

Gender Pay Gap Report (April 2024 to March 2025)

Introduction

The tables below are provided in full compliance with Government guidelines on the publishing of gender pay data, presented in a format adopted by the majority of Councils in the London Councils area.

Pay data tables

Pay rates	Gender pay gap - the difference between women's pay and men's pay as a percentage of men's pay	
Mean hourly rate	5.56%	
Median hourly rate	3.21%	
Pay quartiles	Women	Men
Proportion of women and men in the upper quartile (paid above the 75th percentile point)	57.37%	42.63%
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)	62.89%	37.11%
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	65.85%	34.15%
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	63.10%	36.90%
Bonus pay	Bonus Gender Pay Gap - the difference women's bonus and men's bonus as a % of men's bonus	
Mean bonus	46.76%	
Median bonus	46.63%	
Bonuses paid	Women	Men
Who received bonus pay	4.81%	8.09%

Definitions

The definitions for the figures in the tables above, produced in line with published government guidance are:

1. Mean GPG

Difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

Calculation represents the percentage of the mean hourly rate of pay of male full- pay employees
[Mean pay for male full-pay employees (A) - Mean pay for female full-pay employees

$(B)] / \text{Mean pay for male full-pay employees (A)} \times 100$

2. Median GPG

Difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

Calculation represents the percentage of the median hourly rate of pay of male full-pay employees
 $[\text{Median pay for male full-pay employees (A)} - \text{Median pay for female full-pay employees (B)}] /$
 $\text{Median pay for male full-pay employees (A)} \times 100$

3. Mean Bonus Gap

Difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees

Calculation represents the percentage of the mean bonus hourly rate of pay of male full-pay relevant employees
 $[\text{Mean bonus pay for male full-pay employees (A)} - \text{Mean bonus pay for female full-pay employees (B)}] /$
 $\text{Mean bonus pay for male full-pay employees (A)} \times 100$

4. Median Bonus Gap

Difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees

Calculation represents the percentage of the median bonus pay of male full-pay relevant employees
 $[\text{Median bonus pay for male full-pay employees (A)} - \text{Median bonus pay for female full-pay employees (B)}] /$
 $\text{Median bonus pay for male full-pay employees (A)} \times 100$

5. Bonus Proportions

These represent the proportions of male and female relevant employees who were paid bonus pay during the relevant period

Calculation is expressed as percentage:

$[\text{number of male relevant employees who were paid bonus pay} / \text{number of male relevant employees}] \times 100$

And $[\text{number of female relevant employees who were paid bonus pay} / \text{number of female relevant employees}] \times 100$.

6. Quartile Pay Bands Proportions

These represent the proportion of full-pay relevant male and female employees in each of four quartile pay bands

Calculation is expressed as percentage:

$[\text{number of male full-pay relevant employees in a quartile pay band (A)} / \text{total number of employees in the quartile (C)}] \times 100$

$[\text{number of female full-pay relevant employees in a quartile pay band (B)} / \text{total number of employees in the quartile (C)}] \times 100$