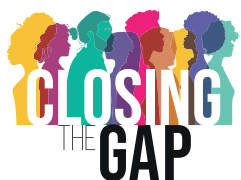


# PAY GAP REPORT 2025



City of Westminster

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# Introduction

*Our pay gap data covers the reporting period 1 April 2024 to 31 March 2025. The data in this report is based on a snapshot from 31 March 2025.*

This year we have seen no change in our gender pay gaps and are pleased to report reductions in our ethnicity pay gap. Our gender median pay gap remains at 6% and our gender mean pay gap remains at 3%. This reflects the positive impact of our work across the organisation and continued focus on equitable practices.

Female representation across the organisation remains strong. Women now account for 54% of senior roles, up from 52% last year. Our commitment to gender equality has been externally recognised with the organisation ranked as one of the Times Top 50 employers for Gender Equality.

We continue to make steady progress on reducing our ethnicity pay gaps, decreasing from 17% in 2020 to 10% for both our median and mean pay gaps as of March 2025. Both our ethnicity mean and median pay gaps have decreased from 11% last year resulting in a one percentage point decrease. We are also improving the representation of Global Majority staff across the organisation, with representation now at 45% overall and 36% at senior level. While this progress is encouraging, we recognise that we must continue to address the structural drivers of pay disparities to ensure equitable and sustainable outcomes for all colleagues.

Our disability pays gaps have reduced, with a 2 percentage point reduction in our mean pay gap and a 3 percentage point reduction in our median pay gap. We have reported on our sexual orientation pay gaps for the past two years, and both our median and mean remain below 0%.

We remain committed to reducing pay disparities and driving equity and inclusion. Through our People Strategy Accountability Forum, we continue to hold senior leaders accountable for taking intentional action and we know that this is having an impact.

This year we have strengthened our culture and values through Our Westminster Way culture strategy. Through focused engagement with staff and our communities, we have ensured that their voices continue to shape how we work and collaborate. Our new Westminster Way unites us around a shared purpose, promises and principles, creating a culture where everyone can thrive. The four guiding principles help to steer our decisions, our ways of working and how we engage with our communities reflecting our commitment to a shared inclusive culture.

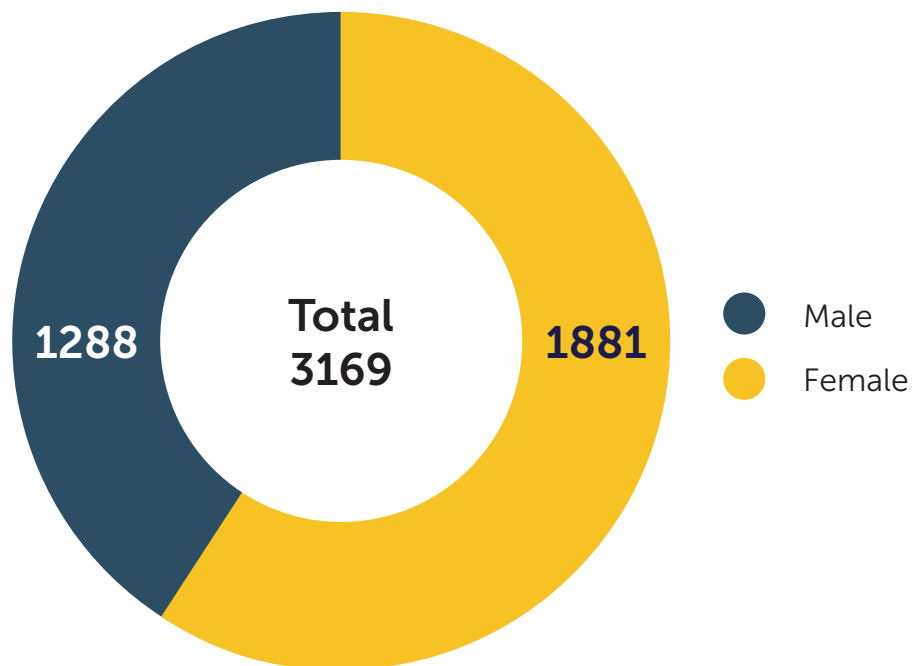
Employees continue to tell us that Westminster is a great place to work. We are proud to have improved our ranking on the Top 50 inclusive Employers List, rising to 7th place from 11th the previous year,

We will continue listening and responding to staff and our communities as we work to build a more equitable and inclusive council and further reduce our pay gaps.

