

Appendix 2

Quartiles by grade within Leicestershire County Council¹

	Lower quartile		Lower middle quartile		Upper middle quartile		Upper quartile	
	F	M	F	M	F	M	F	M
Grade 2 (£14,514)	537	15	78	17				
Grade 3 (£14,514 - £14,619)	42	31	55	2				
Grade 4 (£14,769 - £15,414)	68	8	6	5		1		
Grade 5 (£15,507 - £16,192)	441	106	24	69	4	4		2
Grade 6 (£16,588 - £17,824)	160	45	511	113				
Grade 7 (£18,316 - £19,940)			194	54	10	63		
Grade 8 (£20,522 - £22,434)			233	91	231	111		1
Grade 9 (£23,167 - £25,622)					503	105	5	28
Grade 10 (£26,582 - £29,858)					298	118	73	61
Grade 11 (£30,542 - £32,975)					4	1	282	107
Grade 12 (£33,997 - £37,499)							266	152
Grade 13 (£38,732 - £42,790)							169	91
Grade 14 (£44,165 - £48,865)							56	42
Grade 15 (£50,450 - £55,679)							44	21
Grade 16 (£57,903 - £65,584)							7	12
Grade 17 (£68,493 - £78,098)							5	9
Grade 18 (£80,474 - £91,255)							5	5
Grade 19 (£100,654 - £113,326)							2	5
Grade 20 (£116,922 - £128,966)								3
Grade 21 (£126,779 - £145,092)								1
Grade 22 (£169,665 - £188,851)								1

Key: **F** = Female, **M** = Male

¹ Please note that official government guidance states that Gender Pay Gap reporting requires other monetary payments such as allowances and shift premium pay to be taken into account when calculating hourly pay. This is in addition to basic pay. Due to this reason there are a small number of anomalies whereby some employees in lower grades are currently accounted for in higher quartiles. As stated earlier these are initial results which are subject to further data review before the official publishing date of 30th March 2018.

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