

Bristol City Council Gender Pay Gap data

31st March 2018

Gender Pay is not the same as equal pay. Equal pay is about ensuring that both men and women are paid the same for doing the same or similar jobs. Gender pay looks to see how the balance of pay is distributed in an organisation irrespective of job roles.

Gender Pay Gap

March 2018		
	Mean	Median
Women	£14.72 per hour	£13.72 per hour
Men	£15.33 per hour	£15.06 per hour
Pay Gap	3.99%	8.90%

Quartile

March 2018	Employees			Ratio Men:Women
Quartile (Hourly rate range)	Men	Women	Total	BCC = 41:59
Quartile 1 (£5.00 - £11.23)	543	975	1518	36:64
Quartile 2 (£11.24 - £13.99)	544	974	1518	36:64
Quartile 3 (£14.00 - £17.17)	751	891	1642	46:54
Quartile 4 (£17.18 - £76.71)	625	771	1396	45:55

Bonus

There are no bonus payments made in Bristol City Council.

Statement of Future Intent

Bristol City Council will continue to address the ongoing difference in both mean and median percentages through further analysis of the reasons for disparity at a service level. Some of these are for historic and cultural reasons (national and local), which will take time to find a resolution.

These include encouraging female applicants into traditional male occupations (e.g. engineering and traffic management).