

Kent LA's	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 2022 - 2023	Median 2022 - 2023
Medway Council	1000 to 4999	7.7%	5.2%	68.9%	76.4%	80.3%	74.6%	0.8%	0.4%	0.0%	0.0%	-2.9%	-1.9%
Gravesham Borough Council	250 to 499	-2.8%	-8.1%	30.8%	53.1%	51.7%	39.0%	No bonuses were paid				-2.5%	-8.1%
Ashford Borough Council	250 to 499	7.3%	6.3%	58.3%	59.9%	62.1%	46.2%	1.0%	5.4%	-154.6%	-5846.0%	-1.5%	-9.2%
Canterbury City Council	250 to 499	5.7%	5.5%	58.9%	66.7%	61.3%	55.9%	No bonuses were paid				-1.8%	5.5%
Dartford Borough Council	250 to 499	15.2%	20.9%	63.0%	73.0%	62.2%	39.7%	No bonuses were paid				2.3%	0.0%
Dover District Council	250 to 499	4.5%	0.0%	47.6%	65.6%	59.5%	51.2%	No bonuses were paid				2.0%	-2.7%
Folkestone and Hythe District Council	250 to 499	2.4%	-2.2%	41.0%	67.0%	65.0%	50.4%	3.0%	2.4%	33.8%	30.0%	-3.6%	-2.4%
Kent County Council	5000 to 19,999	11.4%	12.6%	81.0%	84.0%	79.0%	71.0%	4.0%	7.6%	21.4%	28.6%	-0.8%	-5.4%
Maidstone Borough Council	500 to 999	1.9%	-3.1%	37.4%	73.9%	69.2%	45.7%	3.4%	2.2%	-4.8%	-25.0%	-3.6%	-8.3%
Sevenoaks District Council	250 to 499	3.8%	-8.6%	34.6%	52.9%	60.6%	48.1%	40.9%	59.1%	29.1%	0.0%	-2.2%	4.8%
Swale Borough Council	250 to 499	14.5%	16.7%	78.7%	82.9%	71.1%	63.2%	2.7%	3.8%	36.5%	20.0%	0.5%	0.3%
Thanet District Council	250 to 499	-5.8%	-13.5%	29.0%	47.7%	49.2%	51.5%	No bonuses were paid				-5.0%	-9.2%
Tonbridge and Malling Borough Council	250 to 499	22.5%	29.9%	81.7%	73.3%	55.0%	39.0%	No bonuses were paid				2.7%	-0.7%
Tunbridge Wells Borough Council	250 to 499	9.9%	5.2%	57.0%	65.0%	57.0%	51.0%	14.8%	13.6%	10.5%	0.0%	-3.1%	-0.3%

Comparator LA's	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 2022 - 2023	Median 2022 - 2023
Southampton City Council	1000 to 4999	2.7%	2.8%	37.3%	42.2%	42.9%	42.3%	No bonuses were paid				0.5%	-0.1%
Brighton and Hove City Council	1000 to 4999	-7.2%	-6.6%	53.8%	58.5%	56.3%	64.1%	No bonuses were paid				-0.7%	-1.5%
Portsmouth City Council	1000 to 4999	9.3%	13.9%	72.0%	74.0%	68.0%	64.0%	2.0%	1.7%	12.6%	54.8%	0.2%	0.3%
Thurrock Borough Council	1000 to 4999	7.3%	2.8%	62.9%	70.3%	73.7%	69.7%	No bonuses were paid				-3.1%	-5.0%
Southend-on-Sea Borough Council	1000 to 4999	6.3%	0.0%	66.0%	70.0%	73.0%	60.0%	No bonuses were paid				-1.3%	-2.8%
Bracknell Forest Council	1000 to 4999	19.7%	21.7%	91.4%	87.5%	79.0%	77.0%	89.8%	10.2%	3.6%	-21.4%	0.1%	0.0%
Windsor and Maidenhead Council	1000 to 4999	7.8%	11.2%	64.9%	61.1%	61.8%	47.3%	19.2%	18.5%	0.1%	0.0%	6.1%	8.6%
West Berkshire Council	1000 to 4999	15.5%	10.4%	82.3%	81.5%	79.2%	66.9%	2.2%	2.0%	-25.9%	15.0%	-1.4%	0.3%

A red positive or negative number shows an increase in the GPG from the previous year, i.e. the GPG is widening.

A green negative or positive number shows a decrease in the GPG from the previous year, i.e. the GPG is shrinking.

Top 5 Kent LA's with the highest GPG - Mean		Position
1. Tonbridge and Malling Borough Council	22.5%	Same
2. Dartford Borough Council	15.2%	Up
3. Swale Borough Council	14.5%	Down
4. Kent County Council	11.4%	Up
5. Tunbridge Wells Borough Council	9.9%	Down
6. Medway Council	7.7%	Same

Top 5 Kent LA's with the highest GPG - Median		Position
1. Tonbridge and Malling Borough Council	29.9%	Same
2. Dartford Borough Council	20.9%	Same
3. Swale Borough Council	16.7%	Up
4. Kent County Council	12.6%	Down
5. Ashford Borough Council	6.3%	Same
7. Medway Council	5.2%	Down