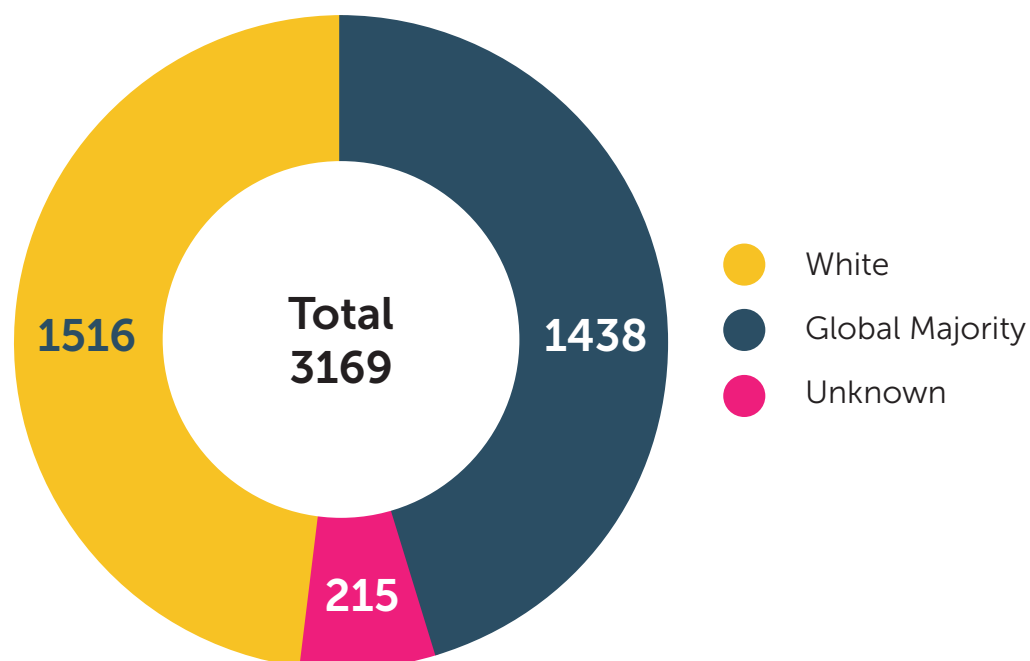


# Our workforce

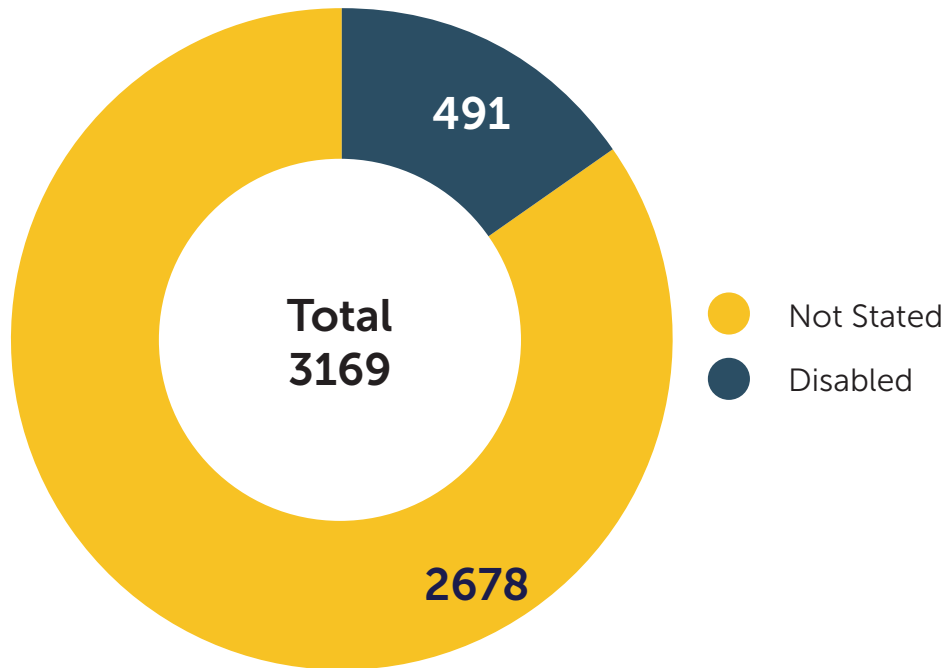
## GENDER SPLIT



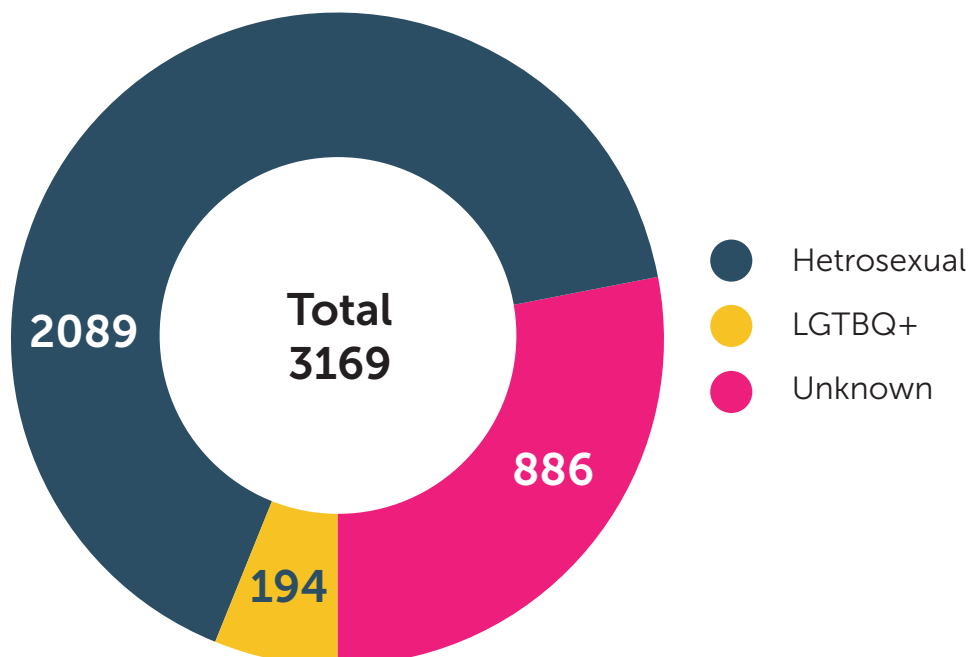
## ETHNICITY SPLIT



### DISABILITY SPLIT

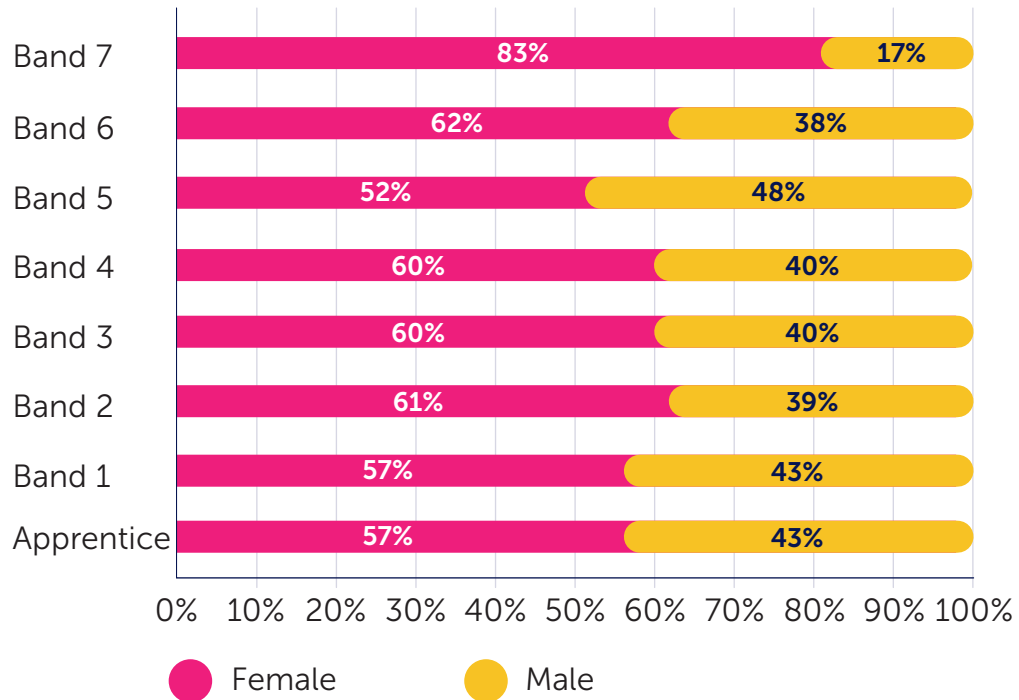


### SEXUAL ORIENTATION SPLIT

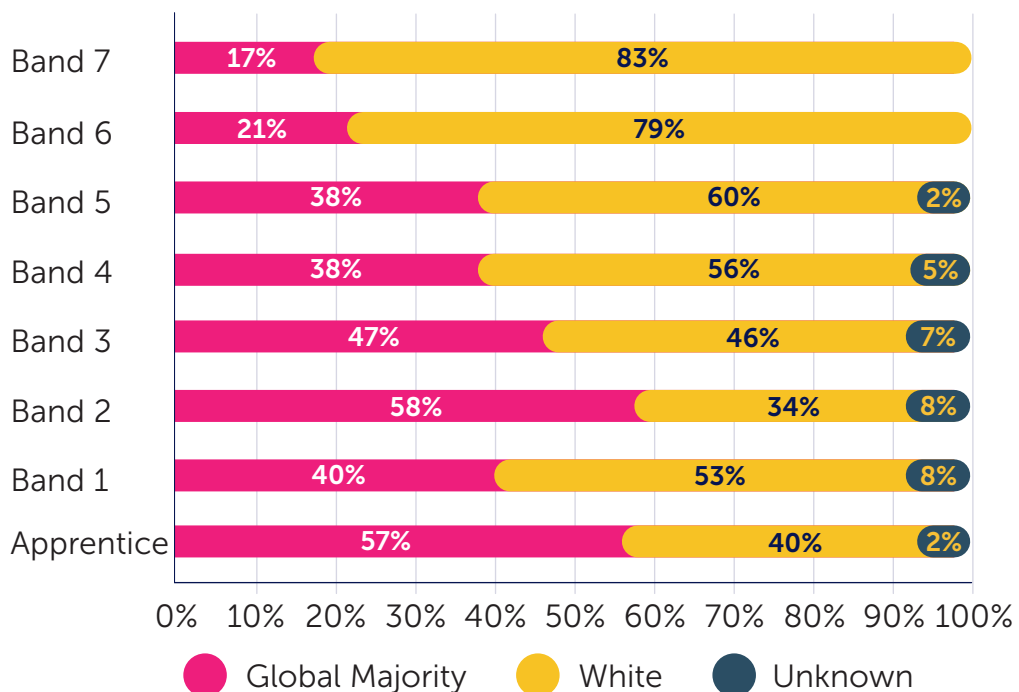


# Our workforce

## GENDER SPLIT BY BAND

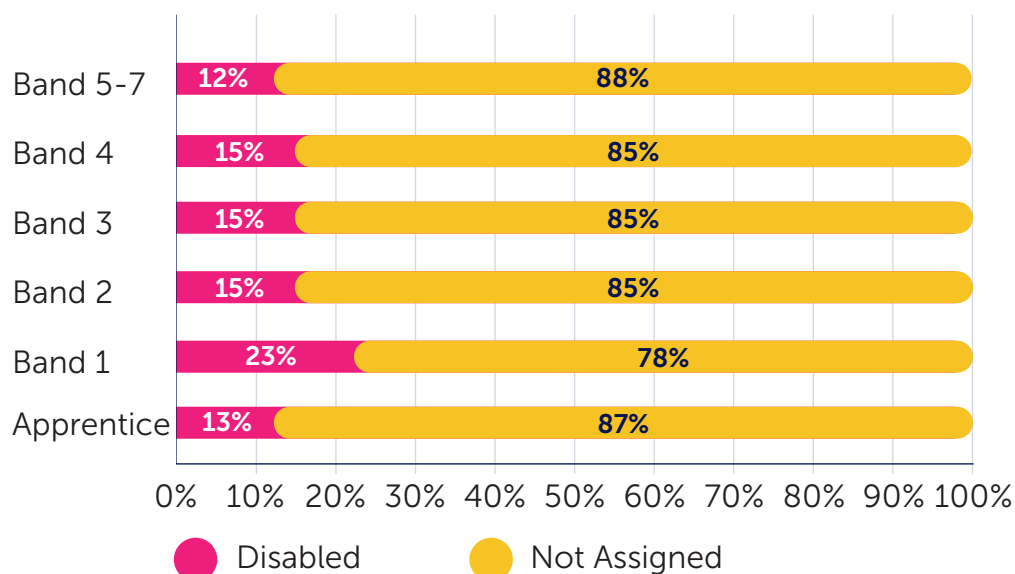


## ETHNICITY SPLIT BY BAND

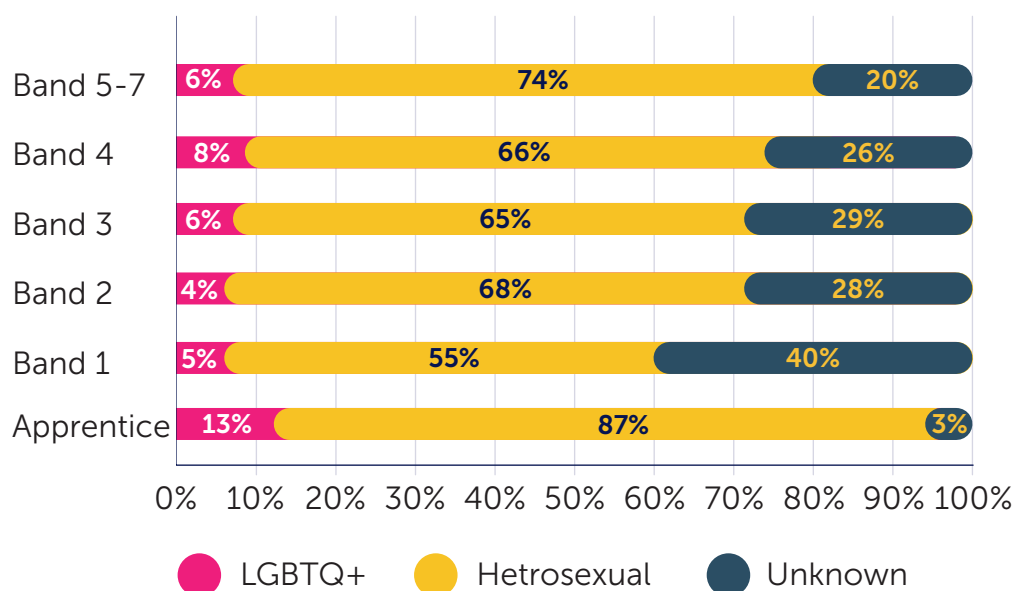




## DISABILITY SPLIT BY BAND

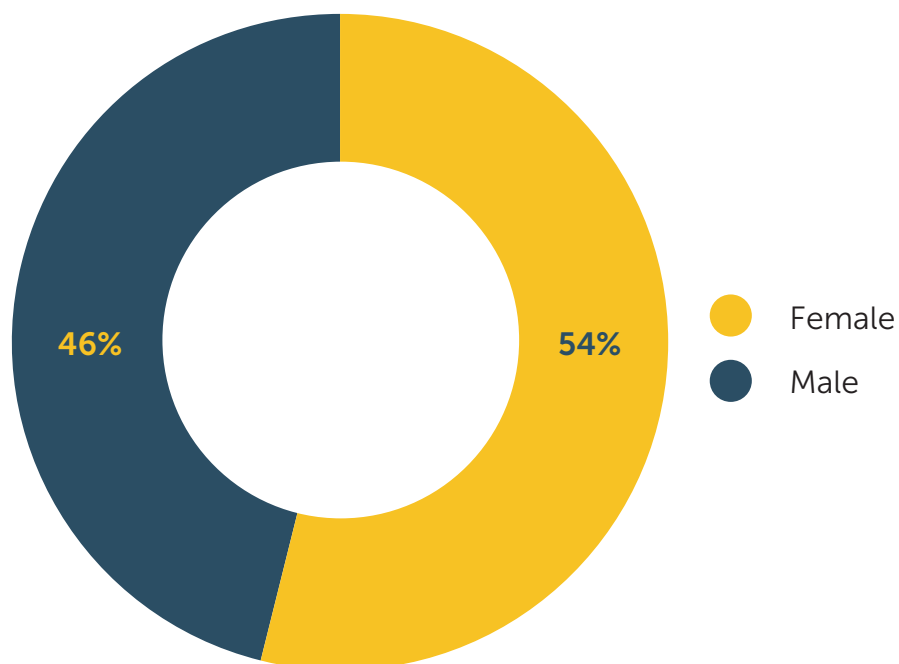


## SEXUAL ORIENTATION SPLIT BY BAND

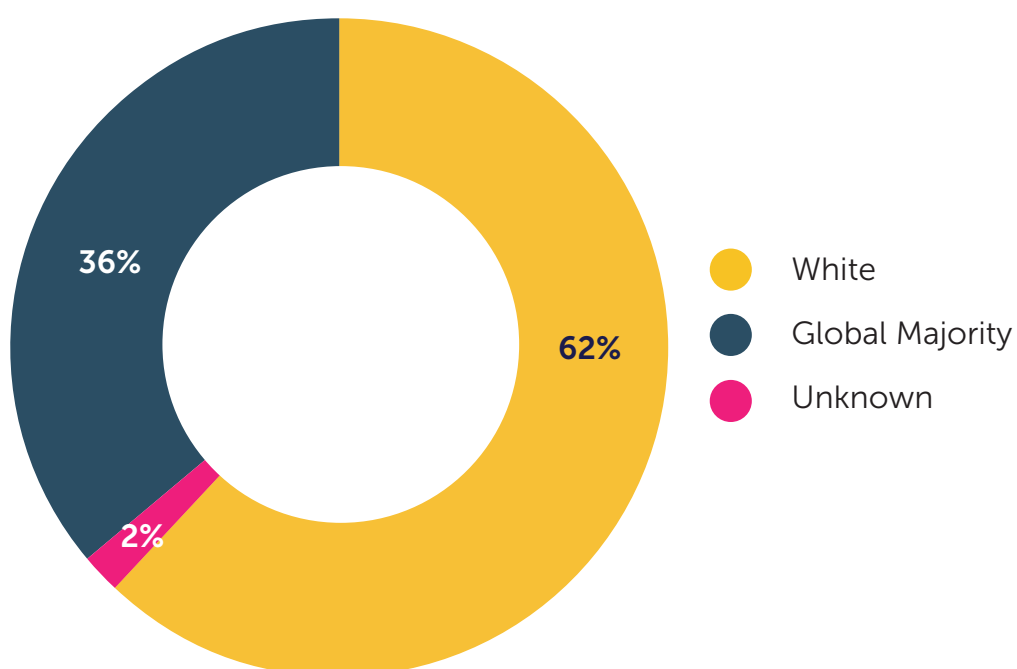


# Senior leadership

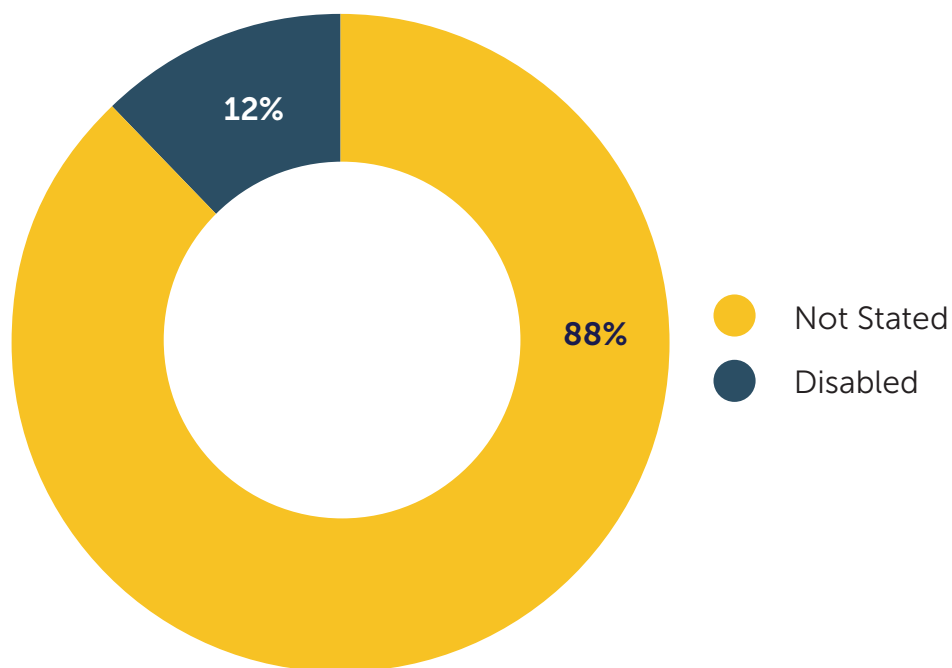
## GENDER SPLIT



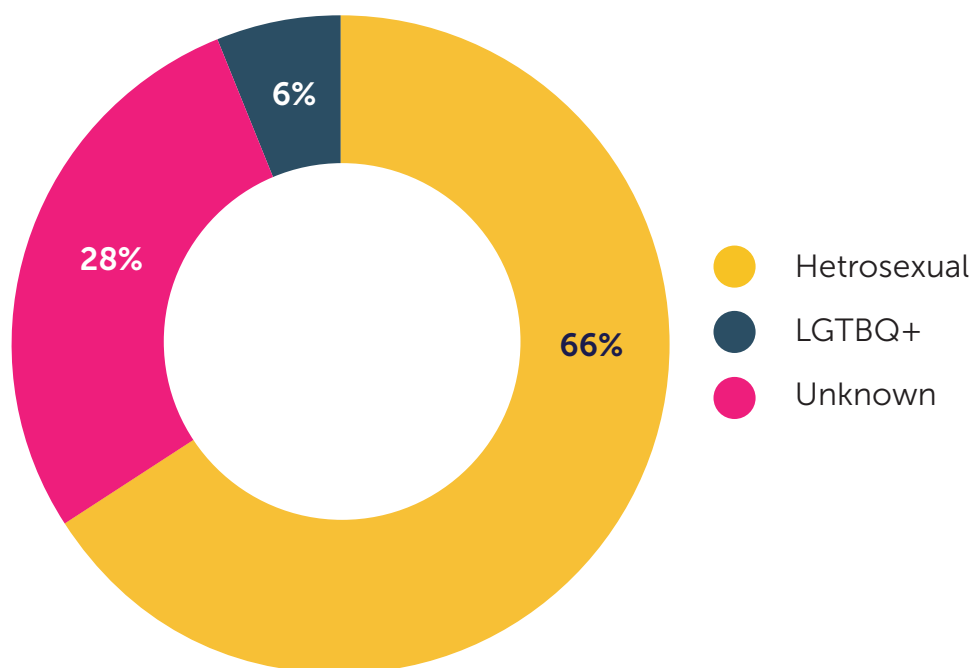
