

GENDER, ETHNICITY AND
DISABILITY PAY GAP
REPORT
2025



**London Borough
of Hounslow**





INTRODUCTION

The gender pay gap is calculated as the difference between the average hourly earnings (excluding overtime) of men and women, expressed as a percentage of men's average hourly earnings. We are required to report our gender pay gap annually as of 31 March, and this information is [published publicly](#).

In 2025, we have continued to voluntarily report on ethnicity and disability pay gaps. While there is no legal obligation to do so, we believe that transparency is essential to understanding and addressing inequalities. These additional reports help us identify trends and inform meaningful action planning.

It's important to note that ethnicity and disability pay gap data is based only on employees who have voluntarily disclosed this information. Those who have not provided their data or selected "prefer not to say" are excluded from the analysis. We hope that, over time, more employees will feel comfortable sharing this information, enabling us to build a more complete, accurate picture.

A pay gap analysis looks at the average pay across all roles and compares groups (e.g. men vs. women), regardless of job type or level. This is different from equal pay, which ensures that individuals performing the same or similar roles are paid equally, regardless of gender, ethnicity, or disability status.

Our salaries are determined using recognised job evaluation schemes (GLPC and HAY), which assess the role itself rather than the individual. These schemes are designed to be objective and free from bias, ensuring equal pay for work of equal value.

We do not operate a bonus scheme, so no bonus data is reported.

OUR COMMITMENT

At the London Borough of Hounslow, equality is central to our values. We are committed to fair pay and to creating an inclusive workplace where everyone can thrive. We want a workforce, where everyone feels valued and respected because of their difference, and a place where every employee can be themselves so that they can flourish and thrive.

It is by embracing our differences and bringing new perspectives that enables us to have richer conversations and be innovative. We will continue to monitor our data, listen to our workforce, and take action to close any gaps.

Our values are at the heart of everything we do:

Do New: We challenge outdated systems and exploring innovative ways to close pay gaps and build a more inclusive future.

Harness the Mix: We value the unique contributions of every employee and striving to eliminate barriers to equal pay and opportunity.

Lead with Heart: We listen to our employees' experiences and use pay gap data to drive meaningful change that supports equity and wellbeing.

Pass on the Power: We invest in development and progression opportunities that help all employees thrive—regardless of background.

Be a Rock: We ensure that our pay structures are fair, transparent, and grounded in principles of equality.

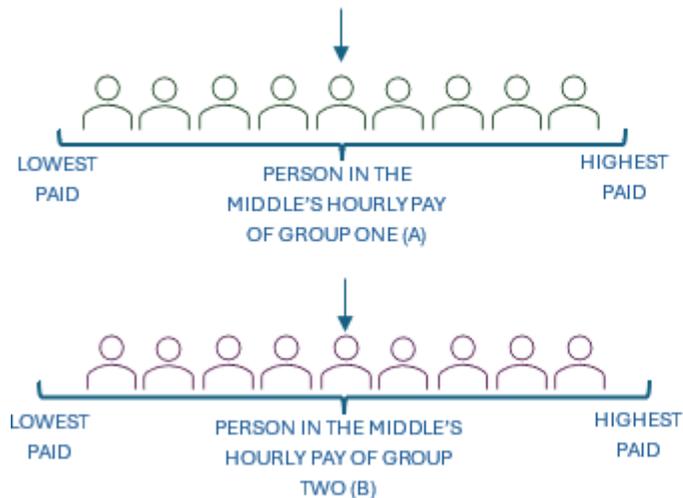
HOW ARE PAY GAPS CALCULATED?

CALCULATING THE MEAN DIFFERENCE:



$$\frac{A - B}{A} \times 100 = \text{MEAN PAY GAP PERCENTAGE}$$

CALCULATING THE MEDIAN DIFFERENCE:



$$\frac{A - B}{A} \times 100 = \text{MEDIAN PAY GAP PERCENTAGE}$$

WHY PAY GAPS CAN CHANGE?

Pay gaps can fluctuate year-on-year due to several factors:

Workforce: Changes in the proportion of men and women, or ethnic minority and disabled employees, in higher or lower-paid roles can significantly affect the average pay figures.

