

GENDER PAY GAP INDICATORS

From 2017/18, public and private sector employers with 250 or more employees are required to publish data on the gender pay gap within their organisation.

The UK's overall gender pay gap for both full-time and part-time roles fell from 18.4% in 2017 to 17.9% in April 2018 (source: Office of National Statistics).

The figures outlined below are those that require publication:

1. GENDER PAY GAP -50.00% MEDIAN		2. GENDER PAY GAP -18.00% MEAN		4. BONUS GAP 0.00% MEDIAN		5. BONUS GAP 0.00% MEAN	
3. PROPORTION OF WOMEN IN EACH PAY QUARTILE 5.00% 51.00% 74.00% 52.00% LOWER LOWER MID UPPER MID UPPER				6. BONUS PAID 39.4% 0% MEN WOMEN			

1. The Median Gender Pay Gap - The average man at Three Rivers District Council is paid 50% less than the average woman. Another way of expressing this is that she takes home £1.50 for every £1 that her male colleagues earn. This is because our lowest paid employees are manual workers, all of whom are men.
2. The Mean Gender Pay Gap - When comparing mean hourly wages, women's mean hourly wage is 18% higher than men's.
3. Proportion of women in each pay quarter - Women make up 52% of higher-paid jobs and 5% of the lowest paid jobs. The main change in the quartiles relate to the upper quartile as there are now more females this year compared to last year.
4. Median Bonus Gap difference in median bonus pay: 0%
5. Mean Bonus Gap difference in mean bonus pay: 0%
6. Percentage bonuses paid: The Council does not have provision for the payment of bonuses within its main terms and conditions; however a small group of employees in the grounds maintenance department have this retained right due to TUPE transfer. All transferring staff eligible for this payment are men and this is why no women received a bonus.
7. Size of our organisation: 250 to 499