## ETHNICITY SPLIT



### DISABILITY SPLIT



### SEXUAL ORIENTATION SPLIT



# Gender pay gap

## What is a gender pay gap?

Under the Equality Act 2010 (gender pay gap information regulations 2017), employers with 250 or more employees are required to publish statutory calculations every year, showing the difference in the average pay of their male and female employees.

### Mean Gender Pay Gap



3%

**Mean Male hourly pay is £28.57**  
**Mean Female hourly pay is £27.85**

### Median Gender Pay Gap



6%

**Median Male hourly pay is £26.96**  
**Median Female hourly pay is £25.36**

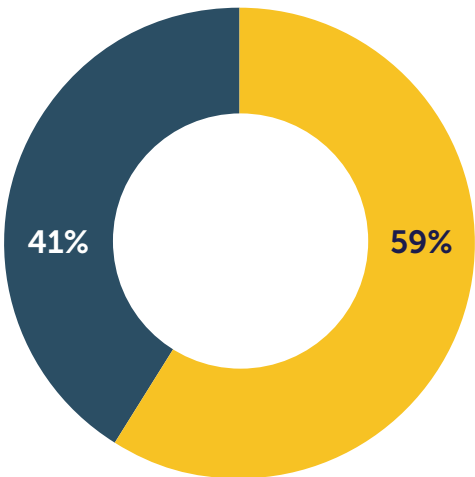
This year's report shows no change from the previous year in the gender mean or median pay gap.

The mean pay gap is 3%, meaning that men (£28.57) on average get paid a higher rate than women (£27.85).

