

Gender Pay Gap Reporting

Statutory Part of the Template Data That Must be Provided Under the Equalities Act		Extra Data for Local Collection by London Councils For Local Benchmarking			
Pay Rates	Gender Pay Gap The difference between Female and Male pay as a percentage of Male pay <i>A minus % means Female employees have higher pay, a positive % means Male employees have higher pay</i>	Gender Pay Gap Female pay as a percentage of Male pay	Hourly Rate Female	Hourly Rate Male	Difference £
Mean Hourly Rate (Male Hourly Rate - Female Hourly Rate) / Male Hourly Rate x 100	-1.24%	101.24%	£ 20.17	£ 19.93	-£ 0.25
Median Hourly Rate As Above Calculation but for Median Hourly Rates	-2.52%	102.52%	£ 19.15	£ 18.68	-£ 0.47

Pay Quartile Information			
Pay Quartiles	Female	Male	Total
Proportion of Female and Male in the Upper Quartile Paid Above the 75th Percentile Point	54.25%	45.75%	100.00%
Proportion of Female and Male in The Upper Middle Quartile Paid Above the Median and at or Below the 75th Percentile Point	58.79%	41.21%	100.00%
Proportion of Female and Male in the Lower Middle Quartile Paid Above the 25th Percentile Point and at or Below the Median	56.10%	43.90%	100.00%
Proportion of Female and Male in the Lower Quartile Paid Below the 25th Percentile Point	50.48%	49.52%	100.00%

Workforce Composition		
Female Headcount	Male Headcount	Total Headcount
626	528	1,154
679	476	1,155
648	507	1,155
583	572	1,155
2,536	2,083	4,619

Bonus Pay	Bonus Gender Pay Gap The difference between Female bonus and Male bonus as a % of Male bonus
Mean bonus	17.19%
Median bonus	34.18%
Bonuses Paid	
Female Paid Bonus as % of All Females	0.16%
Male Paid Bonus as % of All Males	7.25%

Bonus Gender Pay Gap Female bonus as a % of Male bonus	Bonus Pay Female	Bonus Pay Male	Difference £
82.81%	£ 8,462.52	£ 10,219.60	£ 1,757.09
65.82%	£ 8,479.11	£ 12,881.80	£ 4,402.70