have chosen a 'prefer not to say' response. Low ethnicity disclosure rates are a problem for many employers, but the information is vital to help address any ethnicity pay gaps accurately and for producing effective action plans. We are encouraging all employees to disclose their ethnicity, explaining how we use this data.
- 4.4 We will continue to promote the benefits of working for the Council both internally and externally, such as flexible hours and hybrid working arrangements, our diversity commitments etc. We will increase awareness about apprenticeship schemes to encourage more employees to enhance their skills and qualifications, giving them greater opportunities to progress their careers.
- 4.5 We will ensure that all promotion opportunities are advertised internally to our staff to embed a culture where we grow our own talent from within the Council.
- 4.6 We will continue to deliver recruitment and selection training which all recruiting managers are required to complete, which highlights the issue of unconscious bias during recruitment and interview processes and seeks to eliminate it. We are also delivering inclusive recruitment training to managers.

Disability Pay Gap report 2025**READING BOROUGH COUNCIL
DISABILITY PAY GAP REPORT FOR 2025****1. Purpose of the report**

- 1.1 The Council is publishing the workforce disability pay gap on a voluntary basis. In the absence of a mandatory framework for reporting, the Council have chosen to replicate the regulations and measures used in gender pay gap reporting with some changes, to account for the different data sets, see 1.4. Therefore, this report includes:
 - the mean and median disability pay gaps
 - The mean and median disability bonus pay gaps
 - the proportions of disabled and employees who received a bonus
 - the proportions of disabled employees and employees with no disability in each pay quartile
- 1.2. The reporting data includes Council employees who have self-certified their disability status as either 'disabled' or as having 'no disability' and were employed on 31 March 2025. Apprentices or temporary employees are included if they fall within the reference period created by the snapshot date. Mirroring the gender pay reporting regulations, the data excludes schools-based staff and Brighter Futures for Children, the Council's Children's Services Company.
- 1.3. The Council's workforce equalities data is provided confidentially and voluntarily by individuals working for the Council. The Council encourages its workforce to share their equalities data to understand the workforce profile and plan actions to address inequalities. Not all employees choose to share their details. At the reporting date, 67.4% of the workforce disclosed whether they are disabled or have no disability. The remaining employees either have not shared their status or declined to specify.
- 1.4. The gender pay gap report compares two distinct groups – male and female – whereas the disability recorded falls into 2 broad categories: disabled, no disability, then there are groups where no data is available, blank (not recorded) and unspecified (chose not to answer). The way that gender is recorded for mandatory pay gap reporting means that there can be no blank or unspecified records. In calculating the mean and median differences, we have chosen to focus on those who have specified their disability status to give the most precise view of the disability pay gap in the Council, as people with blank or undeclared disabilities could either be disabled, or non-disabled.
- 1.5. The Council publishes this information on its website, and this report relates to the snapshot date of 31st March 2025

2. Disability Pay Gap and Equal Pay

- 2.1 Pay gap reporting is different to equal pay. Pay gaps measure the difference in average hourly pay between different groups. Unlike equal pay audits, which look at the difference in pay between people with different characteristics doing the same job, pay gap reporting looks at the wider picture across the workforce.
- 2.2 The disability pay gap is a measure of the difference in average ordinary earnings (excluding overtime) between employees with no disabilities and employees with a disability across the workforce. It is expressed as a percentage of the earnings of employees with no disabilities. Both the mean (average) and median hourly rates are reported.
- 2.3 The Equality Act 2010 makes it unlawful to discriminate (both directly and indirectly) against employees (and people seeking work) because of their disability. An employer can be equal pay compliant and still have a disability pay gap. The cause of a disability pay gap may not fall within the direct control of the employer and is likely to be due to other factors that impose a disadvantage on people with a disability without being explicitly discriminatory.
- 2.4 The Council supports the fair treatment and reward of all staff irrespective of disabilities or other characteristics. This report sets out the Council's disability pay gap and provides reference to the Council's action plan to tackle the gap.

3. Disability Pay Gap Reporting

- 3.1 Mean and Median Pay Gap Reporting: Reading Borough Council has a positive pay gap for the mean and median gross hourly earnings.
- 3.2 **Mean and median gender pay gap**

	Not Disabled	Disabled	Disabled Staff earnings are:
Mean Hourly Rate	£20.41	£19.80	2.98% lower
Median Hourly Rate	£18.62	£18.22	2.13% lower

- 3.3 **Mean and median gender pay gap in bonus payments**

	Not Disabled	Disabled	Disabled Staff earnings are:
Mean Bonus Rate	£935.29	£750.00	19.81% lower
Median Bonus Rate	£1000.00	£750.00	25.00% lower

3.4 Proportion of men and women who received a bonus

	Not Disabled	Disabled		
FPREs Total	1166	89		
Proportion of all those receiving a bonus	34	2.9%	2	2.2%

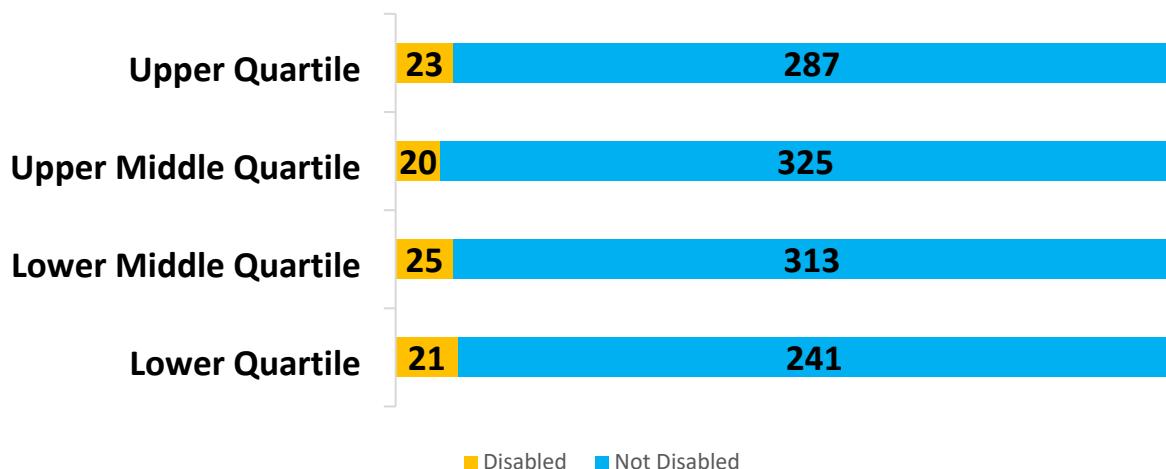
- 3.5. Salary quartile reporting is calculated by sorting employees by their average hourly earnings, from the lowest to the highest, then splitting them into four equal quartiles to show the proportions of disabled employees and employees with no disability in each group.
- 3.6. The Council does not have provision for the payment of bonuses within its terms and conditions. However, long service awards in the form of money meet the government's definition of "bonus" for this report.
- 3.6. Long service awards at the Council are in recognition of achieving 20 years' continuous service. The Council's long service scheme currently offers:
 - A one-off money award of £1,000 for those achieving long service with the Council with the provision for employees to "trade in" all or part of the award for additional days' leave, currently at the rate of £100 per day

