**Gender Pay Results for WM OPCC**

Although we are not obliged to publish the Gender Pay Gap for our organisation it is good practice to do so. I present the statistics as of end March 2017 and as our workforce has changed over the last months I have also calculated the results 31 December 2017 and include them in brackets where appropriate.

Context: at the end of March 2017 we had 32 employees, of which 10 were males and 22 female (Dec 2017: 35, with 13 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: 5 males, 2 females)

Answers to the national questions:

1. average gender pay gap as a mean average = 3.6% (Dec 2017 -7.2%)
2. average gender pay gap as a median average = 0% (Dec 2017 -6.19%)
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 | Dec 17 | Mar 17 | Dec 17 |
| Quartile 1 | 37.5 | 55.6 | 62.5 | 44.4 |
| Quartile 2 | 37.5 | 33.3 | 62.5 | 66.7 |
| Quartile 3 | 12.5 | 25 | 87.5 | 75 |
| Quartile 4 | 33.3 | 33.3 | 66.7 | 66.7 |

Further detail:

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

* Male £20.01 (Dec 17 £19.83)
* Female £20.76 (Dec 17 £21.27)

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

* Males £17.64 (Dec 17 £18.08)
* Female £17.64 (Dec 17 £19.20)

Analysis shows that our gender pay gap is marginal in March 2017 and by December 2017 it 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 in December 2017.

Polly Reed

1 March 2018