

Appendix B

Gender pay gap

What information the Council is required to publish

Employers with more than 250 employees must publish the results of the following six calculations based on the pay period in which 31 March (the 'snapshot' date for local government employers) falls in each year from 2017 onwards:-

Mean gender pay gap	% difference between the mean hourly rate of pay of male and female employees
Median gender pay gap	% difference between the median hourly rate of pay of male and female employees
Mean bonus gender pay gap	% difference between the mean bonus pay paid to male and female employees*
Median bonus gender pay gap	% difference between the median bonus pay paid to male and female employees*
Bonus proportions	% of male and female employees who were paid bonus pay during the relevant period*
Quartile pay band proportions	Proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands

*Please note that the calculations relating to bonus pay are not required for WCC.

Key points about the basis of the calculations:-

- The mean average involves adding up all the numbers and dividing the result by how many numbers are on the list. The median average involves listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.
- The data is based on 'full time relevant employees' i.e. those employed on the 'snapshot date' and paid their usual full basic pay during the relevant pay period.
- The data is based on 'ordinary pay', defined as basic pay, allowances, pay for piecework, pay for leave and shift premium pay but not overtime pay; redundancy or other termination payments, pay in lieu of leave, or non-cash benefits.
- The calculations are based on head count and not on 'full time equivalent' (FTE) numbers of employees.