

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 2026.

Gender pay gap

Criteria	2025	2026	Movement
Mean hourly pay gap	0.3%	-5.2%	Now favours women
Median hourly pay gap	17.2%	18.3%	Widened

Bonus pay gender gap

Criteria	Female	Male	Gap	% Gap
Average (mean)	5,390.00	2,500.00	-2,890.00	-115.6%
Median	5,478.00	2,500.00	-2,978.00	-119.1%

Quartile reporting (standard calculations for businesses)

Quartile reports	Q1	Q2	Q3	Q4	Total
Female	41%	14%	4%	22%	20%
Male	59%	86%	96%	78%	80%



Key: ● Female ● Male

Each quartile is a quarter of our workforce, from lowest paid (Q1) to highest paid (Q4). A negative gap favours women.

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.

Understanding our gender pay gap

These results are mixed, and we want to be open about that. Women now make up 20% of our workforce, down from 22%. A gender pay gap is not the same as unequal pay: men and women doing the same work at Bristol Waste are paid equally. The gap exists because fewer women work in our higher-paid roles

What the results mean

- **Mean hourly pay gap: -5.2%:** on average, women are now paid 5.2% more per hour, driven by a small number of senior roles held by women.
- **Median hourly pay gap:** the middle-earning man earns 18.3% more, because women remain concentrated in our lower-paid roles.
- **The missing middle:** women hold only 4% of our upper-middle pay band. Progression into supervisory and management roles is our biggest challenge.

Progress against our 2025 commitments

In 2025 we committed to targeted recruitment, better family-friendly benefits, partnerships supporting women into non-traditional roles, listening to women across the business, and improving our culture. The table below shows how we have done.

Area	What we have seen	Assessment
Recruitment	More women joining at entry level (41% of our lowest pay band)	On track
Partnerships	Partnerships positively progressing, however too early to see results in our workforce	Early stage
Culture and benefits	Women's share of senior roles has held steady	Partial
Engagement	Insights not yet translating into progression outcomes	Limited
Progression	Women in upper-middle roles fell to 4%	Limited

Our commitments for 2026 to 2027

- **Representation and progression:** we are creating clear routes for women to move from entry-level roles into supervisory and management positions.
- **Access to employment:** we are recruiting more women into waste, recycling and street cleansing roles, working with partners who support women into jobs where they are under-represented.
- **Workforce support and role design:** we are improving flexible working and family-friendly policies, and reviewing shift patterns so that more of our roles work for more people.
- **Reward, opportunity and access:** we are making access to higher-paid roles fairer and more transparent.
- **Capability, culture and accountability:** we are training our leaders to build an inclusive culture, strengthening our engagement and acting on feedback. We will regularly report progress at Board level.

Looking ahead

Our focus now is turning better recruitment into real career progression, and holding ourselves accountable for the change. We will publish our progress each year and expect to be judged on results, not intentions.