4. Supporting Narrative

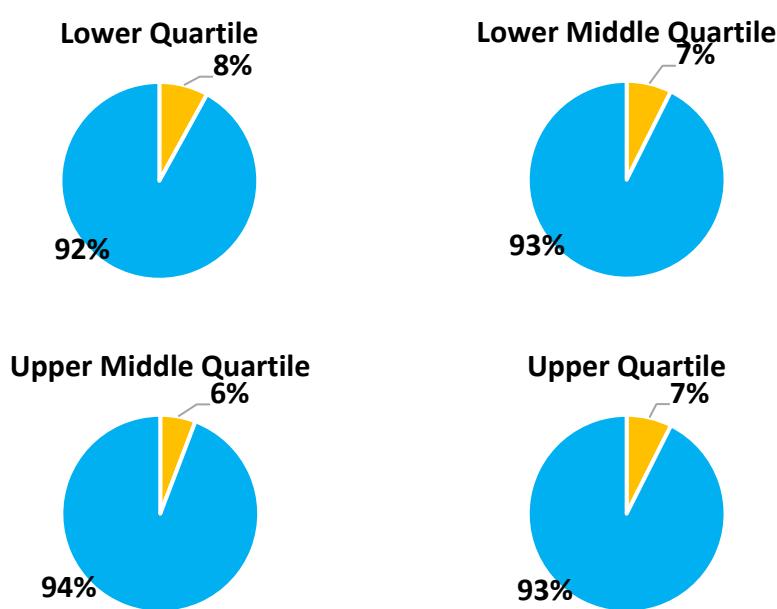
- 4.1 The Council's overall workforce disability profile based on this reporting data is 62.6% with no disability and 30.3% disabled. These figures exclude employees who have declined to provide their disability status.
- 4.2 The mean hourly rate of pay for disabled employees was £19.80. The mean hourly rate for employees with no disability was £20.41, this results in the reported 3.0% difference.
- 4.3 The median hourly rate of pay for disabled employees was £18.22. The median hourly rate for employees with no disability was £18.62, this results in the reported 2.1% difference.

4.4 Salary Quartiles:

4.4.1 Number of Disabled and Not Disabled Staff in each pay quartile:



4.4.2 Proportion of Disabled and Not Disabled Staff in each pay quartile:



5. How figures compare nationally

5.1 The Office of National Statistics (ONS) reported a UK median disability pay gap of 12.7% in 2023, a gap which has remained relatively stable since 2014. This is significantly higher than the RBC median pay gap of 2.13%. The ONS data for 2024 is yet to be released. It is important to note that employees of the Council have self-certified their disability status whereas the ONS use the Government Statistical Service (GSS) harmonised "core" definition. Details on the identifiers used by GSS can be found <https://gss.civilservice.gov.uk/policy-store/measuring-disability-for-the-equality-act-2010/>

5. Summary & Actions

- 6.1 The Council is confident that its small disability pay gap does not stem from an equal pay issue. In 2011 the Council introduced a new pay and grading system to ensure all roles are graded using a recognised job evaluation system to make sure individuals receive equal pay for equal work.
- 6.2 The Council is undertaking a number of actions to support Disability Inclusion as part of its Inclusion & Diversity three-year (2024-2026) strategy.

These include:

- Launch of Inclusive Recruitment workshop, guide and interview questions
- Upskilling managers on reasonable adjustments and Access to work.
- Development of Health & Inclusion passports to support all staff which are currently being tested by Staff Disability forum members ahead of launch.
- In 2026 the Council will review our Level 2 Disability Confident status and aim for Level 3 Disability Confident leader status. We will also consider whether an additional statement and/or actions are required to support work in this area.



Reading Borough Council

Workforce Profile Information

2024 – 2025

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1. Overview

Reading Borough Council strives to be an inclusive and fair employer. The analysis of our workforce profile in relation to equalities is central to making sure that this happens. This report provides an overview of the range of people in the council and serves as an evidence base to inform the council's equalities objectives, which form part of the Public Sector Equality Duty (Equality Act 2010). The information contained in this document is also reported to the council's Personnel Committee.

The council actively encourages individuals from all protected characteristics' groups¹ to be part of our team and highly values people's individual skills and talents. The information included in this report is also used to understand whether the council's workforce reflects the demographic of the wider community and, if not, how inroads can be made to achieve this over time. Understanding the profile of employees also means that appropriate support and solutions can be delivered.

This report will be updated on an annual basis and the information provided is based on the last complete financial year (2024/25), unless otherwise indicated.

2. Vacancies, applicants, leavers and maternity leave

2.1 Vacancies and applicants

The average number of vacancies advertised per month from April 2024 to March 2025 has decreased compared to the previous year.

Vacancies and applicants	2020/21	2021/22	2022/23	2023/24	2024/25
Average number of vacancies advertised per month	20	36	43	42	31
Number of applicants	5890	4498	5586	6735	7097

The ethnic diversity amongst applicants has increased. The number of White British applicants has dropped when compared to the last two years. While the number of applicants from Global Majority groups has increased to 47.0%, there has been an increase in applicants who have selected not to disclose their ethnicity compared to the last two years.

Ethnic origin	2020/21	2021/22	2022/23	2023/24	2024/25
White: British	50.9%	49.4%	41.3%	40.8%	38.6%
White Other	10.1%	8.4%	10.2%	8.7%	7.7%
Mixed/multiple	4.0%	4.7%	4.4%	4.7%	4.7%
Asian/Asian British	18.4%	20.9%	25.6%	24.3%	25.8%
Black/Black British	9.2%	9.9%	11.7%	14.8%	14.9%
Other ethnic group	1.0%	1.6%	1.9%	1.6%	1.6%
No value (Prefer not to say)	6.4%	5.1%	4.9%	5.2%	6.7%

¹ Equality Act 2010 – The 'protected characteristics' include: race, age, disability, religion and belief, sexual orientation, sex, gender reassignment, pregnancy and maternity and marriage and civil partnership.

The younger age structure of applicants has remained consistent over the years and implies that this age group is more likely to be looking for work. This increase in younger applicants is also reflected in the staff that have recently joined the council.

Age range	2020/21	2021/22	2022/23	2023/24	2024/25
16 to 29	36.5%	33.3%	36.0%	31.8%	35.9%
30 to 44	35.6%	36.3%	37.1%	38.3%	36.5%
45 to 59	18.4%	21.5%	19.0%	20.9%	19.3%
60 to 64	1.9%	3.2%	2.4%	3.2%	2.4%
65 to 74	0.4%	0.4%	0.7%	0.8%	0.6%
75 and over	0.03%	0.0%	0.0%	0.0%	0.0%
No value (Prefer not to say)	7.1%	5.2%	4.8%	4.9%	5.4%

The Council typically attracts more applications from women than men, however the percentage of male applicants in 2024 – 2025 is 0.9% higher than female applicants in the same year and is 8.4% higher than male applicants in 2023 – 2024.

Gender	2020/21	2021/22	2022/23	2023/24	2024/25
Female	55.2%	56.7%	58.0%	58.0%	47.9%
Male	43.1%	41.1%	40.4%	40.4%	48.8%
No value (Prefer not to say)	1.6%	2.2%	1.7%	1.7%	3.3%

A lower percentage of applicants' state that they have a disability (1.5%) than the existing workforce (4.8%). The percentage of applicants who declare that they have a disability has increased 0.8% in 2024 - 2025 while the percentage of applicants who prefer not to say has decreased.

Considered disabled?	2020/21	2021/22	2022/23	2023/24	2024/25
Yes	0.8%	0.8%	0.5%	0.7%	1.5%
No	18.4	13.5%	10.4%	9.0%	9.5%
No value (Prefer not to say)	80.9%	85.7%	89.1%	90.3%	89.0%

2.2 Starters

Some demographic characteristics of starters vary from the existing workforce:

- 5.4% of the starters during 2024/25 reported themselves as being disabled, compared to 4.8% amongst the workforce.
- 27.6% of the starters were from Global Majority ethnicities, compared to the percentage of Global Majority ethnicities in the general workforce (18.8%).
- A much lower percentage of starters are aged 45 and over (33.3% compared to 55.6% amongst the workforce).
- 54.8% of starters are female compared to those in the workforce (60.2 %).

2.3 Leavers

Voluntary labour turnover decreased in 2024/25 compared to the previous year.

Rate	2020/21	2021/22	2022/23	2023/24	2024/25
Labour turnover rate (all reasons)	11.0%	16.0%	14.6%	13.7%	12.7%
Labour turnover rate (voluntary resignation)	8.4%	11.8%	13.6%	12.6%	11.8%

Further information on the reasons for staff leaving employment at the council are shown below. Voluntary resignation is the main reason, followed by the expiration of temporary contracts and retirement.