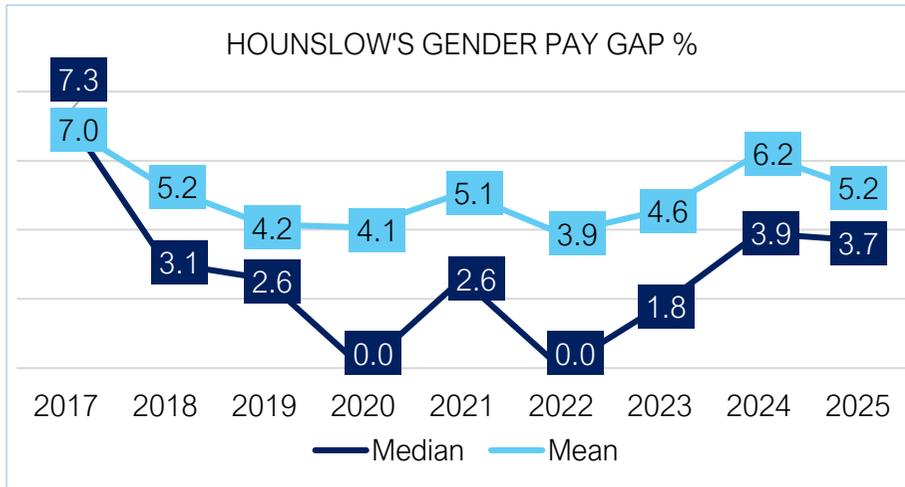
Recruitment and Turnover: If more women, ethnic minority or disabled employees are hired into lower-paid roles, or if higher-paid individuals leave, the average pay can shift.

Career Progression: Equal access to development opportunities or promotions tackles underrepresentation of certain groups in senior roles.

Part-time and Flexible Work: Women and disabled employees are more likely to work part-time, which can influence average hourly earnings, even when adjusted for hours worked, as more flexible roles tend to be lower paid.

Disclosure Rates: For ethnicity and disability, changes in the number of people disclosing their status can affect the representativeness and accuracy of the data.

GENDER PAY GAP



This year's report shows a reduction in the Gender pay gap. The mean pay gap has decreased from 6.2% in 2024 to 5.2% in 2025, meaning for every £1 earned by a man, a woman earns 95p.

The median pay gap has reduced from 3.9% in 2024 to 3.7% in 2025 with women earning a median hourly pay of £21.69 and men earning £22.53.

Looking over a nine-year average (Table A), women have earned 5% less (mean calculation) or 2.8% less (median calculation).

The pay gap exists because of an imbalance in the proportion of men in higher paid roles and more women in lower paid roles. In Hounslow the gender pay gap reflects the fact that we have less women at Chief Officer level and we have more women typically in relatively lower paid fields such as Adult Social Care and Children Services.

Quartiles are created by dividing all employees, ranked by hourly pay, into four equal groups. The decrease in the 2025 gender pay gap is due to more women in the upper middle quartile and fewer in the lower and lower middle quartiles.

As of April 2024, the national average gender pay gap in the UK among full-time employees is approximately 7%. In contrast, all London Councils reported an average mean gender pay gap of 1.3% and an average median gap of 0.06% as of March 2024. This is significantly lower than the national average, indicating a more balanced distribution of pay between men and women within London Local Authorities.

