

Comparison Data																		
	Medway Council		Tonbridge & Malling Borough Council		Portsmouth City Council		South Gloucestershire Council		Bracknell Forest Council		Broadland District Council		Broxtoe Borough Council		Chichester District Council			
Womens Mean Hourly Rate is:																		
Lower By:	8.33%		23.90%		11%		11.80%		16.3%		26.8%		7%		3.6%			
Womens Median Hourly Rate is:																		
Lower By:	9.4%		33.6%		15%		12%		23.3%		25.5%		0%		3.4%			
Womens Mean Bonus Pay Is:																		
Lower By:	0.0%		0.0%		48%		0%		17.1%		0.0%		0%		Higher by 165%			
Womens Median Bonus Pay Is:																		
Lower By:	0%		0%		63%		0%		20.9%		0%		0%		Higher by 254%			
Proportion of employees who received Bonus Pay:																		
Male	0.2%		0%		4%		0%		32.6%		0%		0%		0.7%			
Female	0.43%		0%		3%		0%		67.4%		0%		0%		0.3%			
Proportion of employees according to Quartile Bands:																		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Lower	26.5%	73.5%	19.0%	81.0%	22.0%	78.0%	23.6%	73.4%	9.1%	90.9%	19.4%	80.6%	51.2%	48.8%	56.0%	44.0%		
Lower Middle	20.7%	79.3%	26.6%	73.4%	20.0%	80.0%	28.4%	71.6%	20.9%	71.1%	22.4%	77.6%	43.2%	56.8%	39.0%	61.0%		
Upper Middle	26.3%	73.7%	42.9%	57.1%	27.0%	73.0%	30.7%	69.3%	24.2%	75.8%	29.9%	70.1%	48.0%	52.0%	44.0%	56.0%		
Upper Quartile	36.6%	63.4%	56.3%	43.7%	33.0%	67.0%	42.4%	57.6%	24.9%	75.1%	51.5%	48.5%	58.4%	41.6%	57.0%	43.0%		
Comparison average data across councils																		
Medway Council																		
Womens average mean hourly rate is lower by:	13.5%				8.33%													
Womens average median hourly rate is lower by:	13%				9.4%													
	Male	Female	Male	Female														
Average Lower Quartile:	28.0%	72.0%	26.5%	73.5%														
Average Lower Middle Quartile:	28.0%	72.0%	20.7%	79.3%														
Average Upper Middle Quartile:	34.0%	66.0%	26.3%	73.7%														
Average Upper Quartile:	45.0%	55.0%	36.6%	63.4%														