|  |  |  |
| --- | --- | --- |
| **Pay** | | |
| Mean gender pay gap in hourly pay (men currently earn more) | | 7.4% |
| Median gender pay gap in hourly pay (men currently earn more) | | 13.9% |
| **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 | Men | 51.4% |
| Women | 48.6% |
| Upper middle quartile | Men | 35.2% |
| Women | 64.8% |
| Lower middle quartile | Men | 33.3% |
| Women | 66.7% |
| Lower quartile | Men | 35.8% |
| Women | 64.2% |

**Winchester City Council Gender Pay Gap Data as at 31 March 2022**