**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.

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