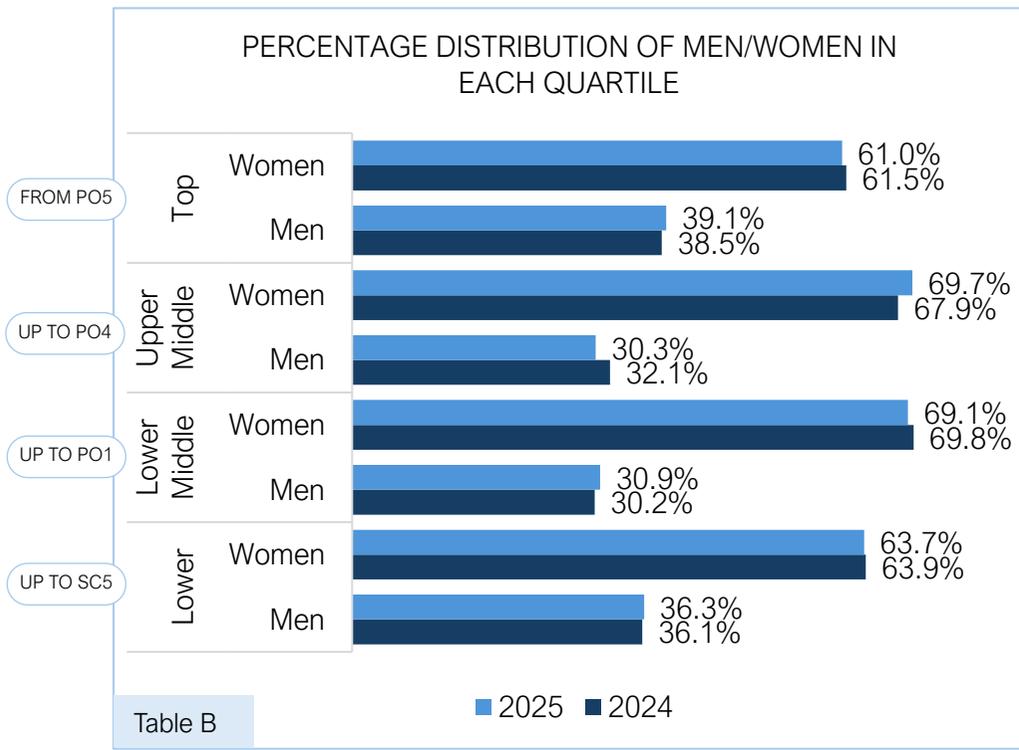
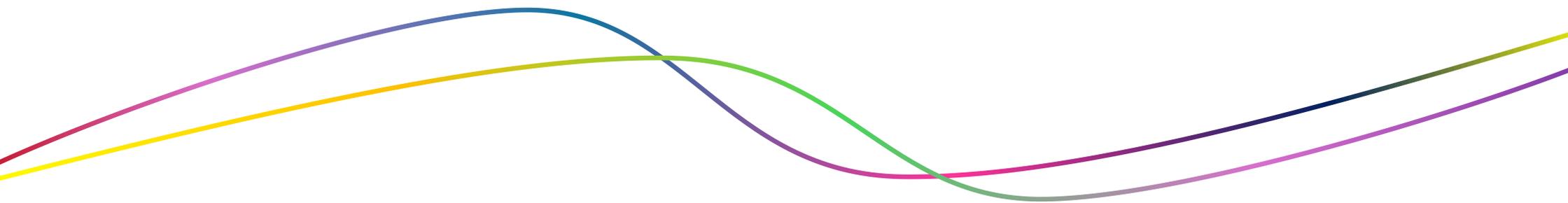


Table B

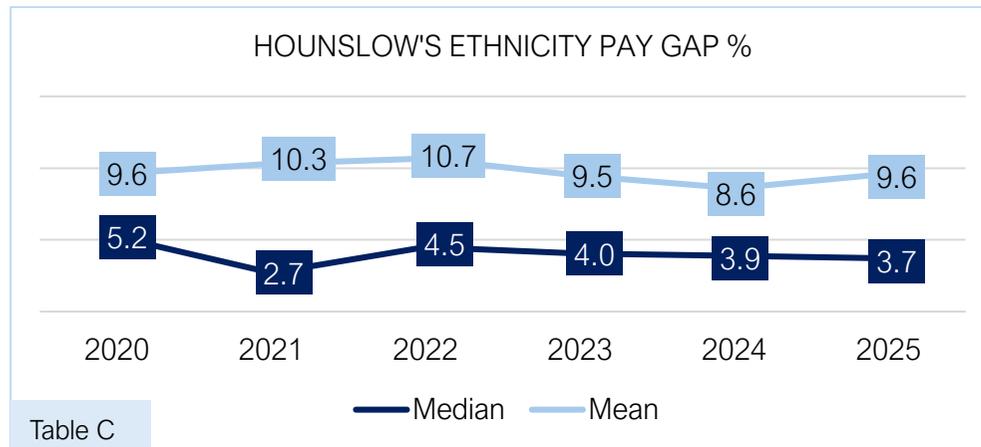
TAKING ACTION

We are making positive progress; the proportion of women moving into middle and senior management is increasing compared to the previous year. We are making good progress on our goals to increase representation at senior levels and our formal leadership qualification programmes continue to see an increased representation.

We know that we need to do more to continue to see a reduction in our gender pay gap and we are addressing potential barriers to progress head on. We will continue to do more to ensure that we are an employer of choice, developing coaching support for career progression, and requiring senior leaders to offer sponsorship support to help accelerate female development.



