



# **GENDER & ETHNICITY PAY GAP REPORT**

2025



# A STATEMENT FROM OUR CEO



I am pleased to share with you the Langley Group's Gender and Ethnicity Pay Gap Report for 2025 which presents information we are required to publish regarding:

- The difference between the mean and median hourly pay rates and bonuses of male and female employees.
- The proportion of male and female employees receiving bonuses in each pay quartile.

This year I am proud to share once again a review of Langley's Gender and Ethnicity Pay Gap, which I believe is important for good employers to understand and address. Langley is a values-driven organisation where treating one another with respect is key; the analysis of how we pay our people is part of our commitment to inclusion. I hope you find this a useful report and our actions clearly stated.

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**TRACY WILD**

Chief Executive

## LANGLEY TRUST VALUES

# CHRIST-LIKE

## BIBLE REFERENCES

Philippians 2.5 • Hebrews 6.11 • 2 Corinthians 8.21  
Matthew 7.12 • Jeremiah 29.11

# RESPONSIBLE GENUINE RESPECTFUL VISIONARY

# EXECUTIVE SUMMARY

In 2017 the government introduced legislation under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which applies to private and voluntary-sector organisations with 250 or more employees on a snapshot date each year. Langley had 307 staff on the snapshot date this year – 5th April 2025, consisting of 188 (61.2%) females and 119 (38.8%) males.

This compares to 302 staff including 180 (59.6%) females and 122 (39.4%) males last year. Since meeting the reporting threshold, Langley has reported on the Gender Pay Gap and published the same as required.

For the fourth time, Langley will publish an Ethnicity Pay Gap Report. This is part of our commitment to fostering Equality, Diversity, and Inclusion (ED&I) within Langley. There is no requirement to publish this data, however, the Government has now released guidelines on reporting on Ethnicity Pay Gap which we have complied with in this report.

In comparison to last year's report, the initial analysis shows an increase in the mean pay gap from 5.69% to 8.6% (higher for males) and a significant change in the median pay gap from -0.71% of females on higher pay than males on 5 April 2024 to 1.16% of males being paid higher than females as of 5 April 2025. This is likely to be related to new higher posts and other vacancies attracting and recruiting males to posts.

The proportion of males and females receiving a bonus has decreased from 16% male and 18% female to 9.45% of females received a bonus payment compared to 4.89% males. Although the percentage of staff receiving a bonus has decreased for both male and females, there is still a higher percentage of females received a bonus this year compared to males.

The mean bonus gap between male and female has decreased from 46.38% last year to 16.93% this year. The median bonus gap between male and female was 80% with males' bonus being 80% higher in 2024 and this has shown huge improvement in over the last year to 6.6% higher for males due to the phasing out of the House of St Martin retention bonus.



# GENDER PAY GAP REPORT

## Overview

Gender pay reporting is different to equal pay, which states that it is illegal to pay males and females carrying out the same job or same value of work at different rates. The gender pay gap shows the difference between the average pay of all males and all females within a workforce.

Langley continues to have a gender pay gap although the gap is reducing year on year and in fact the median pay for females is slightly higher than for males for the first time this year.

Although there are more females than males within the organisation they are represented in less senior roles more, men and women are not being paid differently for same or equivalent work. Overall, within Langley, there are 61.2% females and 38.8% males.

## Internal Statistics

Negative numbers shown below in brackets indicate a higher rate for females than males.

The statistics are:



**8.60%**

Mean gender pay gap in hourly pay is **8.60%** (higher for male): The mean shows the difference in average hourly pay between men and women. The Langley mean gender pay gap of 5.69% reflects a higher mean hourly pay rate for males. This gap has increased slightly compared to last year where the mean gender pay gap in hourly rate was 5.69% (higher for men).



**1.16%**

Median gender pay gap in hourly pay is **1.16%** (higher for male): The median shows the difference between the middle-paid woman and the middle-paid man. Last year the median gender pay gap was -0.71% which showed that the middle-paid woman was paid slightly higher than the middle-paid man, but this has changed slightly with the middle-paid man being hourly pay being 1.16% higher than females.



