



Gender, Ethnicity and Disability Pay Gap Report 2025



Barnsley – the place
of possibilities.



BARNLSLEY
Metropolitan Borough Council

Introduction

Our vision is for Barnsley to be the place of possibilities for all.

We're committed to embedding equality, diversity and inclusion into our culture, ensuring that our council is a welcoming environment where everyone is valued, respected and treated with fairness and dignity.

We're open and fair about how we pay our employees. We regularly check our pay to make sure there are no unfair differences and take action when we find any issues.

This year, our pay gap figures show that, on average, females are paid slightly more than males with our median pay gap at -3.9% and our mean pay gap at -0.3%. These figures are a little higher than last year, but we acknowledge that pay gaps can change from year to year because of many reasons.

We also choose to look at pay differences for people from different ethnic backgrounds and for those with disabilities, even though we do not have to by law. We know there are still some gaps in our data, and we are working to improve this.

We will keep working to make Barnsley Council a fair, inclusive, and equal place for everyone.



A handwritten signature in black ink, appearing to read 'Sarah Norman', followed by a horizontal line.

Sarah Norman OBE, Chief Executive of Barnsley Council

How we're tackling the pay gap

Reflecting on the past year, we have accomplished more initiatives than originally outlined. these actions include:

- Improved how we collect and report equality information, so more staff share their data. This helps us reduce gaps in future reports.
- Started reviewing how jobs are designed and evaluated so that no one is unfairly blocked or disadvantaged in recruitment, performance, or pay.
- Continued to look closely at pay gaps and recruitment data to spot and remove any barriers for applicants, especially in areas where some groups are underrepresented.
- Targeted recruitment work, including career fairs, working with Barnsley College, and using wider advertising routes to attract people from underrepresented groups.
- Strengthened our employee wellbeing support, including more help around health topics such as Menopause, and tailored support for disabled employees and ethnic minority groups.
- Reviewed our internal leadership programme, delivered Enabling Barnsley, developed coaching and mentoring opportunities, and equality champion roles to make sure they are fair, accessible, and supportive for all employees.

Over the next year, we plan to:

- Improve the quality of our equality data. We will make our systems better so information can be stored, updated, and checked more easily across all services.
- Encourage more employees to share their personal data through clearer messages to explain why we collect information and how we keep it private.
- Continue reviewing how jobs are designed and evaluated. This will help us spot and remove anything that might unfairly affect people during recruitment, performance reviews, or pay decisions.
- Carry out detailed equality checks on pay gaps and recruitment. This will help us find and fix any barriers for applicants and improve representation in areas where some groups are underrepresented, including at BLT level.
- We will improve the way we look at how different parts of a person's identity, like their gender, ethnicity, disability or other protected characteristics can overlap and affect their pay, career progress and experiences at work. This will improve our understanding and help to identify improvements.
- We will continue to offer strong wellbeing support for all employees. Everything we do will be backed up by thorough equality checks to make sure we are removing discrimination, giving everyone fair opportunities, and helping to build positive working relationships.
- Introducing a reciprocal mentoring programme to support colleagues from underrepresented groups. This will help everyone share their experiences with senior leaders and work together to make the council fairer and more inclusive.

Understanding pay differences: gender, ethnicity and disability

We have looked at how much males and females are paid at Barnsley Council, which is something we must do by law in accordance with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

As well as gender, we also choose to look at ethnicity and disability, so we can make sure everyone is treated fairly.

We have used information about our employees from 31 March 2025 to check for any differences in pay. For gender, we must do this each year and share the results. For ethnicity and disability, we use the same method, even though we do not have to by law.

We know we do not have full information about everyone's ethnic background or disability, so the number of people included in each part of the report is not always the same.

This helps us understand where we can improve and make Barnsley Council a fair place to work for everyone.

In this report we talk about two types of averages. These help us understand differences in pay.

Median

This is the middle value in a list of numbers. To find it, we put all the numbers in order from lowest to highest and pick the one in the middle. If there are two middle numbers, we work out the average of those two.