Reason for leaving	2020/21	2021/22	2022/23	2023/24	2024/25
Death in Service	4	2	1	1	3
Dismissal	5	3	4	8	5
Dismissal – Ill Health	3	4	0	1	0
End of Fixed Term Contract	19	13	0	18	1
End of Temporary Contract	0	0	20	0	21
Mutual Agreement	9	12	9	8	7
Redundancy	6	5	5	0	0
Resignation	108	204	176	181	169
Retirement	26	18	22	19	23
Retirement – Ill Health	3	6	5	7	3
Retirement-Redundancy	0	0	3	0	0
Early Retirement	2	0	0	0	0
Settlement Agreement	1	1	0	0	1
TUPE Transfer	0	0	0	0	0
Unsuccessful Probation	3	2	4	3	2
Total	189	270	249	246	234

Some demographic characteristics of leavers vary from the existing workforce:

- 6.0% of leavers during 2024/25 reported themselves as being disabled, compared to 4.8% amongst the workforce as a whole.
- The amount of leavers (60.3%) in 2023/24 that were White British is lower than proportion in the existing workforce (72.7%)
- A slightly lower percentage of leavers in 2024/25 are aged 55 and over (26.5%), compared to 29.2% amongst the workforce.
- The proportion (53.8%) of female leavers in 2024/25 is lower than the 60.2% of females in the workforce.

2.4 Maternity leave

The vast majority of staff members that go on maternity leave return to work at the council, with 90.2% of those that went on maternity leave during 2024/25 returning.

3. Demographic characteristics of the workforce

3.1 Disability

To ensure that our employment opportunities are accessible to disabled people, we fully commit to being a 'Disability Confident Employer'². We actively promote employment opportunities to disabled applicants, providing information in Plain English and offering accessible formats where necessary to facilitate the recruitment process. As part of our standard practice for staff, we offer specialist support such as Occupational Health and counselling.

4.8% of the workforce consider themselves to have a disability. This is in line with previous years. Staff at the council can choose whether or not to classify themselves as disabled so annual fluctuations are not considered to be significant in isolation.

Disability	2020/21	2021/22	2022/23	2023/24	2024/25
No	80.8%	73.2%	68.2%	65.2%	62.5%
Yes	3.8%	4.1%	4.1%	4.2%	4.8%

3.2 Ethnicity

72.7% of the council's workforce describe their ethnicity as White English/Welsh/Scottish /Northern Irish/ British. This percentage has decreased compared to other years. The percentage of the workforce in Global Majority ethnicities has increased in the last two years and stands at 18.8% in 31st March 2025. The proportion of staff who identify as Black/Black British has shown an increase from 6.9% in 2020/21 to 8.2% in 2024/25.

Ethnicity	2020/21	2021/22	2022/23	2023/24	2024/2025
White: British	75.4%	74.1%	71.1%	68.5%	67.6%
White Other	4.4%	4.7%	6.1%	6.5%	6.6%
Black/Black British	6.0%	6.9%	7.1%	7.3%	7.6%
Asian/Asian British	5.3%	5.6%	6.6%	7.0%	7.2%
Mixed	2.8%	3.1%	3.1%	4.0%	3.7%
Other ethnic group(s)	0.3%	0.3%	0.2%	0.3%	0.3%
Prefer not to say	5.7%	5.3%	5.7%	6.6%	7.0%

3.3 Age profile

A lower percentage of the workforce is aged 16 to 24 (3.5%) compared to the percentage of staff aged 55 to 64 in employment (24.8%).

² As a Disability Confident employer, we have made specific commitments regarding the employment of disabled people. As part of this, a disabled person is guaranteed an interview if they meet the essential criteria for the job vacancy. See www.gov.uk/government/collections/disability-confident-campaign for more information

The council is pro-actively working with local schools and colleges through our work experience and apprenticeship programmes to promote employment opportunities. These aim to encourage young people to take up work at the council.

The percentage of the council's workforce aged 55 and over is 29.2% which is slightly higher than the number of staff aged 35 to 44 (24.5%). As more of the workforce moves into the 55 and over age range there is an increased importance on ensuring that in addition to retention initiatives to retain older workers, a robust succession planning mechanism is embedded to deliver business continuity, top talent, and leaders and managers of the future.

Age	2020/21	2021/22	2022/23	2023/24	2024/25
16-24	4.5%	4.7%	4.8%	3.9%	3.5%
25-34	17.4%	16.6%	16.3%	17.8%	17.4%
35-44	23.6%	24.6%	23.8%	24.5%	24.5%
45-54	28.5%	26.7%	25.8%	25.3%	25.4%
55-64	22.8%	23.7%	25.3%	24.2%	24.8%
65+	3.2%	3.7%	4.1%	4.4%	4.5%

3.4 Gender

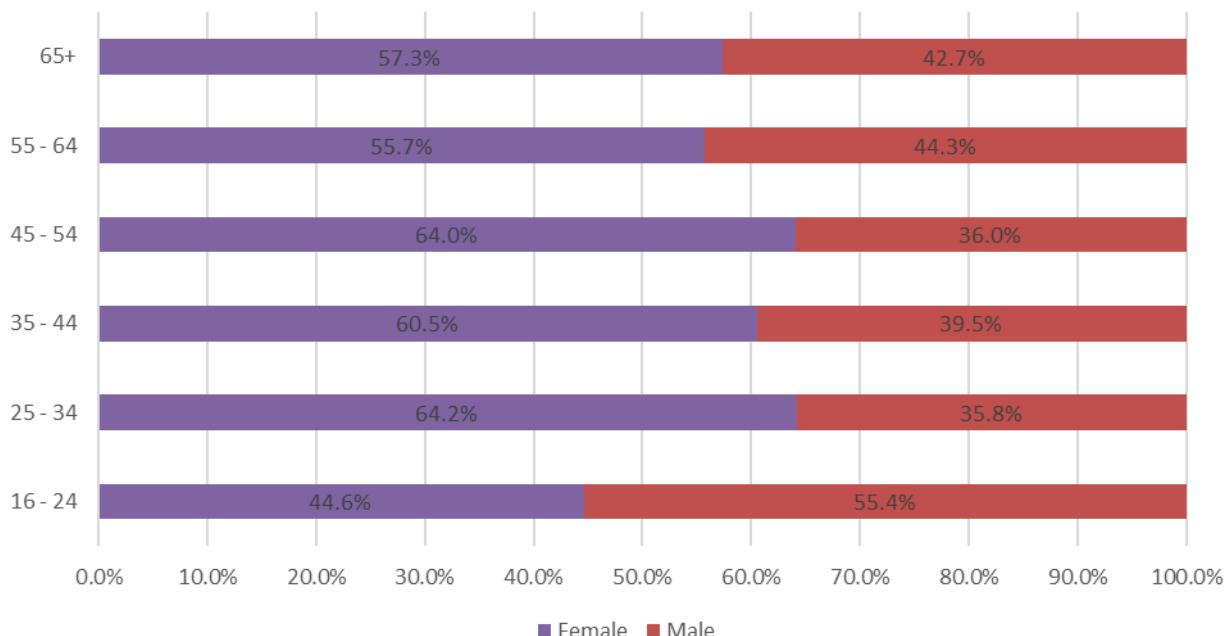
The Council employs more female staff, with 60.2% females and 39.8% males, although this distribution had dropped in the three years prior to 2022/23 as shown in the table below.

The gender split by age in 2024/25 shows a predominantly larger percentage of female employees in all age groups but is particularly high in the 25 to 34 range (64.2%) and the 45 to 54 range (64.0%).

Year	2020/21	2021/22	2022/23	2023/24	2024/25
Female	58.7%	59.8%	60.8%	59.7%	60.2%
Male	41.3%	40.2%	39.2%	40.3%	39.8%

Age Group	Female	Male
16 to 24	44.6%	55.4%
25 to 34	64.2%	35.8%
35 to 44	60.5%	39.5%
45 to 54	64.0%	36.0%
55 to 64	55.7%	44.3%
65+	57.3%	42.7%

Workforce by Age and Gender



3.5 Full-time and part-time

About three quarters of employees within the council work full-time, whilst 20.8% work part-time. There has been a steady increase of staff in full-time work compared to part-time. Both full-time and part-time staff are afforded the benefit of a wide range of flexible working options, such as working compressed hours or working remotely, which benefit both the individual and the organisation.