The median pay gap is 6%, meaning that the middle male employee (£26.96) (when lined up highest paid to lowest paid) gets paid more than the middle female employee (£25.36).

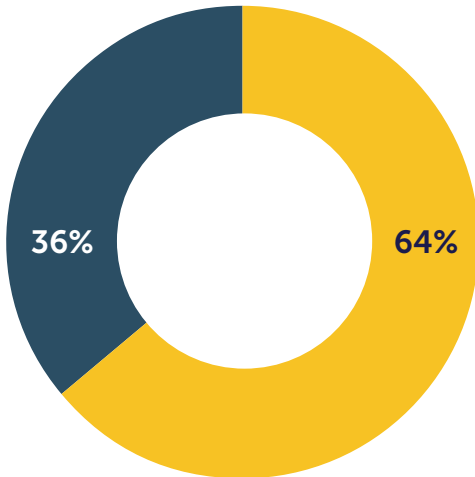
# Pay quartiles

LOWER QUARTILE



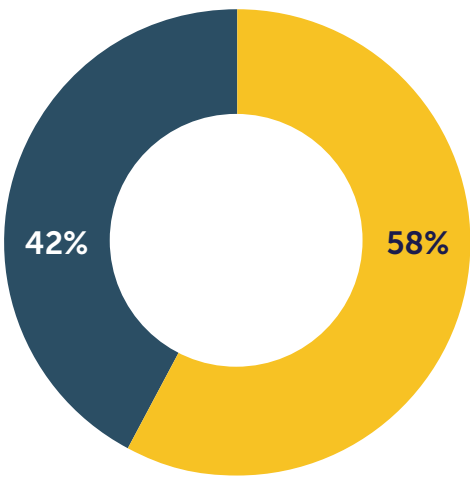
Male  
Female

LOWER MIDDLE QUARTILE



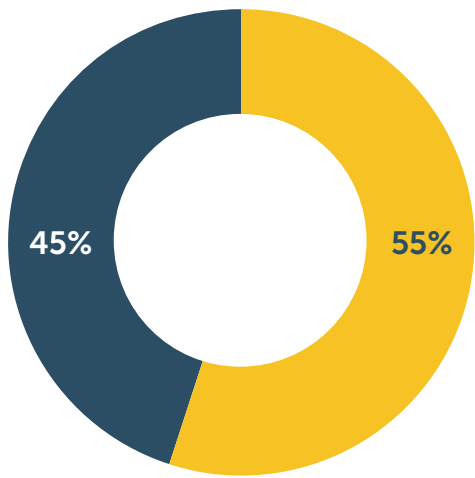
Male  
Female

UPPER MIDDLE QUARTILE



Male  
Female

UPPER QUARTILE



Male  
Female



## BONUS PAYMENTS



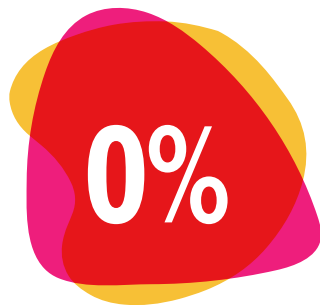
9%

Of women  
received a bonus



13%

Of men  
received a bonus



0%

Median Bonus  
Pay Gap



-4%

Mean Bonus  
Pay Gap

We have calculated these figures using our Reward Your Contribution and Long Service Awards payments. The mean bonus pay gap has closed from -16% in 23/24 to -4% in 24/25 and remains in favour of women, but to a smaller extent than previously. On average women are still receiving higher bonuses than men. The median bonus pay gap has closed from -100% in 23/24 to 0% in 24/25 meaning that the median payment is now the same for men and women.

Women are less likely to receive a bonus than men though. 9% of women were paid a bonus in 24/25 compared to 13% of men.





# Ethnicity pay gap

## What is the ethnicity pay gap?

The ethnicity pay gap is the difference between Global Majority and White employees' pay as a percentage of White employees' pay. We have chosen to voluntarily measure this because we want to be transparent with our workforce about the Global Majority pay gap and take intentional actions to reduce it.

