

## APPENDIX C

### Rushmoor Borough Council Ethnicity Pay Gap Report 2025

#### 1. BACKGROUND

- 1.1 Whilst there is currently no legal requirement for ethnicity pay gap reporting we have decided to voluntarily provide a report to demonstrate our commitment to equality, diversity and inclusion in the Council and measures to address to close the gap as appropriately.
- 1.2 The Ethnicity Pay Gap data includes the following:
- Ethnicity pay gap (mean and median values)
  - Ethnicity group proportion in each quartile of the organisation's pay structure

#### 2. RUSHMOOR DATA

- 2.1 Based on the data snapshot date of 31<sup>st</sup> March 2025, a total number of 240 employees have been included in this data source (which includes permanent and fixed-term employees). This equates to 93% of the organisation. This is an increase of 9 employees from last year's report which included the data of 231 employees which equated to 91% of the organisation at the time.
- 2.2 Please note that 16 employees were not included in this year's report as they chose not to share their ethnicity. This is a drop of 4 from last year's report as 20 employees chose not to share their ethnicity.
- 2.3 **Mean Ethnicity Pay Gap**

To calculate the mean pay gap, we add together all the hourly pay rates that people from Black, Asian, mixed race or other ethnic (BAME) groups received. We divide the total by the number of people from these groups in our workforce. We then repeat this calculation for white people. The difference between these figures is the mean ethnicity pay gap.

Mean Hourly Rate	White	Black, Asian, mixed race, other	Pay Gap
31 <sup>st</sup> March 2025	£23.00	£20.82	9.5%
31 <sup>st</sup> March 2024	£22.31	£19.48	12.7%

## 2.4 Median Ethnicity Pay Gap

To calculate the median pay gap, we first rank all our people by their hourly pay. We identify what the person in the middle of the pay range for employees from Black, Asian, mixed race or other ethnic groups received. Then we compare it with what the person in the middle of our white population pay range received. The difference between these figures is the median ethnicity pay gap.

Median Hourly Rate	White	Black, Asian, mixed race, other (BAME)	Pay Gap
31 <sup>st</sup> March 2025	£21.36	£21.32	0.2%
31 <sup>st</sup> March 2024	£20.43	£19.34	5.3%

## 2.5 Pay Quartiles

Each pay quartile represents a quarter or 25% of our total workforce ranked by pay:

31 <sup>st</sup> March 2025	Number		%	
	White	Black, Asian, mixed race, other (BAME)	White	Black, Asian, mixed race, other
Upper quartile	58	2	96.7% <i>(96.5%)</i>	3.3% <i>(3.5%)</i>
Upper – middle quartile	53	7	88.3% <i>(89.7%)</i>	11.7% <i>(10.3%)</i>
Lower – middle quartile	57	4	93.3% <i>(94.8%)</i>	6.7% <i>(5.2%)</i>
Lower quartile	56	5	91.7% <i>(87.9%)</i>	8.3% <i>(12.1%)</i>
Total Workforce	222	18	92.5% <i>(92.2%)</i>	7.5% <i>(7.8%)</i>

*(figures shown in brackets / italics are the % figures for 2024 to enable easier comparison)*

## 3 CONCLUSION

3.1 At Rushmoor Borough Council the average difference (or 'gap') in pay rates between White and BAME groups is **9.5%** on 31<sup>st</sup> March 2025. This has decreased since this was last measured on 31<sup>st</sup> March 2024 by **3.2%**. This can be attributed to the percentage decrease of BAME staff in the lower quartile by 3.8% on 31<sup>st</sup> March 2025. In addition to this, the percentage of BAME staff in the upper middle quartile has increased by 1.4%. Therefore 2 of the 4 quartiles have decreased and increased favourably for BAME staff. The number of BAME staff in the upper quartile has contrastingly decreased, but not significantly (only by 0.2%). The median pay gap between White

and BAME groups was **0.2%** on 31<sup>st</sup> March 2025. This has **decreased** since this was last measured on 31<sup>st</sup> March 2024 by **5.1%**.

- 3.2 Whilst both the mean and median ethnicity pay gaps have decreased we will continue to review the ways we work to encourage a more diverse and inclusive workforce. In particular, we will continue to review our recruitment, secondment and development processes and opportunities to address our commitment to be a more inclusive organisation.