Contract type	2020/21	2021/22	2022/23	2023/24	2024/25
Full time	75.4%	75.7%	77.7%	78.7%	79.2%
Part time	24.6%	24.3%	22.3%	21.3%	20.8%

Workforce by full and part time



3.6 Full-time and part-time by gender

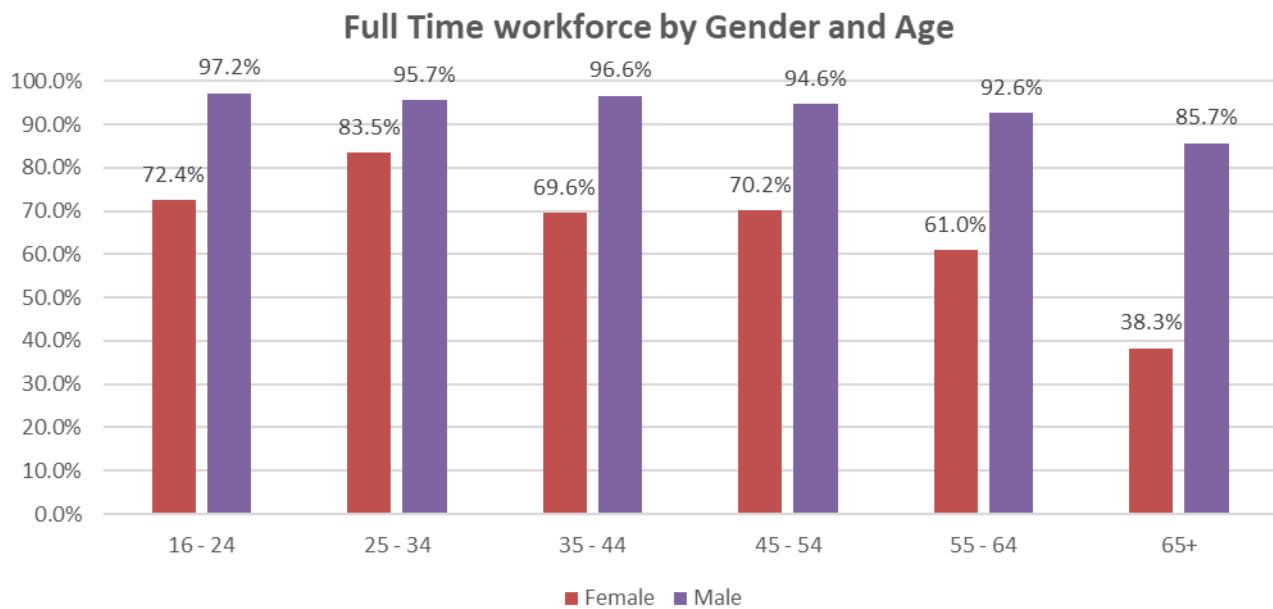
A much greater percentage of females work part-time than males (89.3% compared to 10.7%). The percentage of males and females working full or part-time has remained relatively stable over time

Gender	Contract type	2020/21	2021/22	2022/23	2023/24	2024/25
Female	Full time	49.7%	50.8%	52.5%	51.7%	52.5%
Male	Full time	50.3%	49.2%	47.5%	48.3%	47.5%
Female	Part time	86.3%	88.1%	89.5%	89.3%	89.3%
Male	Part time	13.7%	11.9%	10.5%	10.7%	10.7%

3.7 Full-time and part-time by gender and age

A high percentage of females aged 16 to 24 (72.4%) and 25 to 34 (83.5%) work full-time. This then falls for those aged 35 to 44 (69.6%) and then rises again for females aged 45 to 54 (70.2%). Fewer than half of females aged 65 and over work full-time (38.3%), which is potentially due to flexible working and/or retirement and pension options.

More than 90% of Males between the ages of 16 to 64 work full-time, while in the 65+ category 85.7% work full time. Again this is likely to be due to flexible retirement/working arrangements which enable employees to have a gradual route into retirement if they wish.



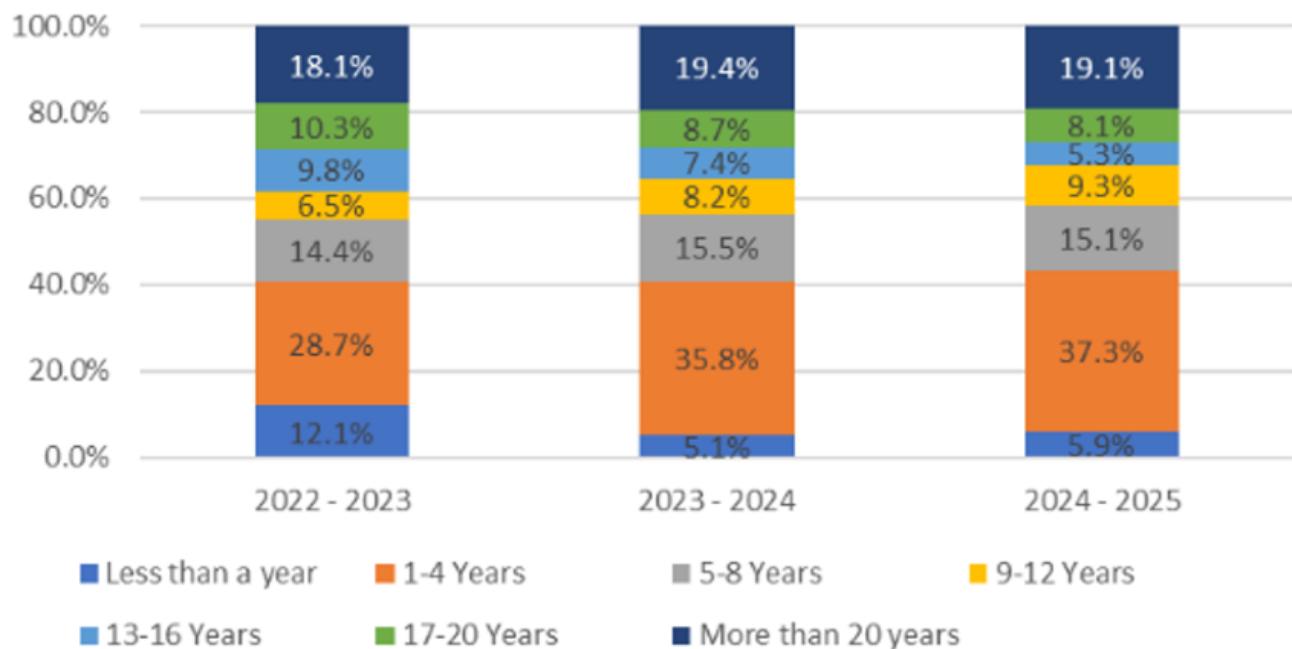
3.8 Length of service

2024/25 shows a 0.8% increase in the proportion of staff that have worked at the council for less than a year compared to 2023/24 and has remained stable for staff who have worked for one to four years and 17 to 20 years' service compared to 2020/21.

