

Gender Pay Gap Data 2017

The gender pay gap information below is a snapshot of pay that shows the difference in earnings between women and men.

This is the first year of reporting our gender pay gap. The results of our gender pay gap are displayed below:

Mean gender pay gap: 19.5%

This is the difference between the average hourly rate for men and the average for women expressed as a percentage of the average hourly rate for men.

Median gender pay gap 15.7%

This is the difference between the middle value hourly rate for men and the middle value for women expressed as a percentage of the median

Gender Pay Quartiles

Pay Quartile	Male %	Female %
Upper Quartile	35%	65%
Upper Middle quartile	16.2%	83.8%
Lower Middle Quartile	26.8%	73.2%
Lower Quartile	16%	84%

Bonus Pay

West Berkshire Council do not operate a bonus scheme however managers can award honoraria for performance related reasons and these payments have been classified as a bonus.

1.4% of women received a bonus

2% of men received a bonus

Women's mean bonus pay is 65.5% lower than men's

Women's median bonus pay is 66.7% lower than men's