The median is less affected by very high or low pay. Because of this, the median usually gives a better picture of the 'typical' pay level. That's why we prefer to use the median as a more reliable measure when looking at pay differences.

Mean (average)

This is worked out by adding all the numbers together and dividing the total by how many numbers there are.

The mean can be affected a lot by people who earn very high or very low pay. For example, if a few people earn much more than everyone else, the mean can go up a lot.

Workforce composition

All grades

Year	Percentage of female employees	Number of female employees	Percentage of male employees	Number of male employees
2025	68.5%	2,232	31.5%	1,028
2024	67.9%	2,159	32.1%	1,019
2023	68.2%	2,002	31.8%	933

Grades 1 to 3

Year	Percentage of female employees	Number of female employees	Percentage of male employees	Number of male employees
2025	71.8%	500	28.2%	196
2024	71.1%	464	28.9%	189
2023	71.8%	474	28.2%	186

Grades 12 to 17 and Barnsley Leadership Team (BLT)

Year	Percentage of female employees	Number of female employees	Percentage of male employees	Number of male employees
2025	66.1%	109	32.1%	53
2024	64.4%	94	35.6%	52
2023	64.0%	73	36.0%	41

Our workforce is mostly made up of females, who make up 68.5% of all employees. Grades 1-3 have the highest number of female staff. These jobs are often popular with females because of the type of work and because many of the roles are part time. Part time work can be easier to balance with responsibilities outside of work

This pattern is similar across the UK. It is linked to long standing ideas about what jobs are seen as "men's work" and "women's work," which still influence the types of roles people apply for today.

Hourly rate of pay by gender

Median hourly rate of pay by gender:

Year	Median hourly rate of pay for females	Median hourly rate of pay for males	Median difference %
2025	£16.53	£15.91	-3.9%
2024	£15.89	£15.27	-4.1%
2023	£14.32	£14.06	-1.8%

Mean hourly rate of pay by gender:

Year	Mean hourly rate of pay for females	Mean hourly rate of pay for males	Mean difference %
2025	£17.77	£17.72	-0.3%
2024	£17.04	£17.00	-0.2%
2023	£15.80	£15.66	-0.9%

In 2025, females working at the council were paid slightly more than males on average.

Using the median (middle value), females earned 3.9% more than males. Using the mean (overall average), females earned 0.3% more than males. This is a much smaller difference than the national average, where females earn 12.8% less than males.

These changes are likely because the number of males and females in different jobs has continued to shift, and because many lower graded jobs, which are mostly done by females, have seen pay increases as staff move up through the pay scales.

Bonus pay by gender

For this report, the Government says that certain one-off payments must be counted as bonus pay. These are different from bonuses used in equal pay rules.

In our gender, ethnicity and disability pay reports, we count bonus pay as:

- A £100 long service award, given to anyone who has worked for the council for 25 years.
- One off payments used to help recruit or keep staff in important jobs. Before these payments are given, managers must think about how they might

affect people with protected characteristics.

Median bonus pay gap by gender:

Year	Median hourly rate of bonus pay for females	Median hourly rate of bonus pay for males	Median difference %
2025	£1,000	£1,000	0%
2024	£1,000	£1,913	48%
2023	£1,000	£100	-100%

Mean bonus pay gap by gender:

Year	Mean hourly rate of bonus pay for females	Mean hourly rate of bonus pay for males	Mean difference %
2025	£692.77	£802.81	13.7%
2024	£841.45	£2,238.95	62.4%
2023	£1,059.30	£992.25	-6.8%

Males received more bonus pay than females on average.

This is mostly because one male got a higher one-off payment to help with recruiting or keeping employees:

- 8 males got these payments.
- 53 females got them, but most were smaller amounts.

There were 59 payments (52 females and 7 males) that were the same because of an ongoing recruitment and retention scheme.

Overall, more people received bonus payments in 2025 than in 2024.

Recruitment and retention payments:

- Happen only when needed in specific circumstances
- Are used for different jobs at different levels
- Can be different amounts each time
- Must go through a strict approval process to make sure they are fair.

