

Gender pay gap statement

Headline gender pay figures for Bristol Waste UK

The tables below show our overall median and mean gender pay and bonus gap based on hourly rates of pay at the snapshot date 5 April 2025.

Gender pay gap

Criteria	Female	Male	Gap	% Gap
Average (mean) hourly pay	15.46	15.51	0.04	0.3%
Median hourly pay	12.04	14.53	2.50	17.2%

Bonus pay gender gap

Criteria	Female	Male	Gap	% Gap
Average (mean)	2,625.00	2,187.50	-437.50	-20%
Median	3,000.00	1,125.00	-1,875.00	-166.7%

Quartile reporting (standard calculations for businesses)

Quartile reports	Q1	Q2	Q3	Q4	Total
Female	46%	11%	9%	22%	22%
Male	54%	89%	91%	78%	78%



Key: ● Female ● Male

This data includes part time employees which skew the figures.

Understanding our gender pay gap

As of the snapshot date of 5 April 2024: the mean hourly gender pay gap has reduced from 6.8% to 0.3% and median hourly pay gap has reduced from 22.7% to 17.2% compared to the previous year. These improvements reflect the positive impact of our ongoing efforts to promote fairness and equity across the company. However, we acknowledge that there is still progress to be made.

What the results mean

- **Mean Hourly Pay Gap: 0.3%:** this means that, on average, men are paid just 0.3% more than women per hour – a very small gap that suggests overall pay levels between men and women are nearly equal. This reflects positively on our efforts to support women into higher-paid roles.
- **Median Hourly Pay Gap: 17.2%:** this means that the middle-earning man earns significantly (17.2%) more than the middle-earning woman. This suggests that men are more likely to be in higher-paid roles, while women are more concentrated in lower-paid positions. Many of our lowest-paid roles are predominantly held by women. These roles form a significant portion of our workforce and influence the overall distribution of pay. This structural distribution is a key driver of the remaining gap.

Our Commitments Going Forward

- **Talent attraction:** we're implementing targeted recruitment campaigns to increase the proportion of women in our waste, recycling, and street cleansing services, and at mid-senior level.
- **Benefits review:** we've improved our family-friendly policies to better support women and are promoting these as part of our employee value proposition.
- **Strategic partnerships:** we are developing partnerships with organisations that support women in non-traditional roles.
- **Focus groups:** we will continue to listen and learn from the experiences of women across the business to identify specific areas for improvement.
- **Organisational culture:** we are working collaboratively to improve our company culture and enhance the overall experience for all colleagues, ensuring we foster an inclusive and supportive work environment.

As an employer with over 250 employees we are required, under UK government regulations, to publish our gender pay gap data. At Bristol Waste Company, we are committed to building a diverse and inclusive workplace where everyone has equal opportunities to grow and succeed. As part of this commitment, we continue to monitor and report on our gender pay gap, using the insights to guide our actions and drive meaningful change.