**16.93%**

Mean bonus gender pay gap is **16.93%** (higher for male): There has been a significant decrease in the mean bonus gender pay gap for males from 46.38% last year to 16.93% this year largely due to a location premium at one service phasing out of the retention bonus due to stabilised recruitment. We have also reviewed classifications of bonuses to three items long service awards, recruitment referral scheme bonus and the service's retention bonus which was paid to more males than females.



**6.60%**

Median bonus gender pay gap is **6.60%** (higher for male): There has been a huge improvement in the median bonus gender pay gap over the last year from 80% higher for males to 6.60% higher for males due to the phasing out of the retention bonus at a service.

Proportion of males and females receiving a bonus payment: There was a reduction overall in the percentage of staff receiving bonus payments both for male and females. 9.45% of females received a bonus payment compared to 4.89% males. This compares to 18% female and 16% males receiving a bonus the previous year.

Proportion of males and females in each pay quartile: Pay quartiles are based on Langley's pay only. To determine quartile statistics, pay is ranked in order, divided into quartiles for each gender, then the % of males v females falling into these four parts is measured. If a pay rate crosses quartile divisions, the split is made pro rata across the quartile division according to how many

males and females fall at that pay rate.

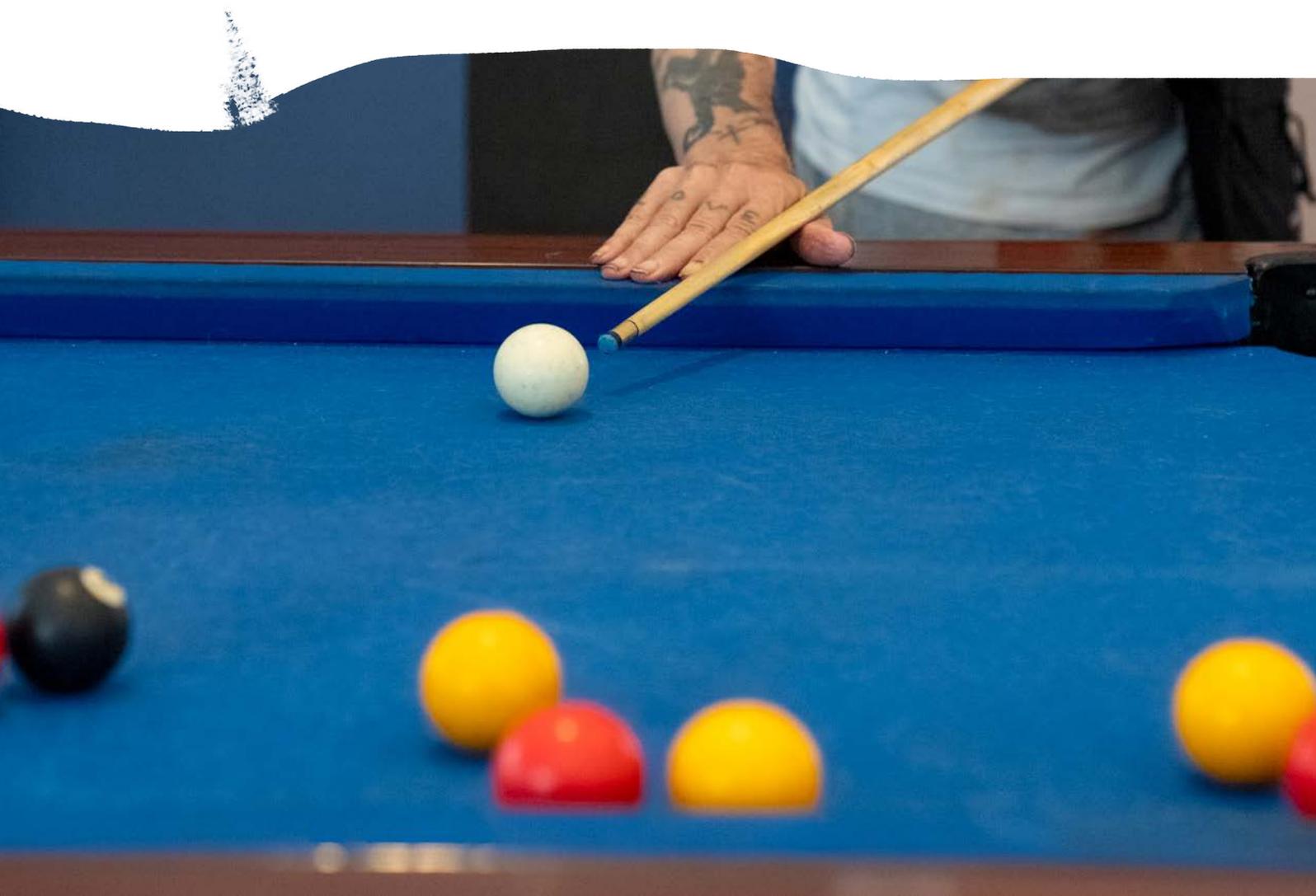
The gender pay quartiles are:

