

London Councils Template for boroughs - Gender Pay Gap Reporting 2022

| 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* | | | |
|---|---|-----|-------|---|-----------------------------|---------------------------|---------------------|
| Pay rates | 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) | | | Gender pay gap - women's pay as a percentage of men's pay | Hourly rate of women | Hourly rate of men | Difference £ |
| Mean hourly rate (Male hrly rate - Female hrly rate) / Male hrly rate x | 2.5% | | | 97.5% | £19.28 | £19.77 | -£0.49 |
| Median hourly rate (as above calc but | 0.0% | | | 100.0% | £17.15 | £17.15 | £0.00 |
| Pay Quartile Information | | | | Workforce composition | | | |
| Pay quartiles | Women | Men | Total | Women headcount | Men headcount | Total headcount | |
| Proportion of women and men in the upper quartile (paid above the 75th percentile point) | 59% | 41% | 100% | 516 | 353 | 869 | |
| Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point) | 67% | 33% | 100% | 583 | 286 | 869 | |
| Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median) | 67% | 33% | 100% | 580 | 289 | 869 | |
| Proportion of women and men in the lower quartile (paid below the 25th percentile point) | 55% | 45% | 100% | 476 | 394 | 870 | |
| Bonus pay | Bonus Gender Pay Gap - the difference between women's bonus and men's bonus as a % of men's bonus | | | Bonus Gender Pay Gap - women's bonus as a % of men's bonus | Bonus pay of women | Bonus pay of men | Difference £ |
| Mean bonus | 0.0% | | | 100.0% | £0 | £0 | £0 |
| Median bonus | 0.0% | | | 100.0% | £0 | £0 | £0 |
| Bonuses paid | | | | | | | |
| Women paid bonus as % of all | 0% | | | | | | |
| Men paid bonus as % of all men | 0% | | | | | | |