Length of service	2020/21	2021/22	2022/23	2023/24	2024/25
Less than a year	8.5%	12.4%	12.1%	5.1%	5.9%

1 to 4 years	29.2%	28.0%	28.7%	35.8%	37.3%
5 to 8 years	14.0%	13.5%	14.4%	15.5%	15.1%
9 to 12 years	9.1%	6.7%	6.5%	8.2%	9.3%
13 to 16 years	10.5%	11.0%	9.8%	7.4%	5.3%
17 to 20 years	10.6%	10.4%	10.3%	8.7%	8.1%
More than 20 years	18.0%	18.0%	18.1%	19.4%	19.1%

Workforce by Length of Service



3.9 Length of service by disability

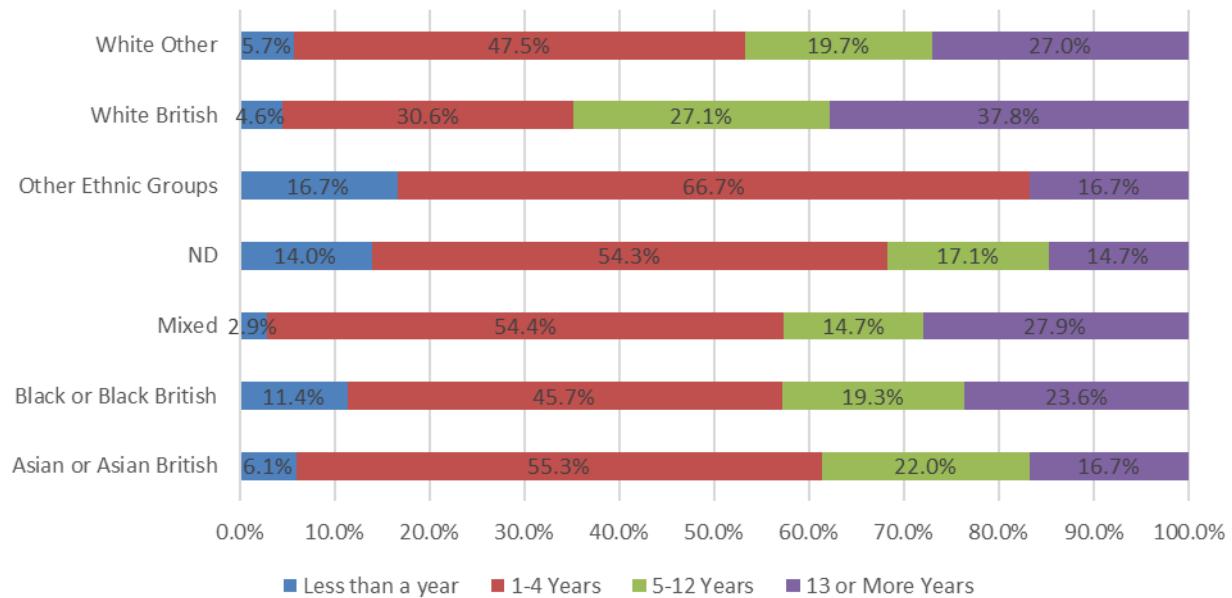
Due to the low numbers recorded for employees with a disability it is difficult to note any particular trends pertinent to their length of service. The data is potentially disclosive and so is not shown here.

3.10 Length of service by ethnicity

The highest proportion of White British employees have worked for Reading Borough Council for 13+ years compared to other ethnic groups where the highest proportions are found in the 1-4 years' service bracket.

Ethnicity	Less than a year	1 to 4 years	5 to 12 years	13 +
Asian/Asian British	6.1%	55.3%	22.0%	16.7%
Black/Black British	11.4%	45.7%	19.3%	23.6%
Mixed	2.9%	54.4%	14.7%	27.9%
Prefer not to say	14.0%	54.3%	17.1%	14.7%
Other ethnic group(s)	16.7%	66.7%		16.7%
White British	4.6%	30.6%	27.1%	37.8%
White Other	5.7%	47.5%	19.7%	27.0%

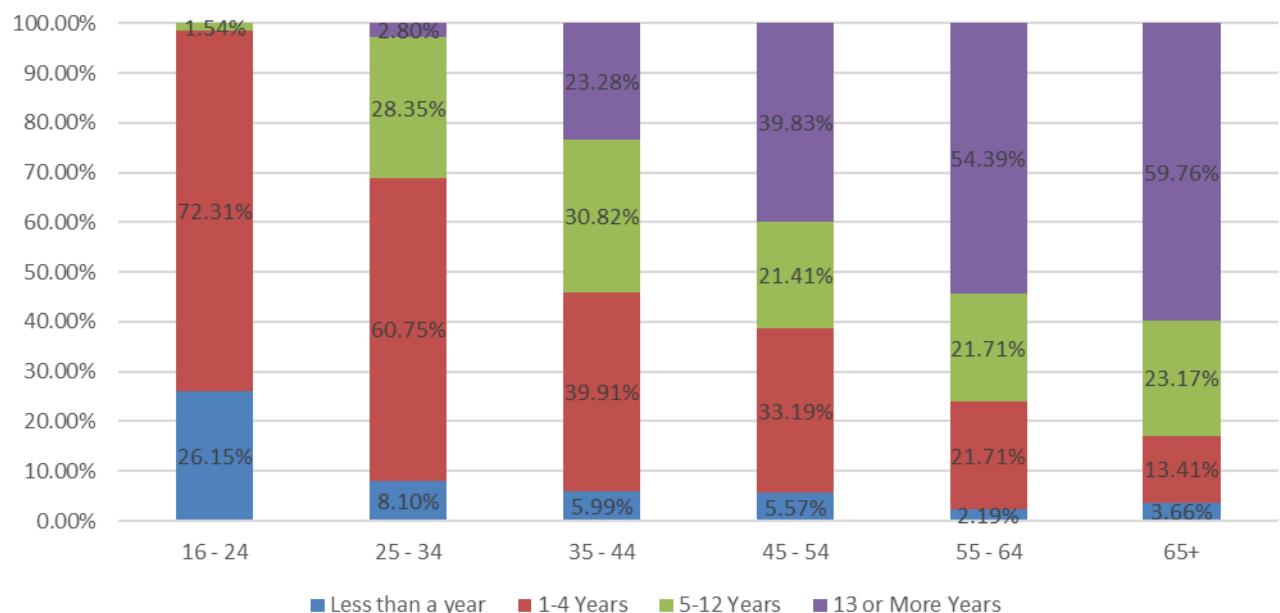
Workforce by Length of Service and Ethnicity



3.11 Length of service by age profile

There are more people in the 35 and over category that have served for longer periods and more people aged 34 and below that have served less than a year. The majority of those aged under 35 have worked at the authority 1 to 4 years. The percentage of staff that have worked at the organisation for fewer than four years declines with age. This is because the correlation between age and length of service tends to be positive, as older employees tend to have naturally been in the organisation longer, or vice versa.

Workforce by Age and Length of Service

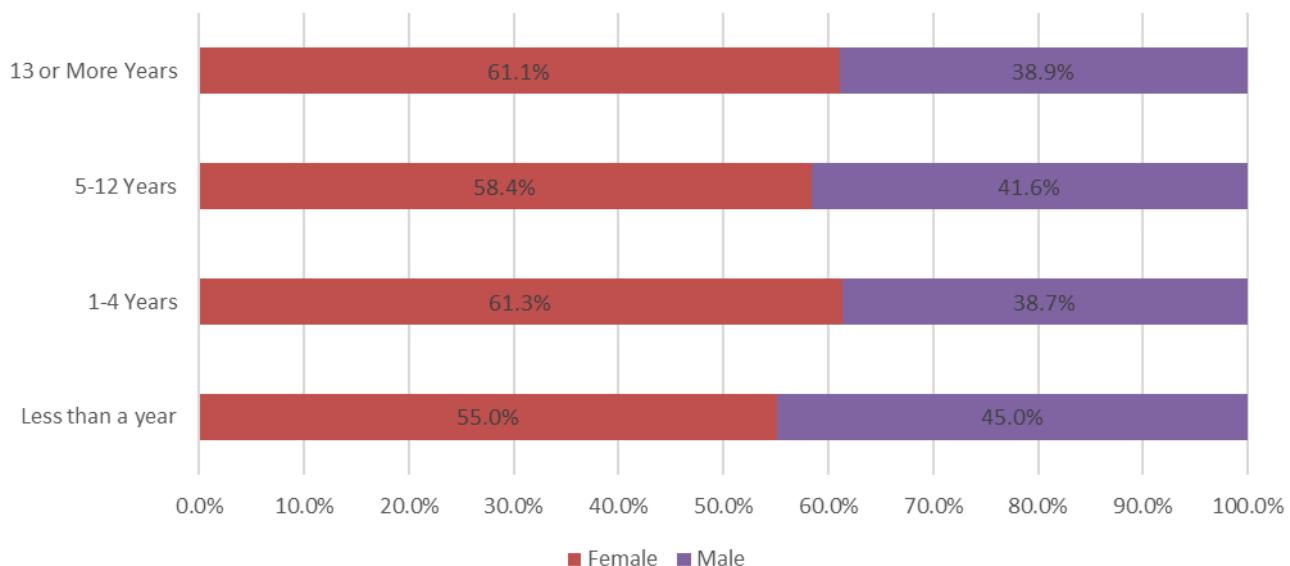


3.12 Length of service by gender

The percentage of staff by gender is similar across the different service lengths, although a lower percentage of those that have served for 13 or more years are male.

