



Winchester City Council gender pay gap comparison 2017 & 2018





From April 2017, employers with 250 or more employees are required to publish information each year to show the difference in average pay between their male and female employees.

Winchester City Council's gender pay and workforce profile data as at 31 March 2018 and 31 March 2017 is shown below.



Workforce by gender

			
2018	40%	60%	Just under two thirds of the Council's workforce are female and just over a third are male
2017	40%	60%	Just under two thirds of the Council's workforce are female and just over a third are male

Full and part-time gender ratios



	Full-time gender ratio		Part-time gender ratio		
					
2018	1.1	1	1	7	A greater proportion of females at the council work part-time than males
2017	1.1	1	1	6	A greater proportion of females at the council work part-time than males

Mean (average) hourly pay gap

				
2018	Hourly pay	£16.80	£14.55	On average male employees at the Council earn £2.25 per hour more than female employees
	Pay gap	13.4% (National pay gap 17.5%*)		
2017	Hourly pay	£16.36	£14.33	On average male employees at the Council earn £2.03 per hour more than female employees
	Pay gap	12.4% (National pay gap 17.4%*)		

* Office for National Statistics

Median (middle) hourly pay gap

				
2018	Hourly pay	£15.62	£13.89	On average male employees at the Council earn £1.73 per hour more than female employees
	Pay gap	11.1% (National pay gap 19.0%*)		
2017	Hourly pay	£14.83	£13.75	On average male employees at the Council earn £1.08 per hour more than female employees
	Pay gap	7.28% (National pay gap 18.4%*)		

* Office for National Statistics

Bonus pay

The Council does operate performance related pay or a bonus scheme therefore there is no bonus pay gap for 2018 and 2017

Mean bonus pay gap 0%	0% women received a bonus
Median bonus pay gap 0%	0% men received a bonus

Proportion of men & women in each quartile (by hourly pay)

The data below shows the proportion of male and female employees in each quartile ranked from highest to lowest by hourly rate.

Quartiles divide the workforce into 4 equal parts (each quartile is made up of 25% of the workforce)

