

Winchester City Council Gender Pay Gap Data as at 31 March 2025

Pay		
Mean gender pay gap in hourly pay (men currently earn more)		6.4%
Median gender pay gap in hourly pay (men currently earn more)		13.1%
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	51.3%
	Women	48.7%
Upper middle quartile	Men	36.3%
	Women	63.7%
Lower middle quartile	Men	34.5%
	Women	65.5%
Lower quartile	Men	33.6%
	Women	66.4%