

## **Basingstoke and Deane Borough Council- Gender Pay Gap for 2025**

(data related to the snapshot date of 31 March 2025)

### **Introduction**

Basingstoke and Deane Borough Council strives to be an inclusive and fair organisation, both in the delivery of our services to our Borough and as an employer. We aim to be an employer of choice, attracting and retaining the very best people, who will provide excellent, trusted and user-friendly services to our customers and communities.

The analysis of our gender pay gap is one of the important ways that we focus on our commitment to creating an inclusive environment for our staff. The council is very proud that our both our mean gender pay gap of -10.8% and our median gender pay gap of -17% (both in favour of women) compares very favourably with that of other organisations across all sectors, including in the public sector specifically.

The council actively encourages individuals from a range of diverse groups to be part of its team and highly values people's individual skills, talents and the unique contribution they make.

### **What is the gender pay gap?**

Basingstoke and Deane Borough Council (BDBC) is required by law to publish information relating to the relative pay gap between male and female employees. This requirement is contained within The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

An employer must comply with these 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. The data within this report was taken on the snapshot date of 31 March 2025.

There are six calculations to carry out, and the results are published on the [council's website](#) and the [Government Equalities Office website](#) within 12 months. The six calculations required to be carried out and published are as follows:

- Median gender pay gap;
- Mean gender pay gap;
- Median bonus gender pay gap;
- Mean bonus gender pay gap;
- Proportion of men and women receiving a bonus payment; and
- Proportion of men and women in each quartile pay band.

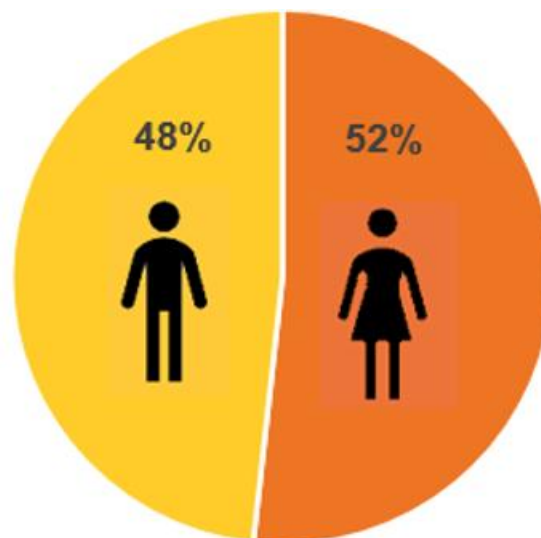
The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings

(excluding overtime) of men's earnings. For example, a 4.0% gender pay gap denotes that women earn 4.0% less per hour, on average, than men. However, a negative 4.0% gender pay gap denotes that women earn 4.0% more, on average, than men.

There were 636 'relevant employees' employed by the council on the snapshot date of 31 March 2025. This gender pay gap analysis is based on headcount (actual number of employees regardless of hours worked) of 'relevant employees' rather than full-time equivalent (FTE) numbers.

As at the snapshot date of 31 March 2025 the council's workforce was split between women and men, with women making up 52% of the workforce and men making up 48% of the workforce.

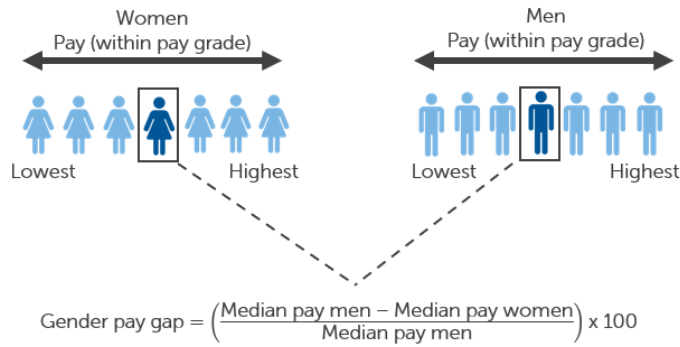
### **The council's workforce as at the snapshot date of 31 March 2025.**



*Image description: The image depicts a pie chart showing the split of the workforce at 48% men and 52% women which relates to the make-up of the council's workforce on the snapshot date of 31 March 2025.*

### **Median Gender Pay Gap using hourly pay**

The overall median gender pay gap is the difference between median (actual midpoint) hourly earnings of men and women expressed as a percentage of the median hourly earnings of men.



*Image Description: The image depicts how the median gender pay gap is calculated which is that the median pay of women is subtracted from the median pay of men. The resulting figure is then divided by the median pay of men. This is then multiplied by 100. The image also illustrates that to obtain the median pay for men and women you would take the middle pay figure as if they were all lined up in a row from lowest to highest.*

In the council women earned £1.17 for every £1 that men earned when comparing their median hourly pay. Women’s median hourly pay was 17% higher than men’s.

