

Gender, ethnicity and disability pay gaps at 31 March 2025

Author: Human Resources

Contact: Helen Ginty

Version: 1.0 (published)

Last updated: March 2026

Contents

About the figures.....	2
Gender Pay Gap Data at 31 March 2025.....	2
Ethnicity Pay Gap Data at 31 March 2025	2
Disability Pay Gap Data at 31 March 2025	3

About the figures

All the figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and relate to all full pay employees unless stated otherwise. The ethnicity and disability pay gap data has been calculated using the same methodologies and are based on hourly rate values on the snapshot date of 31 March 2025.

Gender Pay Gap Data at 31 March 2025

- The **mean** (average) gender **pay gap** for Luton Council is **-1.5%** (in favour of **females**)
- The **median** (mid-point) gender **pay gap** for Luton Council is **-2.5%** (in favour of **females**)
- The **mean** (average) gender **bonus gap** for Luton Council is **-21.4%** (in favour of **females**)
- The median (mid-point) gender **bonus gap** for Luton Council is **-39.7%** (in favour of **females**)
- The proportion of male employees in Luton Council receiving a bonus is **11%** and the proportion of female employees receiving a bonus is **13.2%**

Distribution of pay by gender at 31 March 2025 by quartile

Band	Males	Females
A. Lowest quartile	48.2%	51.8%
B. Lower middle quartile	29.5%	70.5%
C. Upper middle quartile	37.0%	63.0%
D. Upper quartile	37.6%	62.4%
All full pay relevant employees	38.1%	61.9%

Ethnicity pay gap data at 31 March 2025

All full pay employees

- The mean (average) ethnicity pay gap for Luton Council was 6.2% in favour of white employees when compared to people with ethnically diverse/global majority backgrounds
- The median (mid-point) ethnicity pay gap for Luton Council was 5.7% in favour of white employees when compared to people with ethnically diverse/global majority backgrounds
- Breakdown of full pay workforce by ethnicity: 49% White, 35% employees with ethnically diverse/global majority backgrounds, 16% Not Known/Declined to specify

Employees paid at M6 and above

- The mean (average) ethnicity pay gap for senior managers is -0.3% in favour of employees from ethnically diverse/global majority background employees when compared to white employees.
- The median (mid-point) ethnicity pay gap for senior managers is 1.6% in favour of white employees when compared to employees of ethnically diverse/global majority backgrounds
- Breakdown of M6+ managers by ethnicity: 66% white, 26% ethnically diverse/global majority background, 8% Not Known/Declined to Specify

Ethnicity bonus gap

- The mean (average) ethnicity bonus gap is -5.8% in favour of employees from ethnically diverse/global majority backgrounds when compared to employees from white backgrounds
- The median (mid-point) ethnicity bonus gap is -8.1% in favour of employees from ethnically diverse/global majority when compared to employees from white backgrounds.
- Breakdown of bonus recipients by ethnicity: 42% white, 44% ethnically diverse/global majority: 14% Not Known/Declined to Specify

Distribution of employees in each quartile at 31 March 2025

Band	White	Ethnically divers/global majority	Not known	Mean EPG*	Median EPG*
A. Lowest quartile	46%	32%	22%	0.1%	-0.8%
B. Lower middle quartile	43%	43%	14%	0.8%	0%
C. Upper middle quartile	54%	33%	13%	0.3%	0.7%
D. Upper quartile	54%	30%	16%	6.6%	4.2%
All full pay relevant employees	49%	35%	16%	6.2%	5.7%

*mean/median EPG for each quartile (negative value - indicates in favour of Ethnically Diverse/Global Majority Background)

Disability pay gap data at 31 March 2025

- The **mean** (average) disability pay gap for Luton Council was **-1.4% in favour of disabled employees** when compared to people with disabilities
- The **median** (mid-point) disability pay gap for Luton Council was **-2.5% in favour of disabled employees** when compared to employees with no reported disabilities
- **Workforce by disability:** 70.6% recorded as non-disabled: 9.9% recorded as disabled: 19.5% Not Known/Declined to specify

Disability bonus gap

- The mean (average) disability bonus gap is -11.8% in favour of employees reporting as disabled when compared to employees reporting as non-disabled
- The median (mid-point) disability bonus gap is -25% in favour of employees reporting as disabled
- Bonus recipients: 68.7% non-disabled: 10.2% disabled: 21.1% Not Known/Declined to Specify

Distribution of Non-disabled, Disabled and Not Known/Decline to Specify employees in each quartile on 31 March 2025

Band	Not disabled		Disabled		Not known	
	%	Number	%	Number	%	Number
A. Lowest qaurtile	66%	465	8.6%	61	25.4%	179
B. Lower middle quartile	72.2%	509	9.6%	68	18.2%	128
C. Upper middle quartile	73.6%	519	10.2%	72	16.2%	114
D. Upper quartile	70.6%	498	11.1%	78	18.3%	129
All full pay relevant employees	70.6%	1991	9.9%	279	19.5%	550