

## Gender Pay Gap Data for year ending 31<sup>st</sup> March 2018

The gender pay gap information below is a snapshot of pay that shows the difference in earnings between women and men.

This is the second year of reporting our gender pay gap. The results of our gender pay gap are displayed below:

Mean gender pay gap: 16.7%

This is the difference between the average hourly rate for men and the average hourly rate for women expressed as a percentage of the average hourly rate for men.

Median gender pay gap: 17.3%

This is the difference between the middle value hourly rate for men and the middle value hourly rate for women expressed as a percentage of the median.

### Gender Pay Quartiles

| Pay Quartile          | Male % | Female % |
|-----------------------|--------|----------|
| Upper Quartile        | 17%    | 83%      |
| Upper Middle Quartile | 17.0%  | 82.9%    |
| Lower Middle Quartile | 24.4%  | 75.6%    |
| Lower Quartile        | 35.5%  | 64.5%    |

### Bonus Pay

West Berkshire Council do not operate a bonus scheme however managers can award honoraria for performance related reasons and these payments have been classified as a bonus.

3.8% of women received a bonus

2.7% of men received a bonus

Women's mean bonus pay is 0% lower than men's

Women's median bonus pay is -2.4% lower than men's