

Appendix 2

Comparative table showing the Council against other councils who have already published their results for March 2018 (rounded to nearest whole figure)

	Leicestershire County Council (over 5K employees)	St Helen's Metropolitan Borough Council (1k to 5k employees)	North Somerset Council (over 5K employees)	Newcastle City Council (over 5K employees)
Mean¹	12% lower than Males (2017: 18%)	9% lower than Males (2017: 9%)	14% lower than Males (2017: 14%)	4.6% lower than Males (2017: 12.6%)
Median²	9% lower than Males (2017: 20%)	0% lower than Males (2017: 7%)	14% lower than Males (2017: 14%)	6% lower than Males (2017: 12.6%)
Lower quartile	21% Male (2017: 14%)	22% Male (2017: 36%)	23% Male (2017: 23%)	29% Male (2017: 29%)
	79% Female (2017: 86%)	78% Female (2017: 64%)	77% Female (2017: 77%)	71% Female (2017: 71%)
Lower middle quartile	27% Male (2017: 24%)	37% Male (2017: 30%)	17% Male (2017: 17%)	47% Male (2017: 49%)
	73% Female (2017: 76%)	63% Female (2017: 70%)	83% Female (2017: 83%)	53% Female (2017: 51%)
Higher middle quartile	26% Male (2017: 28%)	30% Male (2017: 37%)	25% Male (2017: 25%)	52% Male (2017: 57%)
	74% Female (2017: 72%)	70% Female (2017: 63%)	75% Female (2017: 75%)	48% Female (2017: 43%)
Upper quartile	35% Male (2017: 37%)	35% Male (2017: 20%)	40% Male (2017: 40%)	45% Male (2017: 43%)
	65% Female (2017: 63%)	65% Female (2017: 80%)	60% Female (2017: 60%)	55% Female (2017: 57%)

¹ Please also note that the overall UK Gender Pay Gap for all employees is approx. 14.1% for mean hourly pay according to the ONS. This means the Council is approx. better than average for mean pay - <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2017provisionaland2016revisedresults#gender-pay-differences>

² Please also note that the overall UK Gender Pay Gap for all employees is approx. 9.1% for median hourly pay according to the ONS. This means the Council is approx. on average for median pay - <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2017provisionaland2016revisedresults>

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