



**WE'RE
ALL IN**

**Gender, Ethnicity and Disability Pay Gap
Report 2025-2026**



THE ROYAL BOROUGH OF
KENSINGTON
AND CHELSEA

Introduction

The Council has a statutory duty to publish details of its gender pay gap on an annual basis. In addition, we also voluntarily publish our ethnicity and disability pay gaps. To identify the progress, we have made and where further action is required, we complete monitoring on pay-related data and seek employees' views through regular surveys. Both pay gap and survey data inform our action plans to improve employee engagement and work towards closing our pay gaps.

For the pay gap report, we use information of 'Full Pay Relevant Employees' in line with the government guidance, this means those employees who had their usual full basic pay (including paid leave during the pay period in which the snapshot date falls). This would exclude those on leave such as maternity, paternity, adoption, parental or shared parental leave, sickness or other unpaid leave.

The Council has a strategic partnership with Westminster City Council which delivers shared services across a many functions, including Children's Services and Adult Social Care and Health, and some corporate services such as legal and fraud. Staff working within a shared service are only included in the pay gap report of their employer.



What is a pay gap

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Our gender pay gap

Mean

- Mean – (average) is calculated by dividing the total value of all the hourly rates for a particular group by the number of employees in that group.
- The mean shows on average a female earns 0.83p less per hour than a male at RBKC, which equates to a **3% difference in pay**.
- This sees a **0.8% close in the gap** to last years' 3.8%.
- This is a larger decrease than other UK authorities which report a 0.5% close of the gap on average (Local Government Association report 2024/2025).
- 56% of RBKC workforce is female, compared to 44% male

Year	Mean Male	Mean Female	% Difference
2025	£27.90	£27.07	3.0%

Median

- Median – is the middle value of the hourly rates for a particular group when put in order from the highest to the lowest.
- The median shows a difference in pay of £1.07 between female and male at RBKC, which equates to a **4.1% difference**.
- This sees a **2.6% close in the gap** to last years' 6.7%.
- This is average compared with other UK authorities (Local Government Association report 2024/2025).

Year	Median Male	Median Female	% Difference
2025	£26.42	£25.35	4.1%

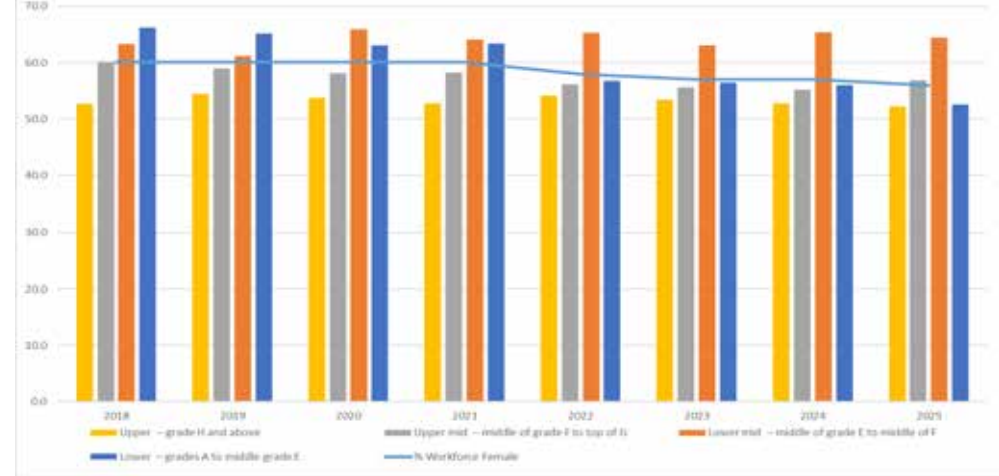
Our gender pay gap

Gender Bonus Pay

- RBKC do not offer 'bonus' payments but for the purposes of this report we have included honoraria as they are additional payments.
- Both the mean and median 'bonus' pay has reduced significantly from last year. The mean has **reduced by 11.3% to 29.7%** and the median has **reduced by 14.2% to 22.1%**.
- The proportion of females receiving a bonus is 8.4% compared to 8.6% for males.
- The actual number of females receiving a 'bonus' is higher at 151 compared to 112 males. The difference between actual and percentage differ as the workforce population is 56% female.