Ethnicity	Less than a year	1 to 4 years	5 to 12 years	12 to 13+
Female	55.0%	61.3%	58.4%	61.1%
Male	45.0%	38.7%	41.6%	38.9%

Workforce by Length of Service and Gender



3.13 Pay grade

This section features information broken down by salary grades.

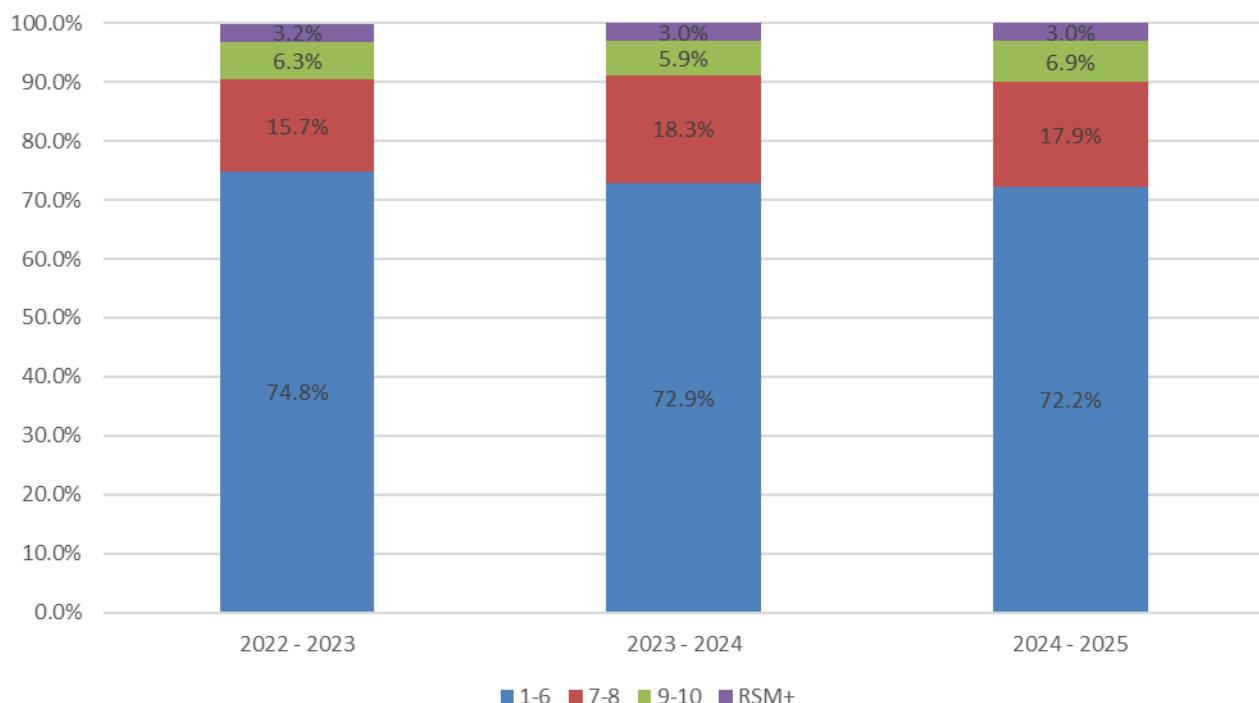
Grade explanation

6. **RG2 to RG6** cover a wide range of administrative, technical, clerical and manual roles. For the purpose of this report these grades also include apprentices, for whom there are separate pay arrangements.
7. **RG7 to RG8** cover a range of professional and first line manager / supervisory roles.
8. **RG9 to RG10** cover a range of senior professional and middle manager roles.
9. **RSMD and above** cover senior managers, Coroners, Assistant Directors, Executive Directors and the Chief Executive,

The percentage of staff within each pay grade has remained relatively stable over time as shown below.

Grade	2020/21	2021/22	2022/23	2023/24	2024/25
Grades 2 to 6	77.7%	76.3%	74.8%	72.9%	72.2%
Grades 7 to 8	15.4%	15.3%	15.7%	18.3%	17.9%
Grades 9 to 10	4.6%	5.4%	6.3%	5.9%	6.9%
Grades RSM and Above	2.3%	3.0%	3.2%	3.0%	3.0%

Workforce by Grade



3.14 Grade by disability

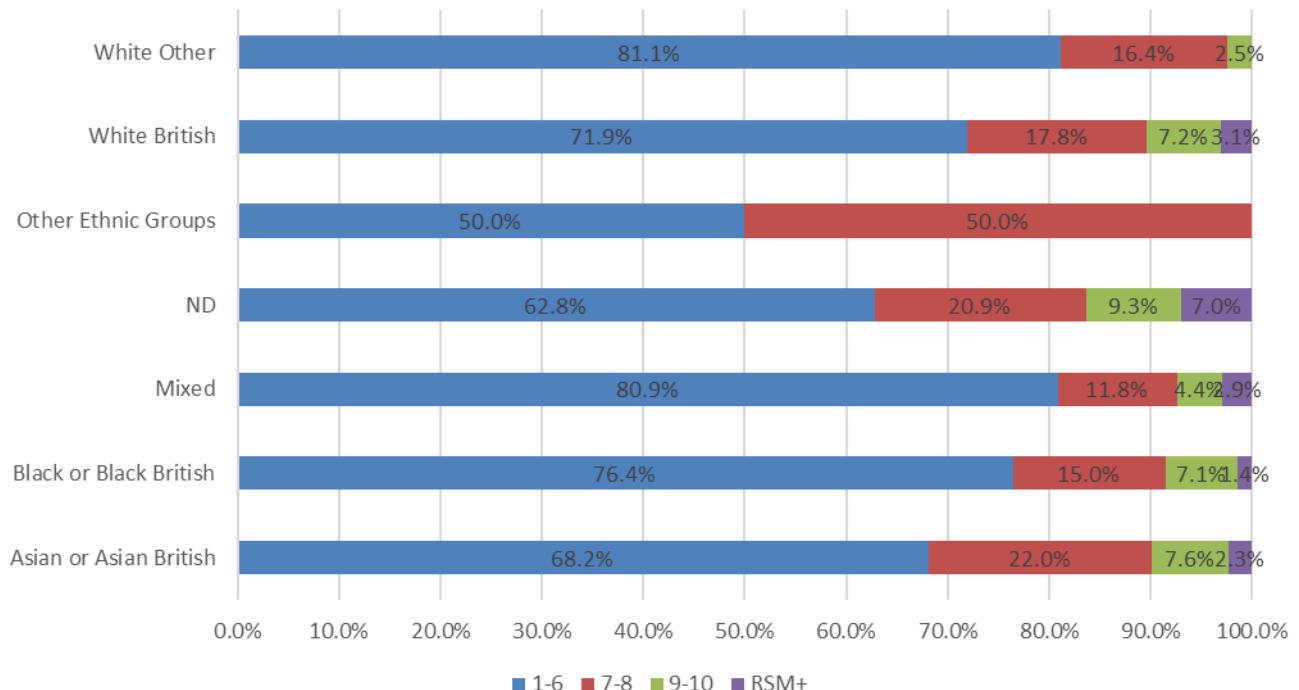
Due to the small number of staff that identify themselves as having a disability in each grade group, the data is potentially disclosive and so is not presented here. The council continues its commitment to be a Disability Confident Employer to encourage applications from disabled candidates and promote development for existing disabled members of staff.

