

## Glossary of key terms in this report

<b>Full-pay Employees</b>	'Full-pay Employees' are employees that are paid their full usual pay during the pay period in which the snapshot date falls (31 March 2018 for the Council)
<b>Mean</b>	The mean can be defined as the average of a set of numbers. This is achieved by adding up the values and then dividing by the number of values
<b>Median</b>	The median can be defined as the middle number in a ranked list of numbers. The median can be used to determine an approximate average
<b>Quartile</b>	<p>Quartiles divide ranked data into four quarters. These are:</p> <ul style="list-style-type: none"> <li>• <b>Lower quartile</b> - The lowest 25% of numbers</li> <li>• <b>Lower middle quartile</b> - The second lowest 25% of numbers</li> <li>• <b>Upper middle quartile</b> - The second highest 25% of numbers</li> <li>• <b>Upper quartile</b> - The highest 25% of numbers</li> </ul>

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