

Gender Pay Gap Reporting - 2021/2022							
Statutory part of template (data that must be provided under the Equalities Act)				Possible extra data for local collection by London Councils			
Pay rates		Gender pay gap - the difference between women's pay and men's pay as a percentage of men's pay (minus % means women have higher pay, positive % means men have higher pay)		Gender pay gap - women's pay as a percentage of men's pay	Hourly rate of women	Hourly rate of men	Difference £
Mean hourly rate (Male hrly rate - Female hrly rate) / Male hrly rate x 100		2.53%		97.5%	£23.54	£24.15	-£0.61
Median hourly rate (as above calc but for median hourly rates)		0.00%		100.0%	£22.00	£22.00	£0.00
Pay Quartile Information				Workforce composition			
Pay quartiles		Women	Men	Total	Women headcount	Men headcount	Total headcount
Proportion of women and men in the upper quartile (paid above the 75th percentile point)		55.00%	45.00%	100%	369	302	671
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)		62.00%	38.00%	100%	416	254	670
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)		66.00%	34.00%	100%	445	225	670
Proportion of women and men in the lower quartile (paid below the 25th percentile point)		57.00%	43.00%	100%	385	285	670
Bonus pay		Bonus Gender Pay Gap - the difference between women's bonus and men's bonus as a % of men's bonus		Bonus Gender Pay Gap - women's bonus as a % of men's bonus	Bonus pay of women	Bonus pay of men	Difference £
Mean bonus		0.0%		100.0%	0	£0.00	£0.00
Median bonus		0.0%		100.0%	0	£0.00	£0.00
Bonuses paid							
Women paid bonus as % of all women		0%					
Men paid bonus as % of all men		0%					