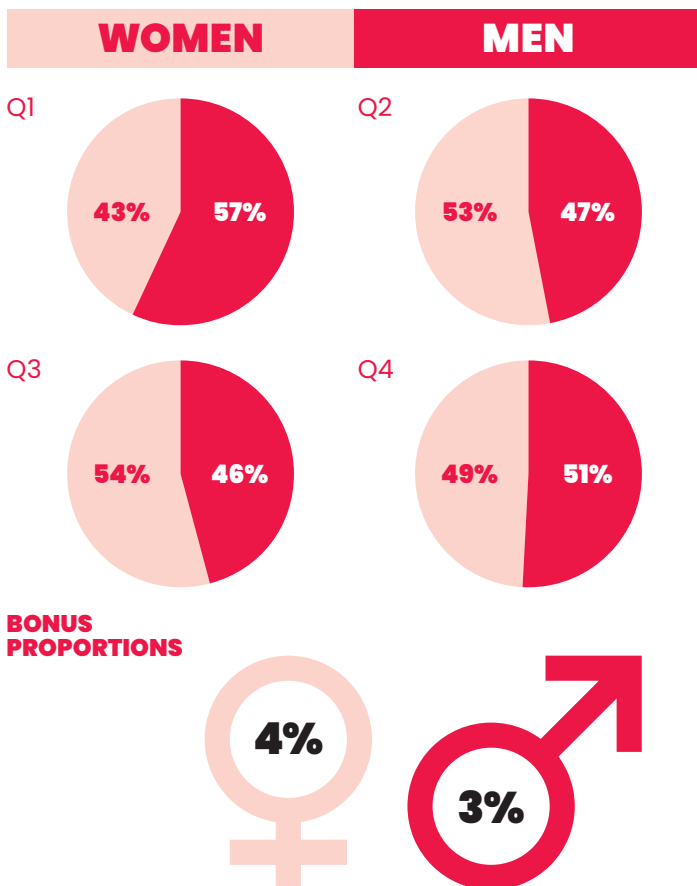
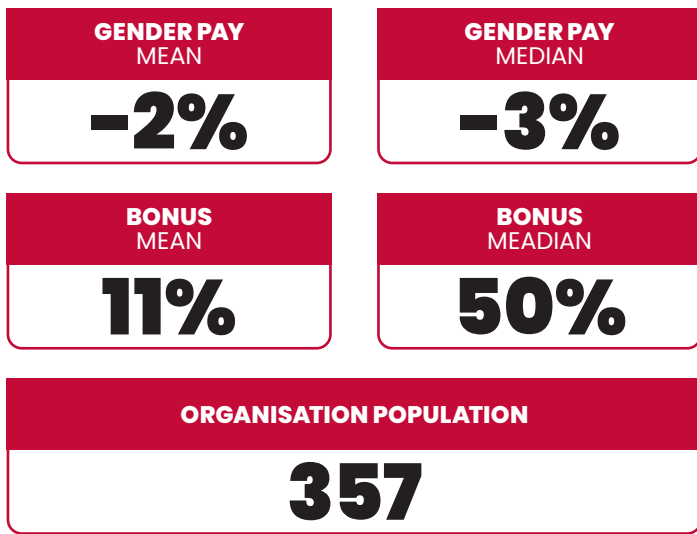


The gender pay gap measures the difference in the average earnings of men and women over a standard time period, regardless of their role or seniority. It is a measure which highlights any pay inequalities resulting from differences in the types of jobs performed by men and women. The Labour Party is committed to transparency on the issue as part of our commitment to equality.



This data was collected in April 2025, at the time our workforce consisted of 178 (50%) women and 179 (50%) men. The figures show that:

- The Labour Party has a mean gender pay gap of -2% per cent. This is 8.9% per cent better than the national average . The gender pay gap for men and women therefore shows that on average, women’s hourly earnings are higher than men within the Party. This is a shift from the 2024 figures which was a 0% gender pay gap. The reason for this is because of the significant increase in the proportion of women in the top pay quartile and therefore in the most senior jobs in the Party.
- The median gender pay gap is -3%. This is the same as it was in 2024, indicating we continue to ensure fairness in pay between both men and women.

