

## Appendix A: Requirements of Mandatory Gender Pay Gap reporting

Mean Gender Pay Gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
Median Gender Pay Gap	The difference between the median hourly rate of pay of male full pay relevant employees and that of female full-pay relevant employees.
Mean Bonus Gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
Median Bonus Gap	The difference between the median bonus paid to male relevant employees and that paid to female relevant employees.
Bonus Proportions	The proportions of male and female relevant employees who were paid bonus pay during the relevant period (1 April 2019 to 31 March 2020).
Quartile Pay Bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

## Appendix B: Formula for calculating Gender Pay Gap

$$\text{Gender Pay Gap} = \frac{\text{Hourly Rate (Men)} - \text{Hourly Rate (Women)}}{\text{Hourly Rate (Men)}} \times 100$$

### Definitions

**Mean** average (sum of hourly rates/ number of employees)

**Median** middle value of an ordered set of data

## Appendix C: Assimilation of all salaries to the Council's pay grades

Grade Range Start (£)	Grade Range End (£)	Equivalent Grade	Grade Range Start (£)	Grade Range End (£)	Equivalent Grade
0.01	17,363.00	Grade 1	54,628.01	62,821.00	Grade 13
17,363.01	18,064.00	Grade 2	62,821.01	72,238.00	Grade 14
18,064.01	18,794.00	Grade 3	72,238.01	83,081.00	Grade 15
18,794.01	19,944.00	Grade 4	83,081.01	95,538.00	Grade 16
19,944.01	22,461.00	Grade 5	95,538.01	103,665.00	Grade 17
22,461.01	25,294.00	Grade 6	103,665.01	113,665.00	Executive 1
25,294.01	28,784.00	Grade 7	113,665.01	123,665.00	Executive 2
28,784.01	32,028.00	Grade 8	123,665.01	133,665.00	Executive 3
32,028.01	36,875.00	Grade 9	133,665.01	143,665.00	Executive 4
36,875.01	41,674.00	Grade 10	143,665.01	153,665.00	Executive 5
41,674.01	46,084.00	Grade 11	153,665.01	163,666.00	Executive 6
46,084.01	54,628.00	Grade 12			