

Winchester City Council gender pay gap as at 31 March 2017

From April 2017, employers with 250 or more employees are required to publish information each year to show the difference in average pay between their male and female employees.

Winchester City Council's gender pay and workforce profile data as at 31 March 2017 is shown below.

Workforce by gender

Just under two thirds of the Council's workforce are female and just over a third are male



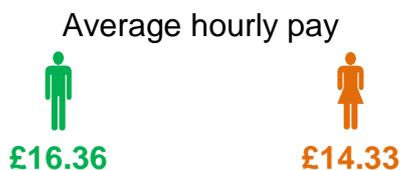
Full and part-time gender ratios

A greater proportion of females at the council work part-time than males



Mean (average) hourly pay gap

On average male employees at the Council earn £2.03 per hour more than female employees.



The Council's mean pay gap is 12.41%

This is below the national mean pay gap of 17.4% (Office for National Statistics Annual Survey of Hours and Earnings October 2017)

Median (middle) hourly pay gap

The midpoint male at the council earns £1.08 per hour more than the midpoint male



The Council's median pay gap is £7.28%

This is significantly below the national mean pay gap of 18.4% (Office for National Statistics Annual Survey of Hours and Earnings October 2017)

Bonus pay

The Council does operate performance related pay or a bonus scheme therefore there is no bonus pay gap

Mean bonus pay gap 0%	0% women received a bonus
Median bonus pay gap 0%	0% men received a bonus

Proportion of men & women in each quartile (by hourly pay)

The data below shows the proportion of male and female employees in each quartile ranked from highest to lowest by hourly rate. Quartiles divide the workforce into 4 equal parts (each quartile is made up of 25% of the workforce)