Pay Qualities

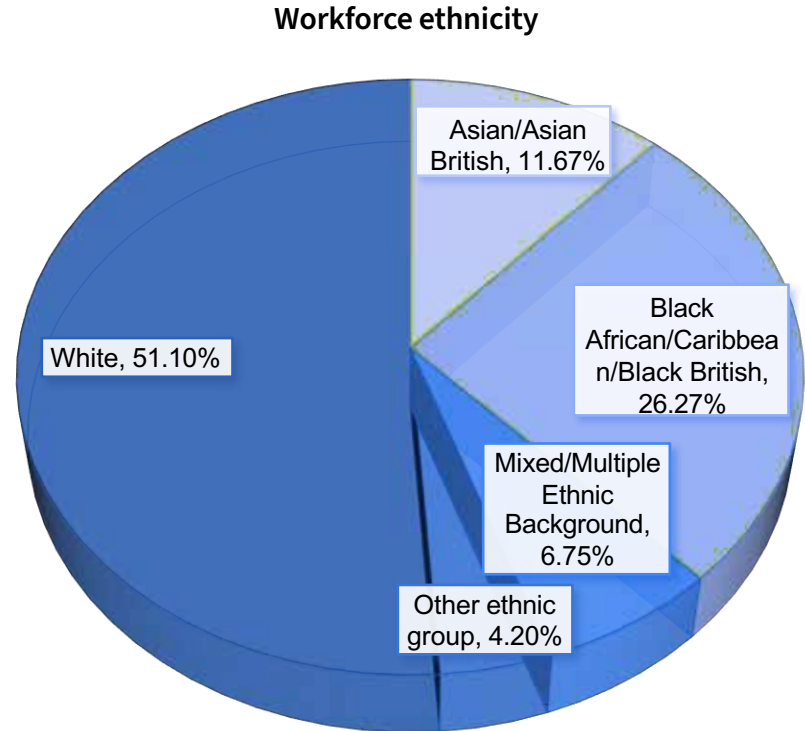
Per cent of female by pay quartile



- One of the most notable changes to last year is the proportion of females in the lower quartile has reduced which has impacted the gender pay gap positively. Females represented 56% of the lower quartile in last years data, mirroring the overall workforce gender split.
- This year has seen a reduction of female representation in the lower quartile by 3.5% showing a positive move of females into higher quartiles through progression.

Our ethnicity pay gap – Ethnicity Workforce Information

- For the purpose of reporting, we refer to Ethnicity pay gap as the difference between our ethnically diverse employees compared to white employees.
- The organisation has 51% White and 49% ethnically diverse employees, further illustrated in the chart opposite.
- RBKC has seen a steady increase in those reporting their Ethnicity, we now hold Ethnicity data for 86% of all employees as of March 2025, compared to 65% back in 2019.
- A **49% ethnically diverse workforce** reflects strong representation compared with the community we serve. According to the **2021 Census, 36.8% of borough residents identify as ethnically diverse**, meaning the council's workforce diversity exceeds that of the local population.
- To support our action plan and provide more data, RBKC continue to strive to reach 100% data declaration.



Our gender pay gap

Mean

- *Mean* – (average) is calculated by dividing the total value of all the hourly rates for a particular group by the number of employees in that group.
- The mean shows on average an employee who has declared their ethnicity as Black, Asian and Minority Ethnic earns £3.60 less per hour than an employee who has declared their ethnicity as white at RBKC, which equates to a **12.2% difference in pay**.
- This sees a **0.5% improvement in the gap** to last year at 12.7%.

Year	Mean White	Mean Ethnically diverse	% Difference
2025	£29.58	£25.98	12.2%

Median

- *Median* – is the middle value of the hourly rates for a particular group when put in order from the highest to the lowest.
- The median shows a difference in pay of £3.42 between the median pay of a employee who has declared their ethnicity as Black, Asian and Minority Ethnic and a employee who has declared their ethnicity as white at RBKC, which equates to a **12.4% difference**.
- This sees a **1.9% improvement in the gap** to last year at 14.3%.

