

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

<b>Pay</b>		
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%
<b>Bonus</b> (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%
<b>Pay quartiles</b>		
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%