|  |  |  |
| --- | --- | --- |
| **Pay** | | |
| Mean gender pay gap in hourly pay (men currently earn more) | | 9.2% |
| Median gender pay gap in hourly pay (men currently earn more) | | 15.5% |
| **Bonus** (the Council does not operate performance related pay or a bonus scheme) | | |
| Mean bonus gender pay gap | | 0% |
| Median bonus gender pay gap | | 0% |
| Proportion of males receiving a bonus payment | | 0% |
| Proportion of females receiving a bonus payment | | 0% |
| **Pay quartiles** | | |
| Top quartile | Male | 47.2% |
| Female | 52.8% |
| Upper middle quartile | Male | 37.0% |
| Female | 63.0% |
| Lower middle quartile | Male | 37.0% |
| Female | 63.0% |
| Lower quartile | Male | 30.6% |
| Female | 69.4% |

**Winchester City Council Gender Pay Gap Data as at 31 March 2021**