Year	Median White	Median Ethnically diverse	% Difference
2025	£27.59	£24.17	12.4%

Our gender pay gap

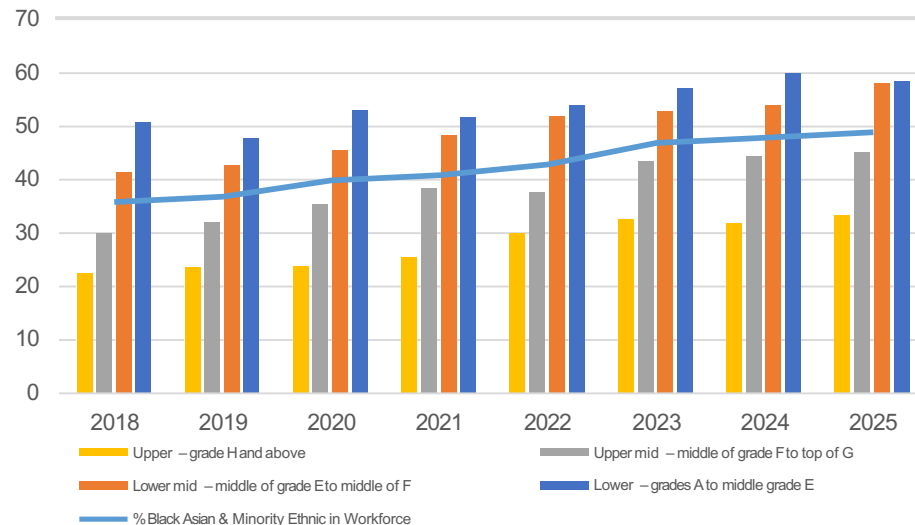
Pay Quartiles

- Representation of ethnically diverse employees has increased overall, rising to 49% of the workforce, with the most notable growth in the lower middle quartile (Grades E–F), up 4.1%, and a 0.9% increase in the upper middle quartile (Grades F–top of G).
- A 1.4% decrease in representation in the upper quartile (Grades H and above) and a 1.4% decrease in the lower quartile (Grades A–E), indicating areas for continued focus on progression into the most senior roles.

Ethnicity Bonus Pay

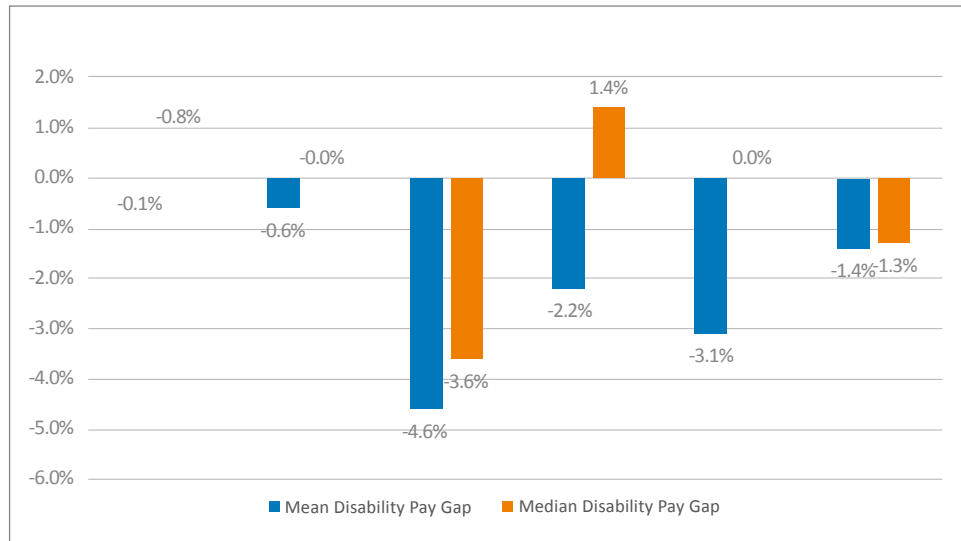
- RBKC do not offer ‘bonus’ payments but for the purposes of this report we have included honoraria as they are additional payments.
- Both the mean and median ‘bonus’ pay has reduced significantly from last year. **The mean has reduced by 47.8% and the median has reduced by 14.2%.**
- 8% of ethnically diverse employees received an honoraria or market supplement compared to 11.8% white employees.

Per cent of ethnically diverse employees by pay quartile



Our gender pay gap

Disability differences in hourly rates of pay



- A negative figure means that disabled staff earn more than those who are not disabled.
- The most recent mean and median data illustrates little difference between hourly rates regardless of disability status.
- **The mean gap is -1.4%** which is an increase from -3.1% the previous year, but overall is still a positive pay gap (those with a disability earning more than those without on average)
- **The median gap is -1.3%** (down from 0% last year)

Note: RBKC HR system does not distinguish between those employees that have stated they are not disabled and those who have not provided any data.