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
<b>Male</b>	51%	30%	30%	47%
<b>Female</b>	49%	70%	70%	53%

Last year, our gender pay quartiles were:

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
<b>Male</b>	46%	29%	40%	46%
<b>Female</b>	54%	71%	60%	54%

From last year, there has been a decrease in the upper quartile for females from 54% to 49%. There has also been an increase in the percentage of females in the lower middle quartile from 60% last year to 70% this year.



# ETHNICITY PAY GAP REPORT

## Overview

It is not currently mandatory to measure the ethnicity pay gap; however, since 2022, we reported on this measure to identify and address any issues.

The Government has published guidelines on ethnicity pay gap reporting stating that, 'Data has shown there are wide variations in gross earnings between ethnic groups. Some ethnic minority groups earn less per hour than white British employees on average, while others earn more. Analysing ethnicity pay information is one-way employers can identify and investigate disparities in the average pay between ethnic groups in their workforce. It helps employers understand whether unjustifiable disparities exist between different ethnic groups and in turn, gives them an evidence base on which to develop an action plan. It is already a statutory requirement for employers with at least 250 employees to measure and report gender pay gaps. While ethnicity pay reporting is voluntary, many employers already report on their ethnicity pay data.'

## Statistics

Of the 307 employees, a total of a total of 225 (73%) employees disclosed their ethnicity (150 White and 75 Ethnically diverse), with 82 employees undisclosed; compared to 233 (77%) that disclosed last year and 69 employees undisclosed.

The Head of Communications and Together Network (supports ethnically diverse staff) with new Co-Chairs plan to work together to encourage people to declare their ethnicity and the HR Team are checking new starter documents to ensure this is captured.

The statistics are presented in the table below:

### Ethnicity Pay Gap Quartiles for 2025

	Number		£ Rate		Gap	
	White	Diverse	White	Diverse	£	%
Upper	43	14	25.69	24.06	1.63	6.30%
Upper Middle	47	10	15.29	15.17	0.12	0.80%
Upper Lower	32	24	12.78	13.13	-0.35	-2.70%
Lower	28	27	12.56	12.57	-0.01	-0.10%
Overall	150	75	17.23	15.24	1.99	11.53%
Median			14.90	12.70	2.20	14.80%

## Ethnicity Pay Quartiles for 2025

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
White	75%	82%	57%	51%
Ethnically Diverse	25%	18%	43%	49%

Last year, our ethnicity pay quartiles were:

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
White	78%	74%	60%	63%
Ethnically Diverse	22%	26%	40%	37%

The inclusion of the not disclosed category is likely to have affected the reporting for this year.

## Actions

We plan to undertake several activities that focus on closing the Gender and Ethnicity Pay Gaps:

1. To engage with and gain feedback from the Senior Leadership Team on how to close the Gender and Ethnicity Pay Gap
2. Staff Networks introduced – using feedback from networks on how to close the gap
3. To review the pay and reward schemes
4. Diversity statement added to all People policies and adverts.
5. Signed up to diversity job boards and a diversity network.
6. Mandatory training for all staff on ED&I.
7. Monitoring of KPI on diversity – for ethnically diverse managers.
8. We will review key people practices including pay, development and performance appraisals for unconscious bias.
9. ED&I continues to be a key theme in our People strategy with clear objectives on how to build a diverse workforce.



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