


Gender Pay Gap Reporting - 31 March 2017							
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		1.0%		99.0%	£18.70	£18.89	£0.19
Median Hourly Rate		1.9%		98.1%	£16.86	£17.19	£0.33
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.		62%	38%	100%	348	210	558
Proportion of females and males paid between the median and 75th percentile.		67%	33%	100%	373	187	560
Proportion of females and males paid between the median and 25th percentile.		74%	26%	100%	412	147	559
Proportion of females and males paid below the 25th percentile.		61%	39%	100%	343	217	560
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%					