

Bradford Council Gender Pay Gap Report 2025

Snapshot date 31 March 2025

The gender pay gap represents the difference in average hourly earnings between men and women. It is important to note that this is not the same as unequal pay. Unequal pay refers to the unlawful practice of paying men and women differently for performing the same or equivalent work, or work of equal value

Bradford Council is committed to promoting equality of opportunity and fair treatment for all employees, regardless of gender, ethnic background, religion or belief, age, marital or civil partnership status, pregnancy or maternity, sexual orientation, gender reassignment, or disability. The Council has a clear policy to ensure employees are paid equally for the same or equivalent work, irrespective of gender

Bradford Council Gender Pay Gap

Mean average pay shows the overall average hourly pay and is calculated by summing all individual hourly pay rates and dividing the total by the number of employees



MEAN

Sum total of all employees' hourly rates / number of employees

Men

are paid a **mean** average of
£18.20 per hour

Women

are paid a **mean** average of
£17.43 per hour

Mean Gender Pay Gap 4.2%

(2024 figure was 5.1%)

UK mean average gender pay gap 11.2%

(Source: PWC 2025 [PwC UK](#))

Median average pay is the middle value when all hourly pay rates are ordered lowest to highest, meaning half of the workforce earns more than this and half earns less. It shows the typical 'middle employee' and is not skewed by very high or very low hourly rates



MEDIAN

The middle hourly rate when all values are lined up from lowest to highest

Men

are paid a **median** average of
£16.35 per hour

Women

are paid a **median** average of
£15.74 per hour

Median Pay Gap 3.8%

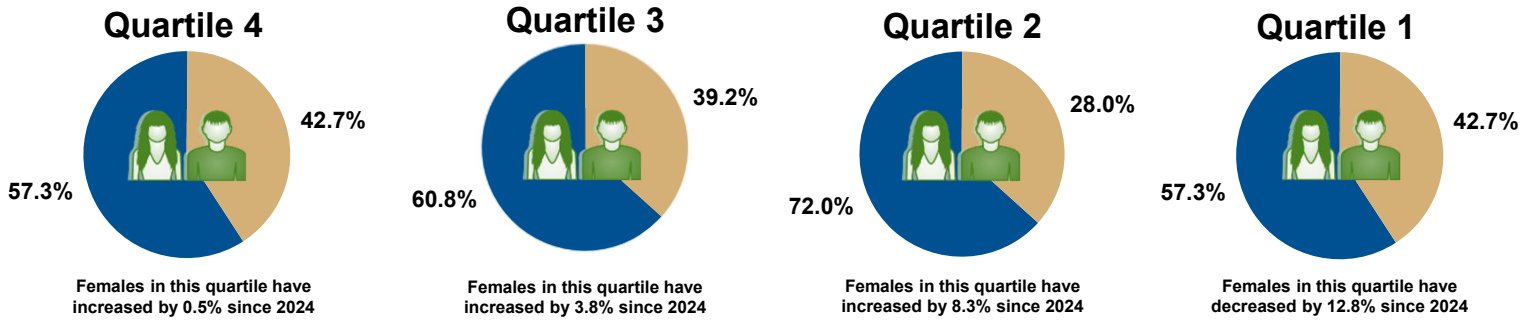
(2024 figure was 6.7%)

UK median average gender pay gap 6.9%

(Source: [ONS](#) 2025)

Percentage of female and male in each quartile of the pay structure

Quartile 4 contains the highest paid employees and Quartile 1 contains the lowest paid



The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

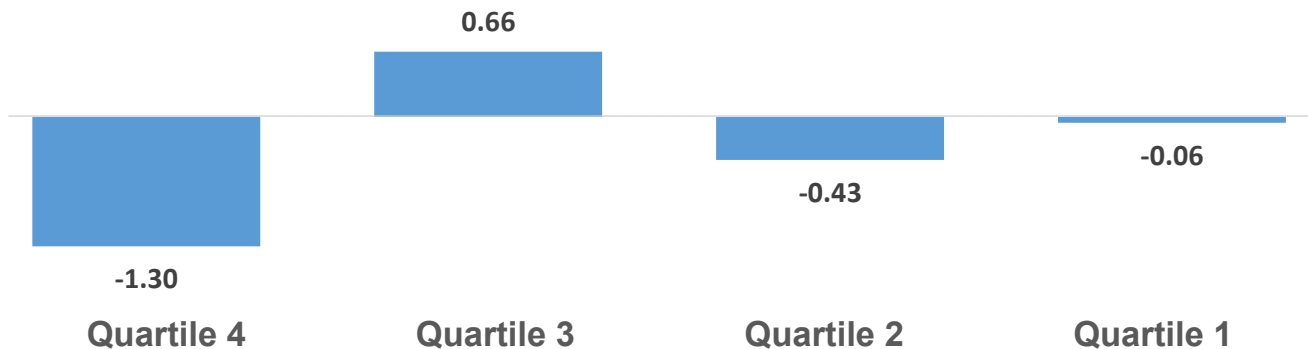
Please note that the Children's Social Care service was transferred out of the Council on 1 April 2023 and is now an external organisation called Bradford Children & Families Trust. They have their own [BCFT Gender Pay Gap Report](#)