**Graph showing the council’s median gender pay gap as at the snapshot date of 31 March 2025 expressed in monetary terms**

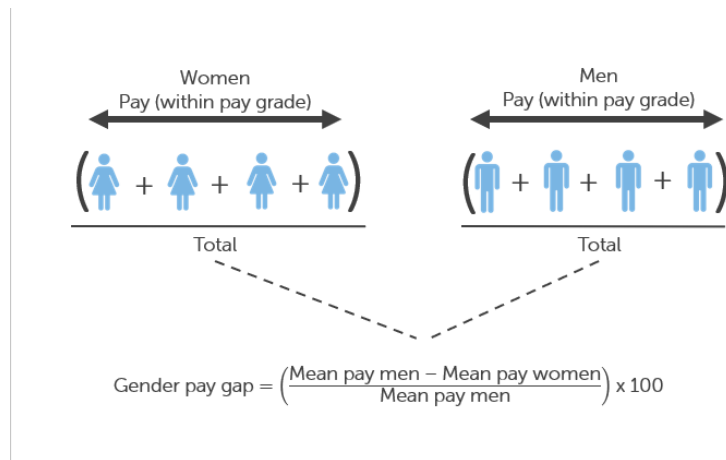


*Image Description: The graph shows that for every £1 earned by men working at the council, £1.17 is earned by women and states that this is 17 pence more earned by women.*

The council's median gender pay gap in 2025 therefore stood at -17% (in favour of women) compared with an Office for National Statistics national median gender pay gap estimate as of October 2025 of 12.8% in favour of men.

### **Mean Gender Pay Gap using hourly pay**

The overall mean gender pay gap is the difference between mean (average) hourly earnings of men and women expressed as a percentage of the mean hourly earnings of men.



*Image Description: The image depicts how the mean gender pay gap is calculated which is that the mean pay of women is subtracted from the mean pay of men. The resulting figure is then divided by the mean pay of men. This is then multiplied by 100. The image also illustrates that to obtain the mean pay for women you would add up all of the pay for women and divide it by the total number of women employed, and that the same calculation would be done with the figures for male employees to obtain the mean pay for men.*

The council's mean gender pay gap in 2025 stood at -10.8% (in favour of women) compared with an Office for National Statistics national mean gender pay gap estimate as of October 2025 of 13.4%.

## **Median and Mean Bonus Gender Pay Gap**

The council does not pay bonuses in the traditional sense of the word. However, both honoraria paid at the council and long service awards are considered to be bonuses and therefore it is on these payments that the bonus gender pay gap is calculated. Only 2.15% of relevant employees received an honoraria payment or a long service award during the 2024/2025 year- this equates to 1.52% of women and 2.93% of men who received such a payment. There are therefore very small numbers involved which can result in significant swings in the results from year to year.

In the council, women earned 68 pence for every £1 that men earned when comparing their median bonus pay for the 2024/2025 year. Their median bonus pay was therefore 32% lower than men's for this period.

### **Graph showing the council's median bonus gender pay gap as at the snapshot date of 31 March 2025 expressed in monetary terms**



*Image Description: The graph shows that for every £1 in bonus pay earned by men working at the council during the 2024/2025 year, 68 pence was earned by women and states that this is 32 pence less earned by women.*

When comparing mean (average) bonus pay, women's mean bonus pay was 37% lower than men's for the 2024/2025 year. As such the mean bonus gender pay gap was 37% (in favour of men) for 2024/2025 however for the previous year (2023/2024) the mean bonus gender pay gap was 5% (in favour of women) which illustrates how the bonus gender pay gaps can change significantly from year to year because of the small number of staff who receive an honoraria or long service payment from the council.

### **Percentage of men and women in each hourly pay quartile**

The four quartiles are separated according to the hourly pay rate, starting from the lowest to the highest paid member of staff.

The largest proportion of men working at the council were in the lower pay quartile the largest proportion of women working in the council were in the upper middle pay quartile. Women occupied 55% of the highest paid jobs within the council and 21% of the lowest paid jobs as at the snapshot date of 31 March 2025.

**The table below shows the percentage of women and men employed by the council in each of the four pay quartiles as at the snapshot date of 31 March 2025.**

<b>Quartile</b>	<b>Percentage of staff within quartile- Men</b>	<b>Percentage of staff within quartile- Women</b>	<b>Mean gender pay gap within quartile</b>	<b>Median gender pay gap within quartile</b>
<b>Upper hourly pay quartile</b>	48%	52%	-2%	6%
<b>Upper middle hourly pay quartile</b>	31%	69%	1%	2%
<b>Lower middle hourly pay quartile</b>	39%	61%	0%	0%
<b>Lower hourly pay quartile</b>	82%	18%	9%	4%

*Table description: The table illustrates the percentage of men and women employed by the council in each hourly pay quarter and the mean and median gender pay gap within each quartile. The data shown on the graph is as follows:*

*Upper hourly pay quarter (highest paid)- women- 52%*

*Upper hourly pay quarter (highest paid)- men- 48%*

*Upper hourly pay quarter (highest paid)- mean gender pay gap -2%*

*Upper hourly pay quarter (highest paid)- median gender pay gap 6%*

*Upper middle hourly pay quarter- women- 69%*

*Upper middle hourly pay quarter- men- 31%*

*Upper middle pay quarter- mean gender pay gap 1%*

*Upper middle pay quarter- median gender pay gap 2%*

*Lower middle hourly pay quarter- women- 61%*

*Lower middle hourly pay quarter- men- 39%*

*Lower middle pay quarter- mean gender pay gap 0%*

*Lower middle pay quarter- median gender pay gap 0%*

*Lower hourly pay quarter (lowest paid)- women-18%*

*Lower hourly pay quarter (lowest paid)- men- 82%*

*Lower hourly pay quarter (lowest paid)- mean gender pay gap 9%*

*Lower hourly pay quarter (lowest paid)- median gender pay gap 4%*

### **Contact details**

If you have any queries related to the council's Gender Pay Gap information please contact [hrqueries@basingstoke.gov.uk](mailto:hrqueries@basingstoke.gov.uk).