

Gender Pay Gap Reporting - 31 March 2024

Statutory Reporting Data				Extra Data for London Councils Benchmarking			
Pay Rates		Gender Pay gap		Female Pay as a percentage of Male Pay	Hourly Rate (Female)	Hourly Rate (Male)	Difference
Mean Hourly Rate		4.1%		95.9%	£23.57	£24.57	£1.00
Median Hourly Rate		1.9%		98.1%	£21.31	£21.73	£0.42
Pay Quartile Information				Workforce Composition (Full Pay Eligible GPG)			
Pay Quartiles	Female	Male	Total	Female Headcount	Male Headcount	Total Headcount	
Proportion of females and males paid above the 75th percentile	57.0%	43.0%	100%	460	347	807	
Proportion of females and males paid between the median and the 75th percentile	56.4%	43.6%	100%	456	352	808	
Proportion of females and males paid between the median and the 25th percentile	65.3%	34.7%	100%	528	280	808	
Proportion of females and males paid below the 25th percentile	51.5%	48.5%	100%	416	392	808	
Bonus Information				Additional Information			
Bonus Pay		Gender Bonus Gap		Female Bonus as a percentage of Male Bonus	Bonus Pay Female	Bonus Pay Male	Difference
Mean Bonus		100.0%		0%	£0.00	£460.33	£460.33
Median Bonus		100.0%		0%	£0.00	£481.75	£481.75
Bonuses Paid							
Females paid a bonus as % of all females		0.00%					
Males paid a bonus as % of all males		5.18%					