

### Winchester City Council Gender Pay Gap Data as at 31 March 2020

Pay		
Mean gender pay gap in hourly pay (men currently earn more)		8.3%
Median gender pay gap in hourly pay (men currently earn more)		7.4%
<b>Bonus</b> (the Council does not operate performance related pay or a bonus scheme)		
Mean bonus gender pay gap (men currently earn more)		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	48.7%
	Female	51.3%
Upper middle quartile	Male	37.4%
	Female	62.6%
Lower middle quartile	Male	36.5%
	Female	63.5%
Lower quartile	Male	35.7%
	Female	64.3%