

**Gender Pay Gap Reporting**  
Snap shot date 31 March 2018

Statutory part of template (data that must be provided under the Equalities Act)				Possible extra data for local collection by London Councils for local benchmarking*			
<b>Pay rates</b>	<b>Gender pay gap - the difference between women's pay and men's pay as a percentage of men's pay (minus % means women have higher pay, positive % means men have higher pay)</b>			<b>Gender pay gap - women's pay as a percentage of men's pay</b>	<b>Hourly rate of women</b>	<b>Hourly rate of men</b>	<b>Difference £</b>
Mean hourly rate (Male hrly rate - Female hrly rate) / Male hrly rate x 100	-4.6%			104.6%	18.51	17.70	0.81
Median hourly rate (as above calc but for median hourly rates)	-16.8%			116.8%	17.91	15.34	2.57
Pay Quartile Information				Workforce composition			
<b>Pay quartiles</b>	<b>Women</b>	<b>Men</b>	<b>Total</b>	<b>Women headcount</b>	<b>Men headcount</b>	<b>Total headcount</b>	
Proportion of women and men in the <b>upper quartile</b> (paid above the 75th percentile point)	56%	44%	100%	599	464	1063	
Proportion of women and men in the <b>upper middle quartile</b> (paid above the median and at or below the 75th percentile point)	60%	40%	100%	632	430	1062	
Proportion of women and men in the <b>lower middle quartile</b> (paid above the 25th percentile point and at or below the median)	51%	49%	100%	545	517	1062	
Proportion of women and men in the <b>lower quartile</b> (paid below the 25th percentile point)	44%	56%	100%	472	590	1062	
<b>Bonus pay</b>	<b>Bonus Gender Pay Gap - the difference between women's bonus and men's bonus as a % of men's bonus</b>			<b>Bonus Gender Pay Gap - women's bonus as a % of men's bonus</b>	<b>Bonus pay of women</b>	<b>Bonus pay of men</b>	<b>Difference £</b>
Mean bonus	38.6%			61.4%	5115.91	8331.91	-3216.01
Median bonus	57.4%			42.6%	3780	8872.375	-5092.375
Bonuses paid							
Women paid bonus as % of all women	0.13%						
Men paid bonus as % of all men	7%						