

Gender Pay Gap - Reporting

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

Thanet District Council has published its gender pay gap on <https://gender-pay-gap.service.gov.uk/>

Below are the gender pay results for 31 March 2018.

(The requirement to report on differences in bonus payments does not apply since Thanet District Council does not have bonus payments)

The Gender Pay Gap in hourly rate as a percentage of men's pay:

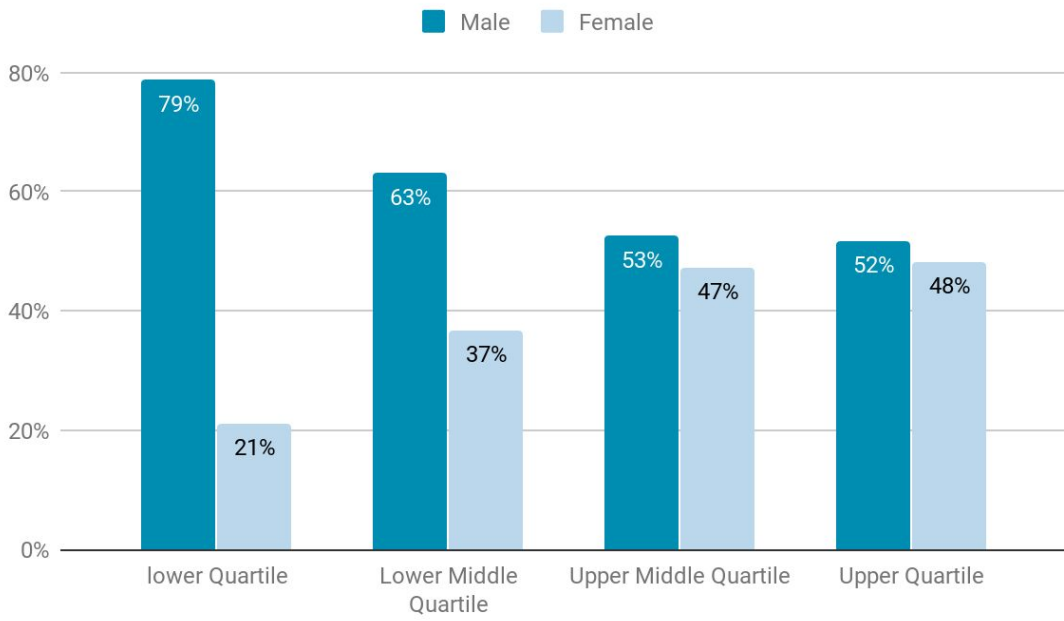
Mean	-8.71%
Median	-27.64%

Hourly Pay Quartiles

The reporting requires that the workforce is split into 4 equal groups of staff (quartiles):

- **Lower quartile** is the **lowest** paid staff
- **Upper quartile** is the **highest** paid staff

	Male	Female
Lower Quartile	79%	21%
Lower Middle Quartile	63%	37%
Upper Middle Quartile	53%	47%
Upper Quartile	52%	48%



The workforce has changed from the previous year due to the outsourcing of some council functions to Civica