### Mean Ethnicity Pay Gap



**Mean White hourly pay is £28.57**

**Mean Global Majority hourly pay is £27.85**

### Median Ethnicity Pay Gap



**Median White hourly pay is £26.96**

**Median Global Majority hourly pay is £25.36**

This year's report shows a one percentage point reduction in both the ethnicity mean and median pay gap from the previous year.

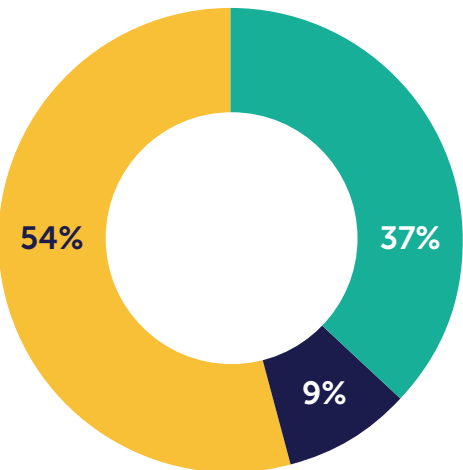
The mean pay gap is 10%. This means that White employees (£29.74) on average get paid a higher rate than Global Majority employees (£26.85).

The median pay gap is 10%. This means that the middle White employee (£27.29) (when lined up highest paid to lowest paid) gets paid more than the middle Global Majority employee (£24.43).



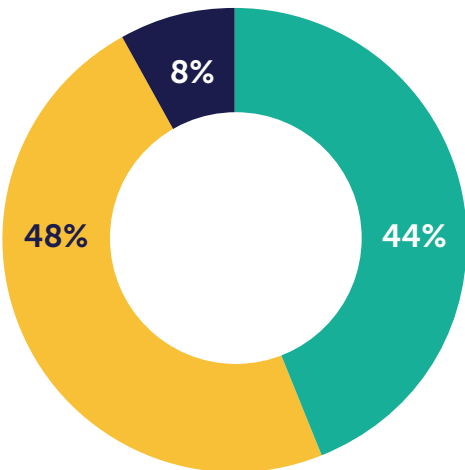
# Pay quartiles

LOWER QUARTILE



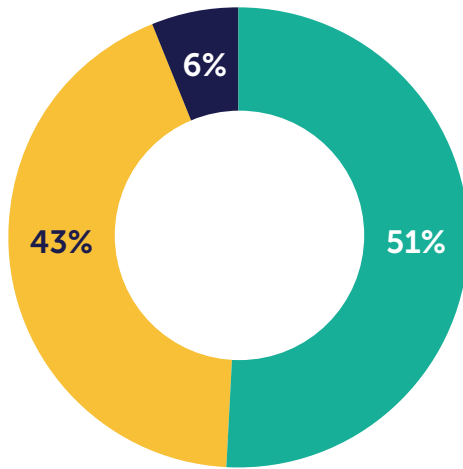
- Global Majority
- White
- Unknown

LOWER MIDDLE QUARTILE



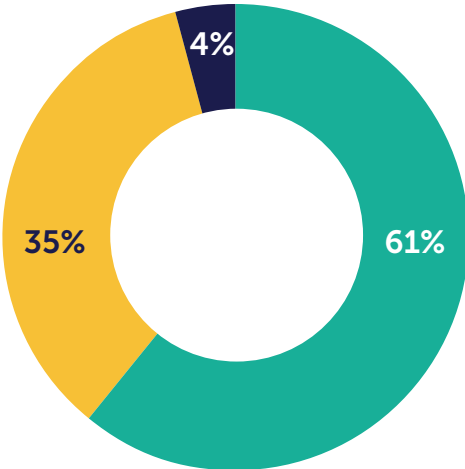
- Global Majority
- White
- Unknown

UPPER MIDDLE QUARTILE



- Global Majority
- White
- Unknown

UPPER QUARTILE



- Global Majority
- White
- Unknown

## BONUS PAYMENTS



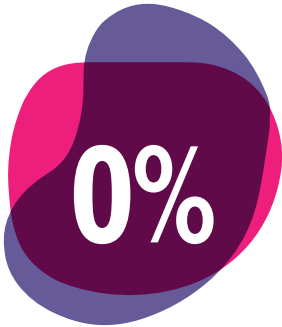
8%

Of Global  
Majority staff  
received a bonus



11%

Of White staff  
received a bonus



0%

Median Bonus  
Pay Gap



-4%

Mean Bonus  
Pay Gap

The mean bonus pay gap has closed from -7% in 23/24 to -4% in 24/25 and remains in favour of Global Majority employees.

On average Global Majority staff are still receiving higher bonuses than White staff. The Median bonus pay gap has closed from -100% in 23/24 to 0% in 24/25 meaning that the median payment is now the same for Global Majority staff and White staff.

Global Majority staff are less likely to receive a bonus than White staff though. 8% of Global Majority staff were paid a bonus in 24/25 compared to 11% of White staff.

## MEDIAN BY ETHNIC ORIGIN

| ETHNIC ORIGIN   | MEDIAN HRLY RATE | EMPLOYEE COUNT | PAY GAP (%) |
|-----------------|------------------|----------------|-------------|
| Bangladeshi     | £22.82           | 130            | 19%         |
| Black African   | £24.17           | 371            | 14%         |
| Other Asian     | £24.17           | 66             | 14%         |
| Unknown         | £24.17           | 203            | 14%         |
| Black Caribbean | £24.76           | 283            | 12%         |
| Other Black     | £24.68           | 73             | 12%         |
| Other Ethnicity | £25.35           | 87             | 10%         |
| White Other     | £25.35           | 325            | 10%         |
| Mixed Other     | £25.69           | 127            | 8%          |
| Pakistani       | £26.96           | 73             | 4%          |
| White Irish     | £27.56           | 66             | 2%          |
| White British   | £28.04           | 1216           | 0%          |
| Indian          | £29.11           | 166            | -4%         |

At Westminster City Council, when compared to White British, the ethnicity pay gap is widest for employees of a Bangladeshi, Black African and Other Asian background, and for those employees who have selected 'unknown' for ethnicity. Bangladeshi and Black African have both seen a small decrease of one percentage point. Other Asian has seen an increase of four percentage points but has also seen an increase of 16 employees.

Other Ethnicity (+6), White Irish (+5), Other Asian (+4) and Black Caribbean (+2) have all seen percentage point increases from the previous year. Indian (-3), Other Black (-2), Mixed Other (-2), Bangladeshi (-1), Black African (-1) have all seen percentage point decreases from the previous year. All other ethnicities have seen no change when compared to 23/24.

