

Gender Pay Gap Reporting - 31 March 2024								
Statutory Reporting Data				Extra Data for London Councils Benchmarking				
Pay Rates		Gender Pay gap		Female Pay as a percentage of Male Pay	Hourly Rate (Female)	Hourly Rate (Male)	Difference	
Mean Hourly Rate		0.5%		99.5%	£23.53	£23.65	£0.12	
Median Hourly Rate		1.7%		98.3%	£21.35	£21.73	£0.38	
Pay Quartile Information				Workforce Composition (FullPay Eligible GPG)				
Pay Quartiles		Female	Male	Total	Female Headcount	Male Headcount		Total Headcount
Proportion of females and males paid above the 75th percentile		57.2%	42.8%	100%	462	345		807
Proportion of females and males paid between the median and the 75th percentile		56.4%	43.6%	100%	455	352		807
Proportion of females and males paid between the median and the 25th percentile		65.3%	34.7%	100%	527	280		807
Proportion of females and males paid below the 25th percentile		51.5%	48.5%	100%	416	391		807
Bonus Information				Additional Information				
Bonus Pay		Gender Bonus Gap		Female Bonus as a percentage of Male Bonus	Bonus Pay Female	Bonus Pay Male	Difference	
Mean Bonus		100.0%		0%	£0.00	£460.33	£460.33	
Median Bonus		100.0%		0%	£0.00	£481.75	£481.75	
Bonuses Paid								
Females paid a bonus as % of all females		0.00%						
Males paid a bonus as % of all males		5.19%						