

## Appendix 3

	LA size	Difference in hourly rate		Proportion of women in each pay quartile				Who received bonus pay		Difference in bonus pay		Difference to last year	
		Mean	Median	Lower quartile	Lower middle quartile	Upper middle quartile	Top quartile	Women	Men	Mean	Median	Mean 2020 - 2021	Median 2020 - 2021
<b>Medway Council</b>	1000 to 4999	10.58%	7.02%	75.6%	80.4%	76.4%	67.2%	1.3%	0.6%	0.0%	0.0%	0.65%	1.91%
<b>Gravesham Borough Council</b>	250 to 499	-0.3%	0.0%	29.4%	59.6%	48.2%	40.4%	0.0%				-5.86%	-1.39%
<b>Ashford Borough Council</b>	250 to 499	8.8%	15.5%	57.4%	67.0%	58.2%	45.9%	1.0%	13.8%	-463.9%	-20.0%	-3.40%	-2.70%
<b>Canterbury City Council</b>	250 to 499	7.5%	0.0%	54.8%	64.8%	62.6%	50.9%	0.0%				2.00%	0.00%
<b>Dartford Borough Council</b>	250 to 499	12.9%	20.9%	66.2%	72.1%	60.6%	47.4%	0.0%				-2.50%	0.00%
<b>Dover District Council</b>	250 to 499	2.5%	2.7%	50.0%	68.9%	57.8%	58.3%	0.0%				-0.60%	8.80%
<b>Folkestone and Hythe District Council</b>	250 to 499	6.0%	0.2%	45.9%	71.8%	65.1%	47.3%	8.6%	8.5%	3.6%	50.0%	5.90%	8.90%
<b>Kent County Council</b>	5000 to 19,999	12.2%	18.0%	82.0%	84.0%	79.0%	71.0%	4.3%	9.6%	5.8%	16.7%	-0.50%	2.30%
<b>Maidstone Borough Council</b>	500 to 999	5.5%	5.2%	38.0%	70.9%	65.9%	39.4%	11.1%	14.0%	68.0%	0.0%	-0.90%	1.70%
<b>Sevenoaks District Council</b>	250 to 499	6.0%	-13.4%	40.0%	54.5%	55.5%	46.5%	58.5%	41.6%	26.2%	0.0%	19.40%	-19.20%
<b>Swale Borough Council</b>	250 to 499	14.0%	16.4%	70.7%	82.4%	73.3%	62.2%	17.0%	17.6%	-21.6%	50.0%	-4.40%	-2.40%
<b>Thanet District Council</b>	250 to 499	-0.8%	-4.3%	45.5%	35.9%	46.6%	52.7%	0.0%				24.50%	4.10%
<b>Tonbridge and Malling Borough Council</b>	250 to 499	19.8%	30.6%	74.2%	71.4%	54.8%	41.3%	0.0%				0.30%	1.10%
<b>Tunbridge Wells Borough Council</b>	250 to 499	13.0%	5.5%	65.0%	60.0%	57.0%	49.0%	8.7%	9.9%	43.7%	60.0%	-0.30%	-0.40%

A red positive number shows an increase in the GPG from the previous year. A green negative number shows a decrease in the GPG from the previous year.

#### Top 5 Kent LA's with the highest GPG - Mean

		Position
1. Tonbridge and Malling Borough Council	19.8%	Same
2. Swale Borough Council	14.0%	Same
3. Tonbridge Wells Borough Council	13.0%	Up
4. Dartford Borough Council	12.9%	Down
5. Kent County Council	12.2%	Same
6. Medway Council	10.6%	Up

#### Top 5 Kent LA's with the highest GPG - Median

		Position
1. Tonbridge and Malling Borough Council	30.6%	Same
2. Dartford Borough Council	20.9%	Same
3. Kent County Council	18.0%	Up
4. Swale Borough Council	16.4%	Down
5. Ashford Borough Council	15.5%	Down
6. Medway Council	7.0%	Up