

Gender Pay Gap 31 March 17

This page contains details on the Gender Pay Gap within the Council.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. This is provided as a snapshot as at 31 March each year
As at 31 March 2017:

	Female	Male	Difference	% Difference
Mean Hourly Rate	£13.21	£13.68	-£0.47	3.43% lower
Median Hourly Rate	£11.62	£12.14	-£0.52	4.29% lower
Mean Bonus Pay	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Median Bonus Pay	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Proportion of staff in receipt of Bonus Pay	0%	0%	Not Applicable	Not Applicable

The workforce was split into quartiles as follows:

Quartile 1 From Apprentice Rate to £9.6128

Quartile 2 From £ 9.6128 to £ 11.6192

Quartile 3 From £11.6192 to £15.4623

Quartile 4 From £15.4623 to Chief Executive

Proportion of Male and Female Full-Pay Relevant Employees by Quartile

	Hourly Pay Rate - Range	Number in Quartile	Female		Male	
			Number	%	Number	%
Quartile 1	Up to £ 9.6128	2,188	1,383	63.20%	805	36.80%
Quartile 2	£ 9.6128 – £ 11.6192	2,187	1,422	65.02%	765	34.98%
Quartile 3	£11.6192 – £15.4623	2,187	1,346	61.57%	841	38.43%
Quartile 4	£ 15.4623 – £96.7751	2,187	1,323	60.48%	864	39.52%
	Totals	8,749	5,474	62.57%	3,275	37.43%