

## Appendix 2

Comparative table showing the Council against other councils who have already published their results for March 2019 (rounded to nearest whole figure)

	<b>Leicestershire County Council</b> <small>(over 5K employees)</small>	<b>Warwickshire County Council</b> <small>(1K to 5K employees)</small>	<b>Devon County Council</b> <small>(1K to 5K employees)</small>	<b>Newcastle City Council</b> <small>(over 5K employees)</small>
<b>Mean</b>	12% lower than Males	3% lower than Males	12% lower than Males	3.6% lower than Males
<b>Median<sup>1</sup></b>	7% lower than Males	11% lower than Males	17% lower than Males	6% lower than Males
<b>Lower quartile</b>	20% Male 80% Female	28% Male 72% Female	22% Male 78% Female	31% Male 69% Female
<b>Lower middle quartile</b>	31% Male 69% Female	27% Male 73% Female	24% Male 76% Female	48% Male 52% Female
<b>Higher middle quartile</b>	23% Male 77% Female	39% Male 60% Female	29% Male 71% Female	51% Male 49% Female
<b>Upper quartile</b>	35% Male 65% Female	35% Male 65% Female	40% Male 60% Female	44% Male 56% Female

<sup>1</sup> Please also note that the overall UK Gender Pay Gap in 2018 for County Councils is approx. 13.1% for median hourly pay according to the ONS. The Council is approx. below average for median pay - <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2017provisionaland2016revisedresults>

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