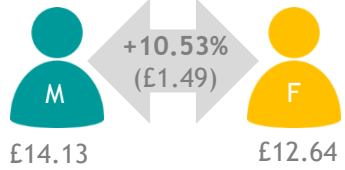


# Gender Pay Gap 2017 (based on a snapshot of pay at 31/03/2017)

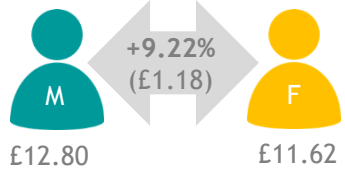
## Overall Gender Pay Gap

**Mean** (average hourly rate of pay)



Worcestershire County Council's mean gap is lower than the national average of 18.1% (ONS 2016 Annual Survey of Hours and Earnings)

**Median** (middle hourly rate of pay)



Worcestershire County Council's median gap is lower than the national average of 23.0% (CMI 2016 Gender Pay Survey)

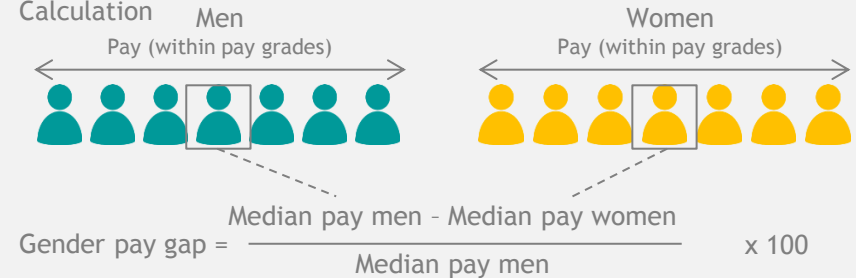
Figures are significantly affected by the make up of the workforce which is 73% female.

The gender pay gap is a measure of any disparity in pay between the average earnings of males and females. This analysis looks at the gender pay differences within Worcestershire County Council, focusing on the overall pay difference between the male and female workforce. A positive pay gap indicates that men are paid more, a negative pay gap indicates that women are paid more.

Note: The gender pay gap is different to equal pay. Equal pay relates to men and women receiving equal pay for equal work (not meeting this requirement is unlawful in the UK).

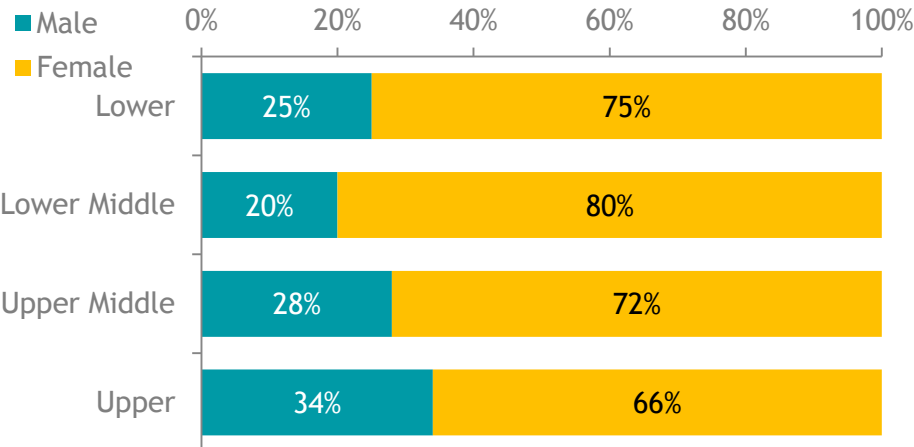
The overall gender pay gap is defined as the difference between the median (actual midpoint) or mean (average) of the basic annual earnings of men and women expressed as a percentage of the median or mean basic annual earnings of men.

Gender Pay Gap Calculation



## Quartile Pay Bands

For this calculation the workforce is split into four equal parts and that the proportions of male and female employees in each quartile are shown.



## Workforce