3.15 Grade by ethnicity

There is a lower percentage of White British staff in RG2 to RG6 than the percentage of staff from Global Majority ethnic groups.

Ethnicity	Grade 2- 6	Grade 7-8	Grade 9-10	RSM and Above
Asian/Asian British	68.2%	22.0%	7.6%	2.3%
Black/Black British	76.4%	15.0%	7.1%	1.4%
Mixed	80.9%	11.8%	4.4%	2.9%
Prefer not to say	62.8%	20.9%	9.3%	7.0%
Other ethnic group(s)	50.0%	50.0%	0.0%	0.0%
White British	71.9%	17.8%	7.2%	3.1%
White Other	81.1%	16.4%	2.5%	0.0%

Workforce by Ethnicity and Pay Grade

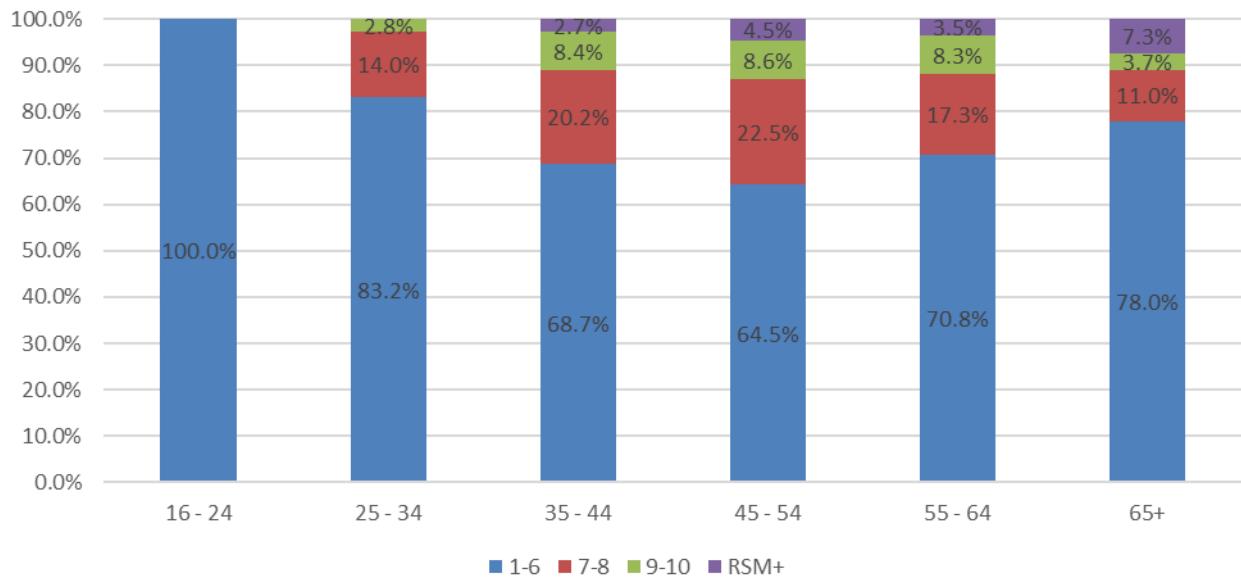


3.16 Grade by age profile

The pay grades of staff aged under 35 are lower than the older age groups, up to age 64. This is expected as in most cases staff are in the earlier stages of their careers. A larger percentage of those aged 55 to 64 are in the highest pay grades than any other age group.

Age	Grades 1-6	Grades 7-8	Grades 9-10	RSM and Above
16 to 24	100.0%	0.0%	0.0%	0.0%
25 to 34	83.2%	14.0%	2.8%	0.0%
35 to 44	68.7%	20.2%	8.4%	2.7%
45 to 54	64.5%	22.5%	8.6%	4.5%
55 to 64	70.8%	17.3%	8.3%	3.5%
65+	78.0%	11.0%	3.7%	7.3%

Workforce by Age and Grade

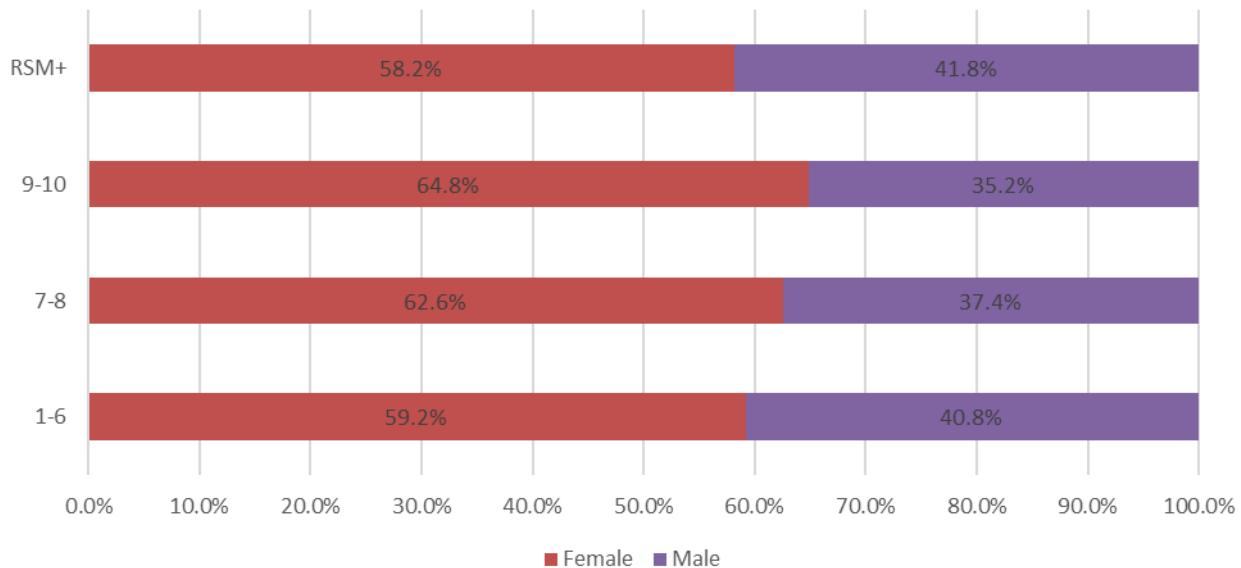


3.17 Grade by gender

There is a higher proportion of female workers in all categories.

Gender	Grade 1-6	Grade 7- 8	Grade 9-10	RSMD and Above
Female	59.2%	62.6%	64.8%	58.2%
Male	40.8%	37.4%	35.2%	41.8%

Workforce by Gender and Grade



4. Staff engagement and procedures

4.1 Quantitative and qualitative research with employees

An engagement survey for staff is completed annually and the results considered by demographic groups, HR and leadership teams.

4.2 Due regard to the aims of the duty in decision-making

Equality Impact Assessments (EIAs) are carried out on all employment-related policies and procedures and general employment issues are discussed with Unison.

4.3 Staff complaints

There were 9 staff complaints about alleged discrimination during the period which this report covers. (3 cases of disability discrimination in the Directorate of Children's Services; 3 disability discrimination, 1 race and 1 sex and age discrimination in DCASC; 1 race discrimination in DoR).

4.4 Engagement with Trades Unions and staff

The Council recognises Trades Union and works in partnership with them to support employees. The Council supports and encourages a range of staff networks and groups to ensure that the voice of staff is heard – quarterly meetings are held between CMT members and Chairs of the staff networks to share ideas, issues and concerns.

