


Gender Pay Gap Reporting - 31 March 2018							
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		3.9%		96.1%	£18.35	£19.10	£0.75
Median Hourly Rate		0.0%		100.0%	£17.03	£17.03	£0.00
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.		60%	40%	100%	309	209	518
Proportion of females and males paid between the median and 75th percentile.		68%	32%	100%	354	165	519
Proportion of females and males paid between the median and 25th percentile.		76%	24%	100%	393	126	519
Proportion of females and males paid below the 25th percentile.		59%	41%	100%	307	212	519
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		0.0%		100.0%	£0	£0	£0
Median Bonus		0.0%		100.0%	£0	£0	£0
Bonuses Paid							
Females paid a bonus as % of all females		0%					
Males paid a bonus as % of all males		0%					