Gender Bonus Gap

Bradford Council does not have performance related pay or a bonus scheme, therefore the Bonus Pay Gap is zero

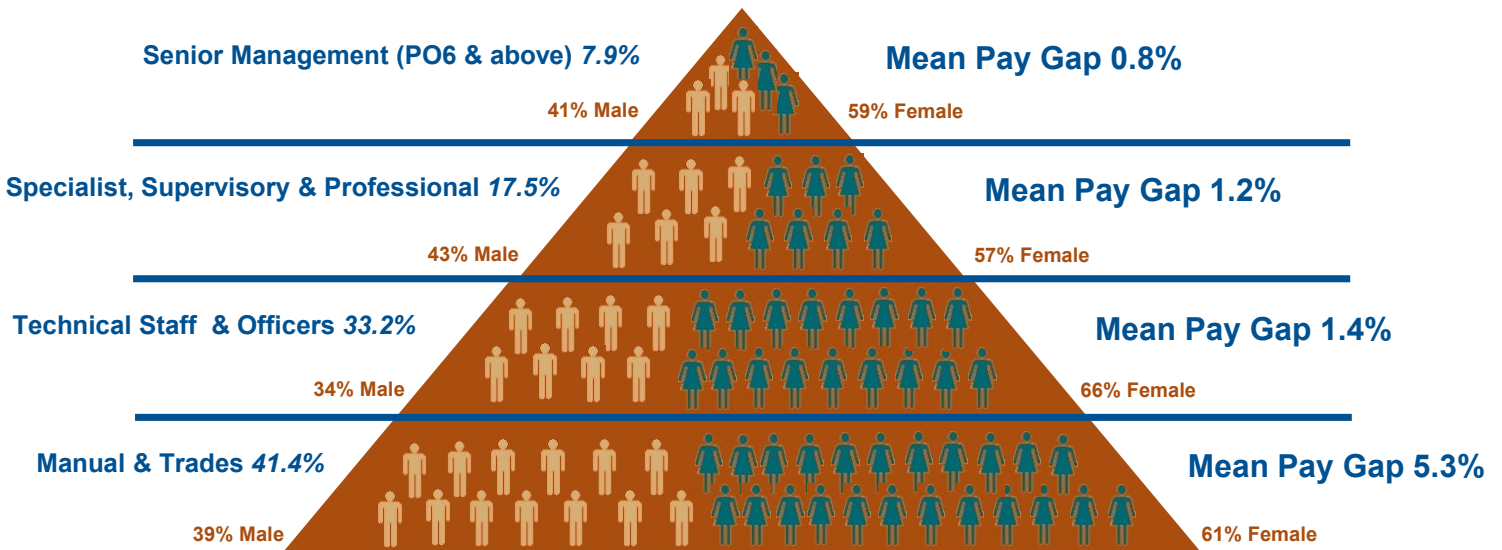
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Mean Gender Pay Gap by Quartile



Quartiles	Min Hourly Pay	Max Hourly Pay
Quartile 4 (Upper)	£20.25	£112.60
Quartile 3 (Upper Middle)	£15.83	£20.23
Quartile 2 (Lower Middle)	£13.04	£15.83
Quartile 1 (Lower)	Apprentice rate	£13.04