4.5 Policies and programmes to address equality concerns

The council has a range of policies and programmes to address equalities concerns. Some examples of these include:

Equality, Diversity and Inclusion in Employment Policy

Whistle-Blowing Policy

Grievance Procedure

Bullying and Harassment Policy and Procedure

HR Casework

Completed HR Casework – Use of Formal Procedures – April 2024 to March 2025 - Analysis by Employee Profile

Case Type	All Cases	Gender		Ethnicity		Disability	
		Female	%	Number	%	Number	%
Capability – Ill Health	79	25	31.6%	15	19.0%	3	3.8%
Capability – Performance	19	9	47.4%	7	36.8%	2	10.5%
Disciplinary	37	9	24.3%	9	24.3%		0.0%
Grievance	18	10	55.6%	7	38.9%	1	5.6%
Total	153	53	34.6%	38	24.8%	6	3.9%

Completed HR Casework – Use of Formal Procedures – April 2024 to March 2025 – Employee Profile not Disclosed

Case Type	All Cases	Gender		Ethnicity		Disability	
		Not Disclosed	%	Not Disclosed	%	Not Disclosed	%
Capability - IH	79	0	0.0%	2	2.5%	18	22.8%
Capability – Performance	19	0	0.0%	1	5.3%	9	47.4%
Disciplinary	37	0	0.0%	2	5.4%	29	78.4%
Grievance	18	0	0.0%	4	22.2%	9	50.0%
Total	153	0	0.0%	9	5.9%	65	42.5%

The council has a Flexible Working Policy that welcomes formal requests from employees who meet the necessary criteria. We recognise the importance of a work-life balance for all staff and will consider flexible working requests on an informal basis, accommodating these where they meet business needs.

4.6 Learning and development opportunities

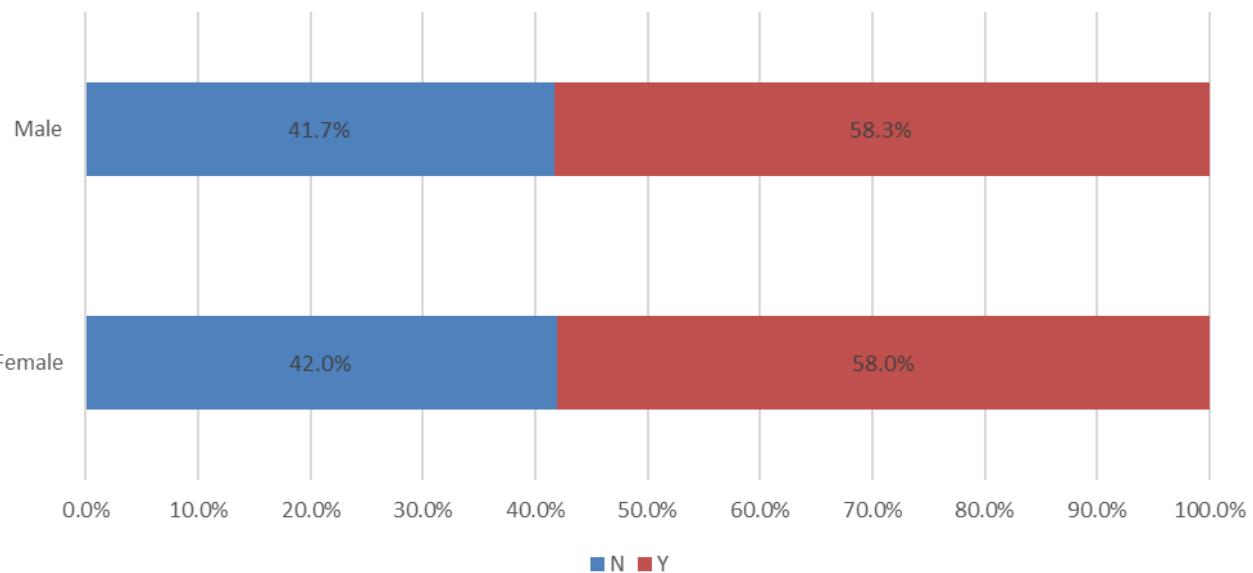
Staff are our main asset and the council is committed to training and personal development. Every member of staff has a crucial role to play in enabling the council to make a difference: to make the borough an even better place to be and to help meet the challenges faced within local communities. To that effect, the council has a People Strategy in place with the aim “to have the right people, in the right job, with the right skills”.

To deliver on this, the council has a range of learning and development opportunities available including classroom courses, e-learning and a professional qualification support scheme as well as on-the-job training, and mentoring. The council also has an integrated programme of leadership and management development.

In 2024/25 58.1% of the total workforce accessed our corporate training, 60.0% of females accessed training and 64.3% of Black/ Black British staff accessed training compared to 57.3% of White British Staff.

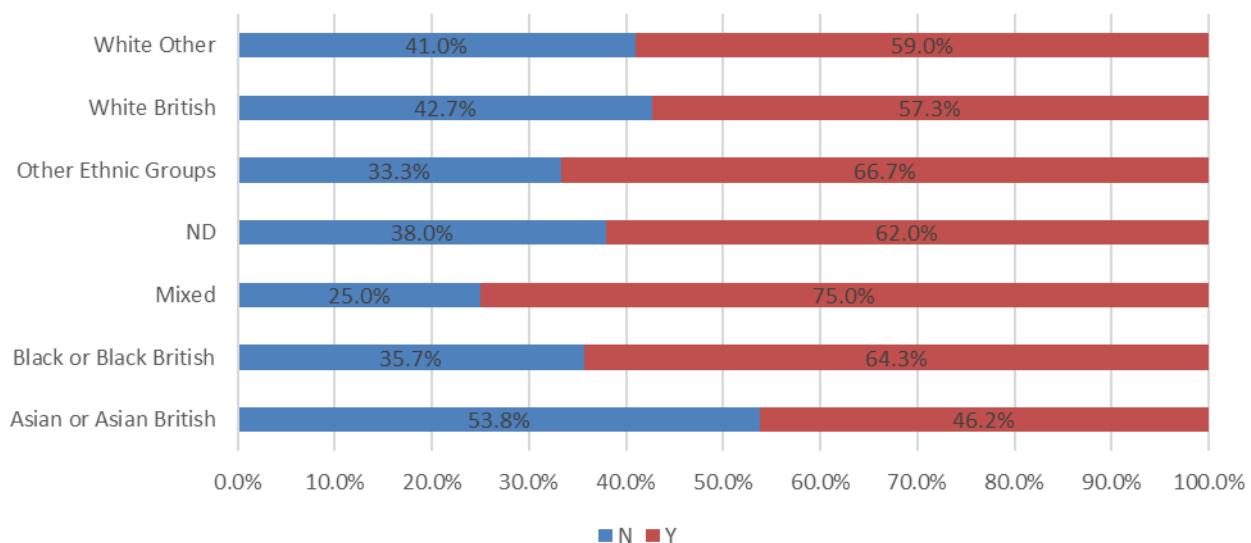
Gender	Number who accessed Training	Number who did not access Training
Female	58.0%	42.0%
Male	58.3%	41.7%

Workforce by Gender and Accessed Training



Ethnicity	Number who accessed	Number who did not access
	Training	Training
Asian/Asian British	46.2%	53.8%
Black/Black British	64.3%	35.7%
Mixed	75.0%	25.0%
Prefer not to say	62.0%	38.0%
Other ethnic group(s)	66.7%	33.3%
White British	57.3%	42.7%
White Other	59.0%	41.0%

Workforce by Ethnicity and Accessed Training



Development opportunities can be identified in a variety of ways including by the individual through regular 1 to 1 meetings, and the performance appraisal process. Training courses available on an ongoing basis include: health and safety, first aid, stress resilience, equality and diversity, recruitment and selection, project management, Microsoft Office applications, data protection, lone working and managing aggressive behaviour.

4.7 Pay gap information

The council has been required to publish and report specific figures about its gender pay gap since 2017. Using the required snapshot date of 31 March 2025 for public sector organisations, the council was pleased to report a median gender pay gap of 0.0%. This showed the council was performing positively against the national average of 6.6% in favour of men.

In addition, the council has voluntarily published ethnicity pay gap since 2020 and will also publish disability pay gap information for the second time this year.

The council will be publishing pay gap information on its website, and on the government reporting w