

## Appendix 2

	LA size	Difference in hourly rate		Proportion of women in each pay quartile				Who received bonus pay		Difference in bonus pay	
		Mean	Median	Lower quartile	Lower middle quartile	Upper middle quartile	Top quartile	Women	Men	Mean	Median
Medway Council	1000 to 4999	6.9%	2.9%	76.0%	75.9%	77.9%	69.0%	0.7%	0.4%	0.0%	0.0%
Gravesham Borough Council	250 to 499	0.8%	-11.5%	33.6%	49.7%	53.9%	43.6%	0.0%	0.0%	0.0%	0.0%
Ashford Borough Council	250 to 499	9.3%	10.4%	62.3%	65.4%	65.4%	46.2%	0.9%	14.4%	41.3%	-1567.0%
Canterbury City Council	250 to 499	0.4%	0.0%	56.5%	68.4%	60.0%	59.6%	0.0%	0.0%	0.0%	0.0%
Dartford Borough Council	250 to 499	14.3%	20.4%	68.1%	71.2%	61.6%	45.2%	0.0%	0.0%	0.0%	0.0%
Dover District Council	250 to 499	2.1%	0.0%	59.6%	66.9%	63.7%	49.1%	0.0%	0.0%	0.0%	0.0%
Folkestone and Hythe District Council	250 to 499	1.7%	0.0%	48.2%	69.0%	68.4%	50.9%	2.9%	1.6%	-202.5%	50.0%
Kent County Council	5000 to 19,999	10.9%	13.8%	81.0%	85.0%	78.0%	73.0%	3.3%	7.1%	10.7%	-100.0%
Maidstone Borough Council	500 to 999	0.2%	-4.6%	40.5%	72.8%	68.8%	47.6%	13.1%	13.9%	-8.1%	0.0%
Sevenoaks District Council	250 to 499	2.1%	-11.4%	37.3%	48.0%	60.8%	52.4%	54.6%	45.4%	14.0%	0.0%
Swale Borough Council	250 to 499	10.1%	13.4%	79.7%	83.1%	69.6%	64.3%	17.9%	8.3%	-20.2%	-100.0%
Thanet District Council	250 to 499	-6.3%	-15.9%	26.0%	44.3%	52.7%	50.4%	0.0%	0.0%	0.0%	0.0%
Tonbridge and Malling Borough Council	250 to 499										
Tunbridge Wells Borough Council	250 to 499	11.1%	6.5%	57.0%	62.0%	55.0%	48.0%	14.0%	18.0%	-83.7%	25.0%
Southampton City Council	1000 to 4999	1.4%	5.2%	62.0%	58.0%	69.0%	57.0%	0.0%	0.0%	0.0%	0.0%
Brighton & Hove City Council	1000 to 4999	-6.5%	-3.0%	55.3%	57.0%	56.4%	64.4%	0.0%	0.0%	0.0%	0.0%
Portsmouth City Council											

Difference to last year	
Mean 2022 - 2023	Median 2022 - 2023
-0.8%	-2.3%
3.6%	-3.4%
2.0%	4.1%
-5.3%	-5.5%
-0.9%	-0.5%
-2.4%	0.0%
-0.7%	2.2%
-0.5%	1.2%
-1.7%	-1.5%
-1.7%	-2.8%
-4.4%	-3.3%
-0.5%	-2.4%
-22.5%	-29.9%
1.2%	1.3%
-1.3%	2.4%
0.7%	3.6%
-9.3%	-13.9%

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. Dartford Borough Council	14.3%	Up
2. Tunbridge Wells Borough Council	11.1%	Up
3. Kent County Council	10.9%	Up
4. Swale Borough Council	10.1%	Down
5. Ashford Borough Council	9.3%	Up
6. Medway Council	6.9%	Same

Top 5 Kent LA's with the highest GPG - Median		Position
1. Dartford Borough Council	20.4%	Up
2. Thanet District Council	-15.9%	Up
3. Kent County Council	13.8%	Up
4. Swale Borough Council	13.4%	Down
5. Gravesham Borough Council	-11.5%	Up
10. Medway Council	2.9%	Down