The Labour Party is also publishing figures on the number of male and female staff by pay quartile. They show that, whilst the balance between men and women working for the Party in 2025 was equal at 50%, women account for 49% per cent of the highest earners (those in quartile four), and 54% of the Upper Middle earners (those in quartile three).

The Labour Party does not operate a performance-related pay or bonus system; bonuses are linked to long service and awarded in five year service increments. The mean difference is 11% per cent. There is a lower percentage of men (3%) in receipt of bonuses than women (4%).

¹ Office for National Statistics – Gender Pay Gap in the UK 2025, 23 October 2025 [Gender pay gap in the UK - Office for National Statistics](#)

Steps to improve the Labour Party's gender pay gap

It is welcome that we continue to not see women paid less than men within the Party. This is as a result of the significant continued priority of ensuring balance between men and women.

It is encouraging that we have increased the proportion of women in the upper quartiles over the past year, despite our workforce reducing. We believe that the significant increase in women in more senior positions, especially within the upper quartile (going from 42% in 2024 to 49% in 2025) and upper middle (going from 48% in 2024 to 54% in 2025) has contributed to our gender pay gap this year. We will continue with our action plans as outlined below.

Flexible Working

The Labour Party has an inclusive flexible working policy and we will continue to actively promote and encourage flexibility across the organisation. We are committed to enabling our colleagues to balance work and home life, and we regularly review our policies and key events to ensure they are delivered in ways that support our people and avoid unnecessary impact. We recognise that women still often undertake the majority of childcare and domestic responsibilities so supporting flexibility is an important part of retaining and developing our female talent across the organisation.

Training & Development

In May 2025, we launched the Women's Development Programme to actively boost the representation of women in political and senior roles across the organisation. The programme is designed to build a strong and diverse pipeline of women leaders by supporting women to progress into a wider range of strategic and decision making positions. This has been a hugely successful programme that has seen a large cohort of women from across the organisation take part in expert led sessions, the programme focuses on demystifying political strategy, strengthening leadership and communication skills, and tackling the structural and cultural barriers that women can disproportionately face in the workplace. By investing in women's progression, the programme plays a vital role in fostering an inclusive culture and our continuing long term commitment to improve gender equality across the Labour Party.

Alongside this, we have enhanced our line management training to place a strong focus on staff development, which we believe positively impacts the number of women progressing into more senior roles. This includes dedicated training for managers on supporting colleagues through maternity, paternity and shared parental leave, as well as providing appropriate support for those experiencing the menopause.

We remain committed to building on this progress and continue to explore additional ways to support the development of female staff at all levels, ensuring we nurture and sustain the pipeline of women moving into senior leadership positions through tailored training and development opportunities.

Recruitment

We review our recruitment practices on an ongoing basis, to ensure we are attracting the best candidates to work in the organisation. The organisation has expanded the way in which we recruit, using feedback from our equality networks, with the view to building and maintaining an even gender balance through our recruitment practices. We use a range of recruitment sites to encourage and enable a more diverse pool of applicants.

Maternity, paternity and shared parental leave

An important step towards achieving gender equality in the workplace is ensuring our policies enable parents to share childcare responsibilities more equally. Our approach provides a supportive framework that empowers all parents to take an active role in caring responsibilities, while also facilitating and encouraging a flexible and sustainable return to work.

Menopause policy

We have worked closely with our women's network to produce a new menopause policy and guidance. This has also included training for managers to improve management practice.

Independent Complaints Logging Service

We remain committed to tackling sexual harassment and all forms of bullying, harassment and discrimination. We provide this service to foster an inclusive and supportive work environment for all employees and to enable them to raise concerns and complaints.

Feedback from staff

Whilst we have many positive things in place we continue to look to improve and take action to ensure that we consistently maintain pay equality across the Labour Party in the future. We have a well established Diversity and Inclusion board which supports and oversees this work. We also value the input of our four staff networks and the trade unions.

DECLARATION

I confirm that our data has been calculated according to the requirements of the **Equality Act 2010** (Gender Pay Gap Information) Regulations 2018.



Holly Ridley, General Secretary | The Labour Party