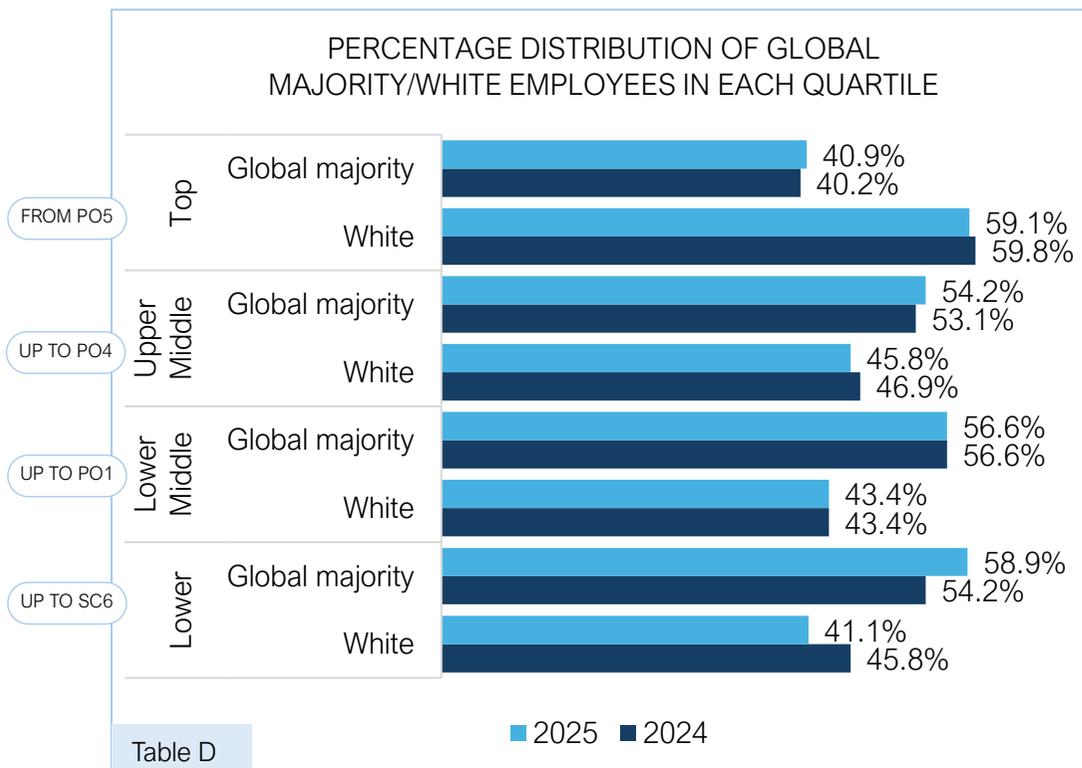
ETHNICITY PAY GAP



The ethnicity pay gap is calculated based on the 89% of the organisation that have disclosed their ethnicity.

Our median difference is now 3.7% a slight improvement from last year with people from a global majority background earning a median hourly pay of £21.69 and people from a white ethnic background earning £22.53. This improvement is due to progression in the middle tiers, where more equitable representation is emerging.

Looking over the six-year average, people from a global majority background have earned 9.7% less (mean calculation) or 4% less (median calculation). (Table C)



We are attracting an increased number of people from a Global Majority background into the organisation. 47% (178) of all new starters were from a Global Majority background this year. A greater proportion occupy roles in the lower bands, so development and career progression for these people is critical. It is also worth noting that 20% of all new starters did not declare, something we need to improve.

Overall, we have seen an increase in employees from a global majority background across all quartiles. The top quartile continues to evidence underrepresentation.

TAKING ACTION

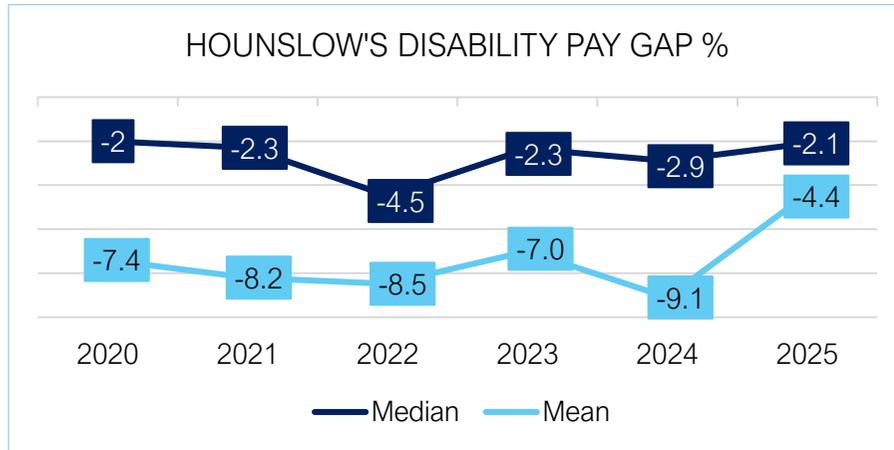
Last year we introduced diverse recruitment panels, requiring Global Majority representation for all appointments to Chief Officer and HMG roles. To date there have been positive outcomes in making diverse appointments at these levels.

