**Gender Pay Results for WM OPCC**

We are voluntarily publishing the Gender Pay Gap results for the second year running and once again the calculations demonstrate that we pay women more than men in all categories.

Context: at the end of March 2018 we had 34 employees, of which 14 were males and 20 female (March 2017: 32, with 10 male and 22 female). The Commissioner and ACCs are not included, nor are contractors including Board Members. (Quick analysis reveals PCC & APCC 2 males, 1 female, Contractors: 1 male, Board Members: 4 males, 2 females)

Answers to the national questions:

1. average gender pay gap as a mean average = -5.8% (Mar 2017 3.6%)
2. average gender pay gap as a median average = -2.94% (Mar 2017 0%)
3. average bonus gender pay gap as a mean average – NIL RETURN
4. average bonus gender pay gap as a median average – NIL RETURN
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment – NIL RETURN
6. proportion of males and females when divided into four groups ordered from lowest to highest pay.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | % Male | | % Female | |
|  | Mar 17 | Mar 18 | Mar 17 | Mar 18 |
| Quartile 1 | 37.5 | 55.56 | 62.5 | 44.44 |
| Quartile 2 | 37.5 | 37.50 | 62.5 | 62.50 |
| Quartile 3 | 12.5 | 33.33 | 87.5 | 66.67 |
| Quartile 4 | 33.3 | 37.50 | 66.7 | 62.50 |

Further detail:

Mean average (all pay for male/female divided by the number in that gender):

* Male £19.75 (Mar 17 £20.01)
* Female £20.90 (Mar17 £20.76)

Median average (line up all of each gender in order of pay and pick the midpoint):

* Males £18.03 (Dec 17 £17.64)
* Female £18.56 (Dec 17 £17.64)

Analysis shows that our gender pay gap has swung in favour of females (shown by the negative percentages in the mean and median figures). The make-up of the office is such that there are females working at all levels and grades across the office, in numbers greater than males, with the exception of Quartile 1.

Polly Reed

January 2019