Long service awards:

- 41 employees received a £100 voucher for working at the council for 25 years, which is more than in 2024 and included:
 - 34 females

- o 7 males

Proportion of females and males receiving a bonus payment:

Year	Proportion of female employees	Number of female employees	Proportion of male employees	Number of male employees
2025	3.7%	87	1.4%	15
2024	1.7%	38	0.6%	6
2023	3.4%	77	1.1%	12

This means that men and women received bonus payments at almost the same rate. The difference between them is very small.

Quartile pay bands by gender

Lower quartile by gender

Year	Percentage of female employees	Number of female employees	Percentage of male employees	Number of male employees
2025	69.7%	568	30.3%	247
2024	69.1%	549	30.9%	246
2023	69.9%	513	30.1%	221

Lower-middle quartile by gender

Year	Percentage of female employees	Number of female employees	Percentage of male employees	Number of male employees
2025	63.9%	521	36.1%	294
2024	64.4%	512	35.6%	283
2023	65.1%	478	34.9%	256

Upper-middle quartile by gender

Year	Percentage of female employees	Number of female employees	Percentage of male employees	Number of male employees
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2025	69.3%	565	30.7%	250
2024	67.5%	536	32.5%	258
2023	67.3%	494	32.7%	240

Upper quartile by gender

Year	Percentage of female employees	Number of female employees	Percentage of male employees	Number of male employees
2025	70.9%	578	29.1%	237
2024	70.8%	562	29.2%	232
2023	70.5%	517	29.5%	216

On 31 March 2025, the council had 3,260 employees included in the pay gap analysis. "Quartile pay bands" means we lined up employees pay from the lowest to the highest, then split the list into four groups. Each group represents roughly a quarter (25%) of all employees. This helps us see how people are spread across different pay levels.

Females and males are not spread evenly across these groups. More females work at the council overall:

- 68.5% females.
- 31.5% males.

Many females (about 71.8%) work in the lowest graded jobs (grades 1–3), which fall into the lower quartile.

Hourly rate of pay by ethnicity

Median hourly rate of pay by ethnicity:

Year	Median hourly rate of pay for Ethnic Minority employees	Median hourly rate of pay for White employees	Median difference %
2025	£17.31	£16.53	-4.7%
2024	£17.71	£15.89	-11.4%

Mean hourly rate of pay by ethnicity:

Year	Mean hourly rate of	Mean hourly rate of	Mean difference
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	pay for Ethnic Minority employees	pay for White employees	%
2025	£17.59	£17.92	1.8%
2024	£18.94	£17.04	-11.1%

In 2025, ethnic minority employees were paid a little more than white employees on average:

- They earned 4.7% more when looking at the median (middle value).
- They earned 1.8% less when looking at the mean (overall average).

Across the UK, the national average difference is 18.5%, so our gap is much smaller.

The hourly rate of pay for white employees was lower in 2024 than in 2025. The hourly rate for ethnic minority employees has gone down this year. Pay rates can change for many reasons, including people's salaries, allowances, and salary sacrifice choices. Changes also happen when staff leave or join the council, when people move jobs, and because more employees have chosen to share their ethnicity information.

The data also indicates that within the council ethnic minority employees often start on slightly higher hourly rates and have a wider range of pay levels. White employees tend to start on lower hourly rates, and more people earn the same amounts.

Ethnic minority employees make up only 2.8% of our workforce. This means they are under represented, especially compared with white employees, who make up 97.2% of the workforce.

In 2025, the number of ethnic minority employees increased by 15 people, which is a 23.4% rise. The number of white employees also went up, but by a smaller percentage (5.6%). However, because there are many more white employees overall, this smaller percentage increase still meant 145 more white employees.