Promotion rates are highest for Mixed Other with 8% of employees being promoted in 24/25. This is followed by White Other (7%), Other Asian (6%), Other Ethnicity (6%) and White Other (6%).

Promotion rates are lowest for Other Black (0%), Pakistani (2%) and Black African (2%).





# Disability pay gap

## What is a disability pay gap?

The disability pay gap is the difference between the average earnings of non-disabled colleagues and disabled colleagues across the organisation.

### Mean Disability Pay Gap



**Mean Not Stated hourly pay is £28.24**  
**Mean Disabled hourly pay is £27.64**

### Median Disability Pay Gap



**Median Not Stated hourly pay is £25.36**  
**Median Disabled hourly pay is £26.03**

Both the mean and median pay gap have reduced. The mean has reduced from 4% in 23/24 to 2% in 24/25. The median has reduced from 6% in 23/24 to 3% in 24/25.

Disabled employees are paid on average £0.64 per hour less than non-disabled employees and the median disabled employee is paid £0.67 less than non-disabled employees.

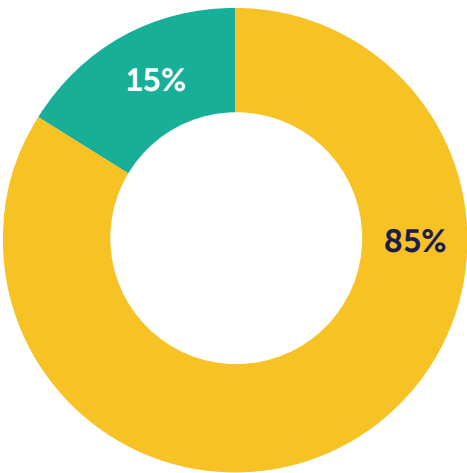
### 15% of our employees have self-identified a disability

We have more than doubled disability disclosure rates over the past 5 years from 209 disabled employees in March 2020 to 489 in March 2025.



# Pay quartiles

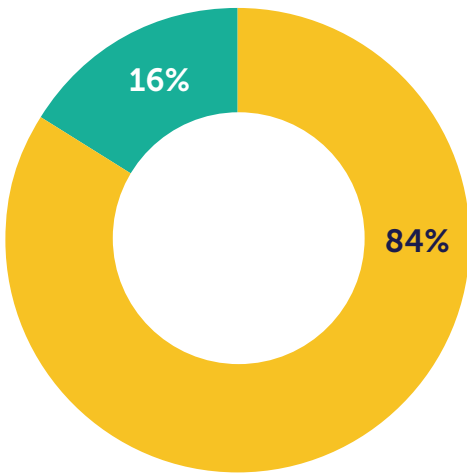
LOWER QUARTILE



Disabled

Not stated

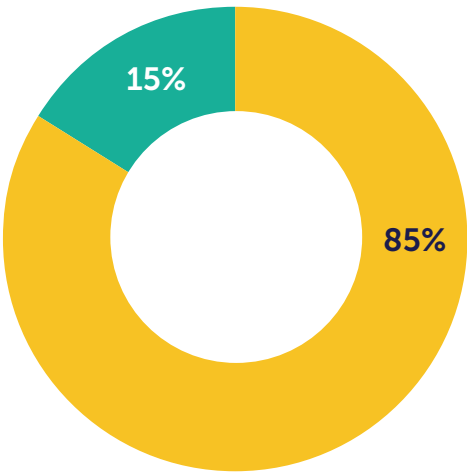
LOWER MIDDLE QUARTILE



Disabled

Not stated

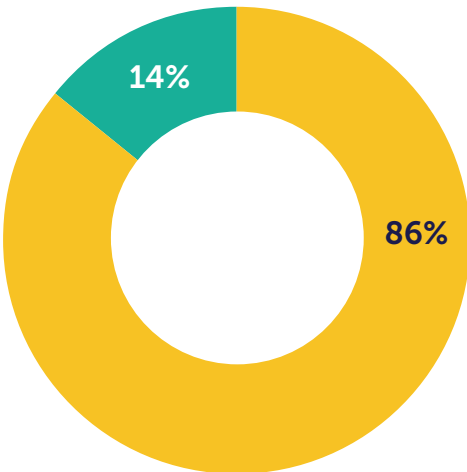
UPPER MIDDLE QUARTILE



Disabled

Not stated

UPPER QUARTILE



Disabled

Not stated



## BONUS PAYMENTS



**12%**

Of Disabled staff  
received a bonus



**10%**

Of staff who have not  
declared that they are  
disabled received a bonus



**25%**

Median Bonus  
Pay Gap



**-23%**

Mean Bonus  
Pay Gap

Disabled staff are more likely to receive a bonus than non disabled staff and on average receive a higher bonus.

The median non disabled staff member received a higher bonus than the median disabled staff member though.





# Sexual orientation pay gap

## What is sexual orientation pay gap?

The sexual orientation pay gap is the difference in average pay between those who have declared themselves heterosexual and those who have declared themselves LGBTQ+.

### Mean Sexual Orientation

#### Pay Gap



**Mean Heterosexual hourly pay is £28.09**  
**Mean LGBTQ+ hourly pay is £28.30**

### Median Sexual Orientation

#### Pay Gap



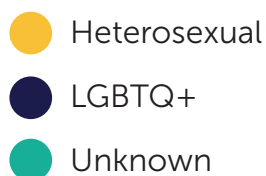
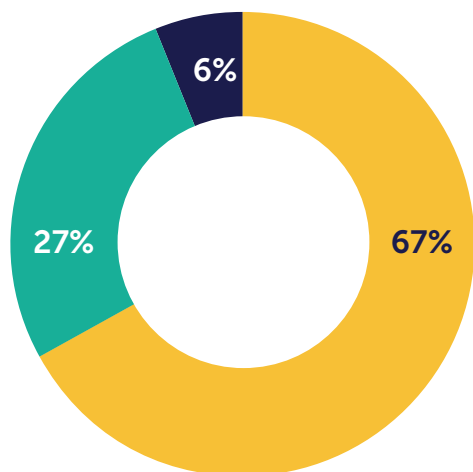
**Median Heterosexual hourly pay is £25.36**  
**Median LGBTQ+ hourly pay is £26.96**

The mean and median sexual orientation pay gap both remain below 0%. LGBTQ+ employees are paid on average £0.21 more than heterosexual employees and the median LGBTQ+ employee is paid £0.60 more than the median heterosexual employee.