Our gender pay gap

Pay Quartiles

The light blue line in the graph alongside shows the increase in the proportion of the workforce that has declared a disability since the disability pay gap was first measured in 2020. Latest data shows that **11.1% of our workforce have declared a disability compared to 10.8% last year.**

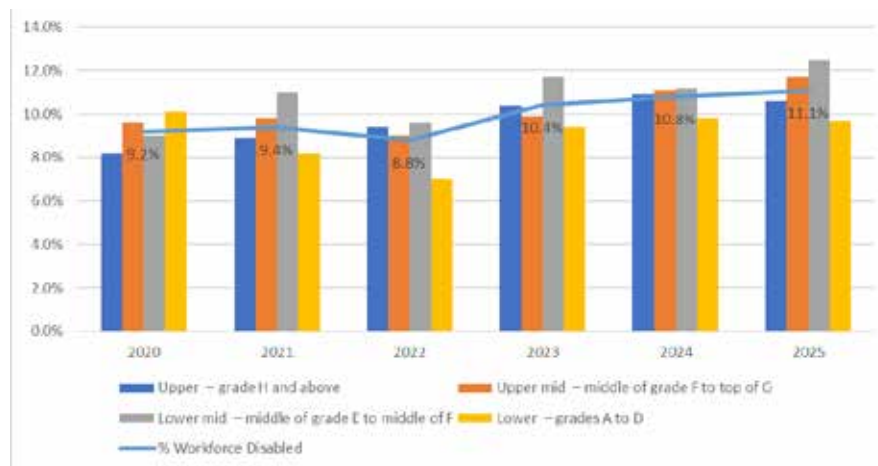
The latest data indicates very small changes across the quartiles except for the lower middle quartile seeing a 1.3% increase in the number of those declaring a disability.

Bonus Payments

RBKC do not offer 'bonus' payments but for the purposes of this report we have included honoraria as they are additional payments.

14.9% of those who have declared a disability received a bonus (vs last year of 11.5%) **a 3.4% increase** in those who have declared a disability receiving a 'bonus compared to a - 1.1% decrease in those who have not declared a disability receiving a 'bonus' payment, this has helped reduce the gap significantly this year. **8.3% of those who have not declared a disability received a bonus** (vs last year of 9.4%)

Per cent of disabled by pay quartile



Our pay gap action plan 2026-27

The Council has an action plan to help close its gender, ethnicity and disability pay gaps. The action plan is a product of reviewing key data and trends, as well as ongoing engagement with employees and residents through a range of methods, including surveys, focus groups and interviews.

Our People Plan 2023-2027 includes a strategic pillar that focusses on equality, diversity and inclusion. It is also informed by and aligned with the Council's Fairer Action Plan 2025-2029.

The following pages set out our planned actions for 2026-2027, in six categories:

- Recruitment
- Progression
- Belonging
- Learning and Development
- Employee Engagement
- Pay and Reward



Our pay gap action plan 2026-27

Recruitment

- Continue to focus on inclusive hiring through diverse panels and mandatory training and support progression pathways internally.
- Broaden our reach and showcase our employee offer to attract diverse talent.
- Track EDI data at every stage of recruitment.

Progression

- Enable women's progression into senior roles through targeted development.
- Expand leadership pathways by scaling mentoring and our Aspiring Managers and Springboard programme.
- Encourage managers to support development opportunities and promote flexible working, including in senior roles.

Belonging

- Strengthen inclusion visibility by embedding accessible language across our policies.
- Champion positive action and drive forward Disability Leader Level 3 and the Unison Disability Charter.
- Create space for honest dialogue through ongoing safe space conversations.

Our pay gap action plan 2026-27

Learning and development

- Evolve our L&D offer using feedback, amplify our guest speakers, and promote directorate EDI plans.
- Refresh and expand our EDI training.
- Grow participation in EDI awareness sessions.

Employee engagement

- Deepen engagement with employee networks, partners and colleagues to shape and strengthen our EDI action plan.
- Grow and empower our employee networks to build stronger connections across the Council and with communities in Kensington and Chelsea

Pay and reward

- Make roles accessible by reviewing job descriptions through an inclusion lens.
- Audit pay and payroll data regularly to drive fairness and transparency.
- Ensure consistency at senior levels by standardising starting salaries and reviewing consistency of grades.



**WE'RE
ALL IN**

**This isn't a phrase – it's a mindset that
embodies how we approach our work.**

At K&C, we show up, step up and move forward together.