Quartile pay bands by ethnicity

Lower quartile by ethnicity

Year	Percentage of Ethnic Minority employees	Number of Ethnic Minority employees	Percentage of White employees	Number of White employees
2025	2.3%	16	97.7%	683
2024	1.1%	7	98.9%	651

Lower-middle quartile by ethnicity

Year	Percentage of Ethnic Minority employees	Number of Ethnic Minority employees	Percentage of White employees	Number of White employees
2025	2.9%	20	97.1%	679
2024	2%	13	98%	646

Upper-middle quartile by ethnicity

Year	Percentage of Ethnic Minority employees	Number of Ethnic Minority employees	Percentage of White employees	Number of White employees
2025	3.4%	24	96.6%	675
2024	3.2%	21	96.8%	638

Upper quartile by ethnicity

Year	Percentage of Ethnic Minority employees	Number of Ethnic Minority employees	Percentage of White employees	Number of White employees
2025	2.7%	19	97.3%	679
2024	3.5%	23	96.5%	636

There were 2,795 employees included in the 2025 pay gap analysis. This number is different from the gender and disability figures because some employees did not choose to share their ethnicity information.

When everyone's pay is lined up from lowest to highest and split into four groups (quartiles), the number of ethnic minority and white employees is not the same in each group.

Most employees are white (97.2%), and only 2.8% are from ethnic minority backgrounds. The lower quartile has the smallest number of ethnic minority employees (2.3%), while the upper middle quartile has the highest (3.4%).

Hourly rate of pay by disability

Median hourly rate of pay by disability:

Year	Median hourly rate of pay for disabled employees	Median hourly rate of pay for non-disabled employees	Median difference %
2025	£16.39	£16.53	0.8%
2024	£15.79	£15.89	0.6%

Mean hourly rate of pay by disability:

Year	Mean hourly rate of pay for disabled employees	Mean hourly rate of pay for non-disabled employees	Mean difference %
2025	£17.20	£18.08	4.9%
2024	£16.58	£17.47	5.1%

In 2025, disabled employees were paid a little less than non disabled employees on average:

- They earned 4.9% less when using the mean (overall average).
- They earned 0.8% less when using the median (middle value).

This is much smaller than the national average difference of 12.7%.

Disabled employees make up 13.9% of the workforce, but there are gaps at higher grades e.g. grade 14 and at Barnsley Leadership Team (BLT) level. Non disabled employees work at all levels and make up 86.1% of the workforce.

However, the data is not complete. 627 employees (19.2%) did not tell us whether they have a disability, so we could not include them in the results. This missing information affects the overall figures.

Quartile pay bands by disability

Lower quartile by disability

Year	Percentage of disabled employees	Number of disabled employees	Percentage of non-disabled employees	Number of non-disabled employees
2025	16.4%	108	83.6%	551
2024	18.9%	109	81.1%	467

Lower-middle quartile by disability

Year	Percentage of disabled employees	Number of disabled employees	Percentage of non-disabled employees	Number of non-disabled employees
2025	14%	92	86%	566
2024	14.1%	81	85.9%	495

Upper-middle quartile by disability

Year	Percentage of disabled employees	Number of disabled employees	Percentage of non-disabled employees	Number of non-disabled employees
2025	13.4%	88	86.6%	570
2024	14.8%	85	85.2%	491

Upper quartile by disability

Year	Percentage of disabled employees	Number of disabled employees	Percentage of non-disabled employees	Number of non-disabled employees
2025	11.7%	77	88.3%	581
2024	13%	75	87%	501

There were 2,633 employees included in the 2025 disability pay gap analysis. This number is different from the gender and ethnicity figures because some employees chose not to tell us whether they have a disability, so we could not include them in this part of the report.

When everyone's pay is lined up from lowest to highest and split into four groups (called quartiles), we can see that disabled and non disabled employees are not spread evenly across these groups.

Most employees are non-disabled (86.1%), and 13.9% are disabled.

- The lower quartile (lowest paid group) has the highest number of disabled employees (16.4%).
- The upper quartile (highest paid group) has the lowest number of disabled employees (11.7%).

This is like the 2024 results, where disabled employees were also most common in the lower quartile (18.9%) and least common in the upper quartile (13.0%).