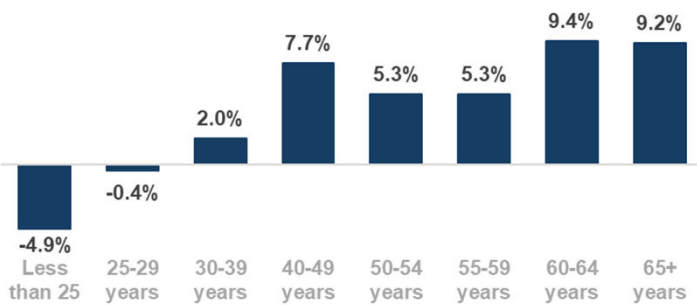
Organisation Breakdown



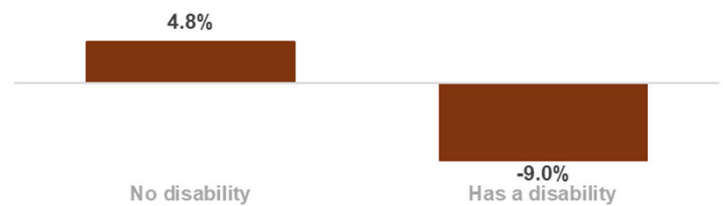
Women currently make up 62% of the total Council workforce, 46% of full timers, 80% of part timers and 63% of casual workers (casuals that were working on the GPG census date)

Protected Characteristics

Mean Gender Pay Gap by Age Band

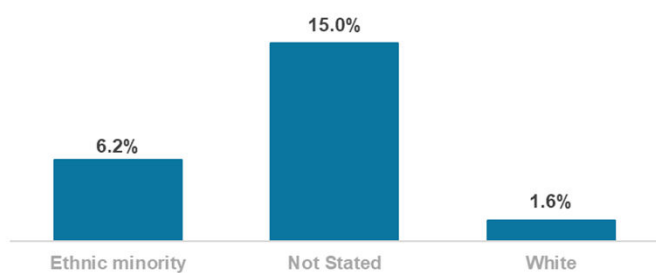


Mean Gender Pay Gap by Disability

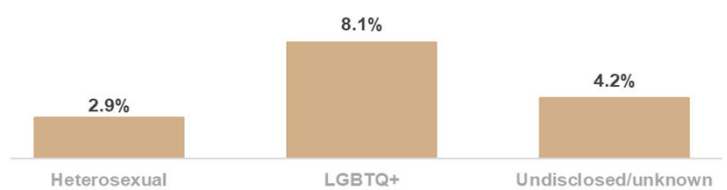


61% of staff with a disability are female

Mean Gender Pay Gap by Ethnicity



Mean Gender Pay Gap by Sexual Orientation



Female staff represent 61% of staff that have provided their ethnicity, 69% of those not stating their ethnicity & 38% of staff declaring they are LGBTQ+

Please note that it is not mandatory for employees to divulge their ethnicity, sexual orientation or disability status. Only 12.4% of employees have provided their sexual orientation

Understanding the Gender Pay Gap

The gender pay gap is expressed as a percentage, which may be positive or negative.

Positive percentage: Indicates that women earn less than men in pay or bonuses. For example, a 5% gender pay gap means women are paid 5% less than men.

Negative percentage: Indicates that women earn more than men in pay or bonuses. For example, a -5% gender pay gap means women are paid 5% more than men.

Mean and Median: The gender pay gap is reported using both the mean and median average measures:

Median average: The middle value when hourly pay is arranged from lowest to highest. It represents the 'typical' situation and is less affected by extreme values, though it may mask specific pay gap issues.

Mean average: Calculated by dividing the total hourly pay of all employees by the number of employees. This provides an overall indication of the pay gap but can be influenced by very high or low pay rates.

Pay Quartiles: Pay quartiles show the proportion of men and women in four equally sized groups based on hourly pay. They illustrate how women are represented across different levels within the organisation.

Gender Pay Gap Actions

Bradford Council is committed to equality of opportunity and reducing the gender pay gap and continues to take steps to help close the gap.

The Council has already implemented many of the actions recommended by the Government Equalities Office and Chartered Institute of Personnel Development.

Action taken includes the following policies and initiatives:

- A fair and transparent approach to pay and grading through job evaluation processes and collective bargaining on pay
- Pay gap impact analysis forms part of the annual pay progression cycle to ensure that any decisions on pay awards as a result of that process do not adversely affect a protected characteristic group
- Providing opportunities for flexible working wherever possible
- Ensuring flexible working practices promote equality of opportunity and improve work life balance, as far as is practical for service needs
- Increasing awareness around apprenticeship schemes to encourage more employees to improve their skills and experience giving them the opportunity to further progress their career