Within our apprenticeship programmes we have seen an increase of people engaged in upskilling courses who are from a Global Majority background.

We participate in the Local Government Association (LGA) National Graduate Development Programme, and the numbers of applicants applying from a Global Majority background has increased.

Our Race Equality and Ethnic Diversity network group has continued to play a pivotal role in holding us accountable for increasing representation, fairness and inclusion for our people. Despite these interventions we know that we need to do more to ensure that we improve senior representation.

DISABILITY PAY GAP

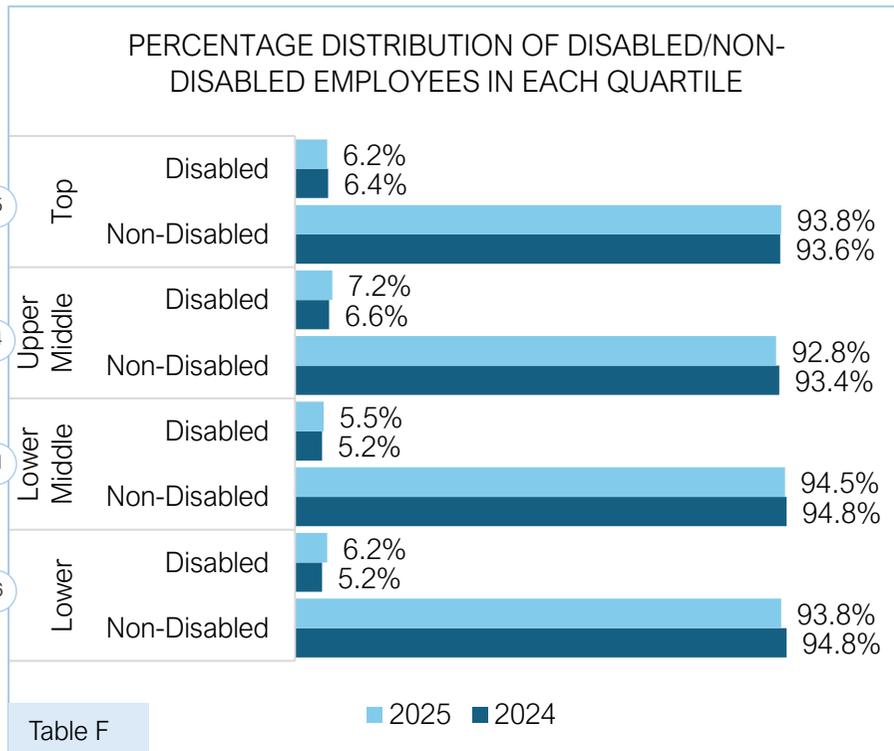


The disability pay gap is calculated based on the 82% of the organisation that have disclosed their disability status. Our median difference positive, at -2.1%.

The mean difference is now at -4.4%, a significant change from the last reported year, but still a positive difference.

Looking over the six-year average, disabled people have earned 7.3% (mean calculation) or more or 2.7% (median calculation) more than non-disabled employees.

This positive pay gap reflects a greater presence of disabled employees in higher-paid roles. We have however seen a decrease in disabled employees in the top quartile and an increase in the other quartiles.



TAKING ACTION

As a Disability Confident Employer, we are committed to increasing disability representation at the Council and our action around a Guaranteed Interview scheme for disabled applicants has had a positive impact, with more disabled applicants reaching the shortlisting stage and an increase overall in our disabled workforce.

We have produced several guidance documents to support candidates requiring additional support or reasonable adjustments as part our inclusive recruitment processes.

Our Disability Network Group has continued to promote awareness of disability, providing a safe space and peer to peer support. We are continuing to work alongside our digital teams to ensure that our workforce have the right access to inclusive technology to ensure that we are supporting their needs.