

Gender Pay Gap Reporting - 31 March 2023



Statutory Reporting Data				Extra Data for London Councils Benchmarking			
Pay Rates		Gender Pay gap		Female Pay as a % of Male Pay	Hourly Rate (Female)	Hourly Rate (Male)	Difference
Mean Hourly Rate		13.4%		86.6%	£22.03	£25.44	£3.41
Median Hourly Rate		2.1%		97.9%	£20.08	£20.52	£0.44
Pay Quartile Information				Workforce Composition			
Pay Quartiles		Female	Male	Total	Female Headcount	Male Headcount	Total Headcount
Proportion of females and males paid above the 75th percentile		56.5%	43.5%	100%	454	349	803
Proportion of females and males paid between the median and the 75th percentile		56.5%	43.5%	100%	454	350	804
Proportion of females and males paid between the median and the 25th percentile		61.3%	38.7%	100%	492	311	803
Proportion of females and males paid below the 25th percentile		56.8%	43.2%	100%	457	347	804
Bonus Information				Additional Information			
Bonus Pay		Gender Bonus Gap		Female Bonus as a % of Male Bonus	Bonus Pay Female	Bonus Pay Male	Difference
Mean Bonus		-27.9%		128%	£883.78	£691.06	-£192.71
Median Bonus		-53.5%		153%	£1,000.00	£651.58	-£348.42
Bonuses Paid							
Females paid a bonus as % of all females		0.16%					
Males paid a bonus as % of all males		4.79%					