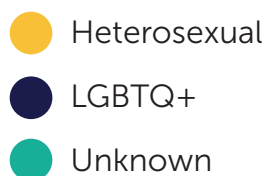
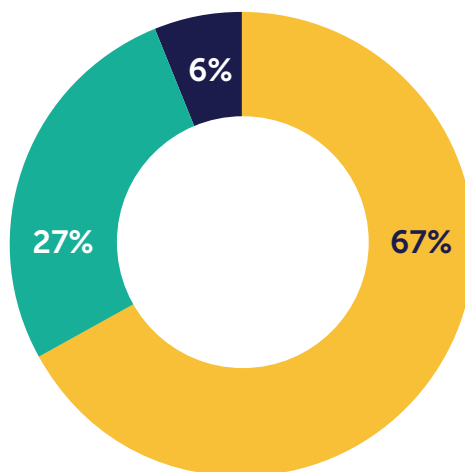
Disclosure rates have increased from 59% in 2023 to 72% in 2025.

# Pay quartiles

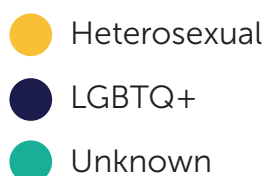
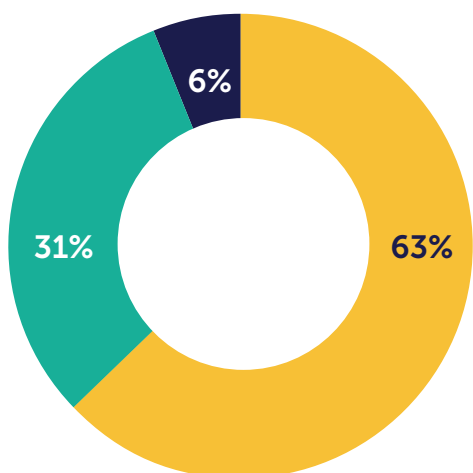
LOWER QUARTILE



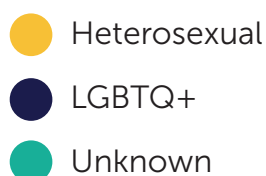
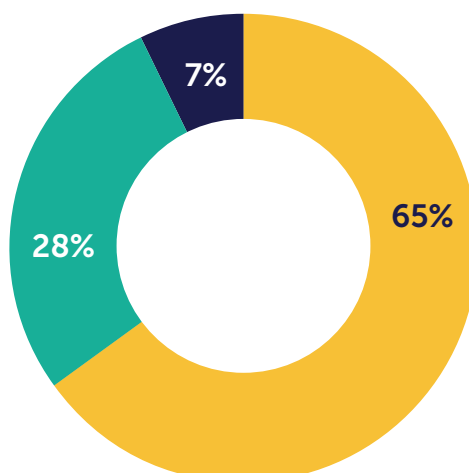
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE





## BONUS PAYMENTS



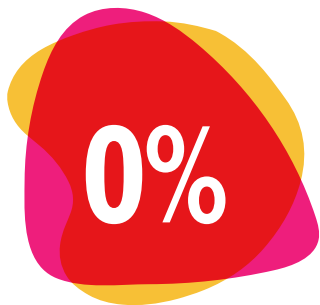
**12%**

Of LGBTQ+ staff  
received a bonus



**10%**

Of Hetrosexual staff  
received a bonus



**0%**

**Median Bonus  
Pay Gap**



**-5%**

**Mean Bonus  
Pay Gap**

LGBTQ+ staff are more likely to receive a bonus than heterosexual staff and on average receive a higher bonus. The median LGBTQ+ staff member receives the same bonus as the median heterosexual staff member.







# Intersectionality

## Intersectionality - Median Pay Gaps

Intersectionality looks at how various social identities such as gender, race, disability, and age overlap to create unique experiences of discrimination and disadvantage. Intersectionality analysis of gender, ethnicity, sexual orientation and disability pay gaps show a variety of results. Groups with the biggest pay gaps are Global Majority males (14%), disabled Global Majority staff (12%) and Global Majority females (10%).

We have seen decreases to the Global Majority female pay gap (down from 15% last year) and the White female pay gap (down from 8% last year). The Global Majority male pay gap has increased (up from 13% last year).

We have been actively integrating an intersectional approach in our workplace by recognising and addressing the overlapping identities and experiences of our employees, ensuring that our diversity, equity, and inclusion efforts recognise all the factors that shape individuals' experiences. We have conducted several surveys to sense check our progress, and our insights have helped us to better understand areas of focus and pinpoint what interventions are required.



### ETHNICITY AND GENDER (COMPARISON TO WHITE MALE)

| ETHNIC GROUP    | FEMALE | MALE |
|-----------------|--------|------|
| White           | 4%     | 0%   |
| Global Majority | 10%    | 14%  |

### DISABILITY AND GENDER (COMPARISON TO NOT DISABLED/NOT STATED MALE)

| DISABILITY              | FEMALE | MALE |
|-------------------------|--------|------|
| Disabled                | 6%     | 6%   |
| Not Disabled/Not Stated | 6%     | 0%   |

### DISABILITY AND ETHNICITY (COMPARISON TO NOT DISABLED/NOT STATED GLOBAL MAJORITY)

| DISABILITY | GLOBAL MAJORITY | WHITE |
|------------|-----------------|-------|
| Disabled   | 12%             | 2%    |
| Not Stated | 9%              | 0%    |



# Actions

We have taken a range of actions since our last publication, guided by our new Our Westminster Way purpose and principles. We will continue to create the environment where staff can feel valued, respected and empowered to lead and thrive at work.

Listening to colleagues and understanding their experiences remains critical. We have listened to feedback, using it to shape improvements in career pathways, recruitment practices and equitable access to opportunities. We have worked closely with our staff networks to gain insights on career progression and recruitment practices and improving equity of opportunity. We have also facilitated focussed sessions on career pathways, enabling us to identify and share examples of good practice across the organisation and help shape our corporate approach.

We review our gender, ethnicity, disability and sexual orientation pay gaps quarterly and monitor trends at a Directorate, Executive Directorate and Council wide level. Our pay gaps are scrutinised and challenged by an Accountability Forum which contains senior leaders including our Chief Executive.

We have continued to look at career progression for staff as well as reviewing our starting salaries. We have made changes to where our positions are advertised, ensuring that we are reaching as diverse an audience as possible. Alongside this, we have been working with external consultants to review our data and use predictive analysis to identify and target specific areas for improvement.

As an anti-racist organisation, we actively work to address pay equity, inclusion and representation and we will continue to:

- Take forward our Equitable and Inclusive Council Programme, which includes reviewing the Council's recruitment, talent development, leadership, and pay and rewards processes.
- Create local talent opportunities, strengthening pathways into employment and progression through outreach, inclusive recruitment and development opportunities
- Work closely with our Staff Networks, EDI and Well-being Champions and Culture Action group to improve the policies and processes that help to ensure we are inclusive and representative
- Promote our flexible working, wellbeing and leave policies with colleagues, as well as fair and equal access to training and professional development opportunities



