

Appendix 2: LA Comparison 31 March 2024

	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	6.4%	8.1%	76.0%	77.0%	75.6%	69.5%	2.9%	5.0%	-14.3%	0.0%
Gravesham Borough Council	250 to 499	1.4%	-3.5%	29.3%	51.4%	54.3%	39.3%	0.0%	0.0%	0.0%	0.0%
Ashford Borough Council	250 to 499	7.0%	8.9%	58.8%	61.8%	56.9%	50.0%	87.1%	66.4%	10.8%	0.0%
Canterbury City Council	250 to 499	2.3%	0.0%	50.8%	71.0%	61.3%	53.7%	0.0%	0.0%	0.0%	0.0%
Dartford Borough Council	250 to 499	16.1%	20.3%	61.5%	74.4%	37.2%	43.6%	0.0%	0.0%	0.0%	0.0%
Dover District Council	250 to 499	5.2%	1.8%	51.7%	64.0%	59.6%	53.0%	0.0%	0.0%	0.0%	0.0%
Folkestone and Hythe District Council	250 to 499	1.7%	0.0%	49.6%	67.6%	64.9%	50.9%	0.3%	0.2%	-30.2%	-100.0%
Kent County Council	5000 to 19,999	9.7%	12.0%	81.0%	86.0%	77.0%	73.0%	2.4%	5.1%	12.7%	0.0%
Maidstone Borough Council	500 to 999	3.0%	1.6%	41.6%	75.9%	67.9%	46.7%	12.0%	13.9%	-46.9%	-33.3%
Sevenoaks District Council	250 to 499	-1.4%	-13.7%	34.0%	47.0%	66.0%	54.0%	55.0%	45.0%	14.0%	0.0%
Swale Borough Council	250 to 499	9.7%	9.9%	80.6%	79.2%	68.1%	66.7%	14.6%	7.9%	-51.9%	80.9%
Thanet District Council	250 to 499	-3.5%	-15.1%	27.9%	44.5%	53.9%	47.3%	0.0%	0.0%	0.0%	0.0%
Tonbridge and Malling Borough Council	250 to 499	22.3%	28.9%	79.7%	77.8%	64.1%	44.4%	0.0%	0.0%	0.0%	0.0%
Tunbridge Wells Borough Council	250 to 499	11.2%	8.3%	53.0%	32.0%	56.0%	49.0%	17.4%	13.9%	22.8%	33.3%

Difference to last year	
Mean	Median
2024 - 2025	2024 - 2025
-0.5%	5.3%
0.5%	8.0%
-2.3%	-1.5%
1.9%	0.0%
1.8%	-0.1%
3.1%	1.8%
0.0%	0.0%
-1.2%	-1.8%
2.8%	6.2%
-3.5%	-2.3%
-0.4%	-3.5%
2.8%	0.8%
3.3%	6.6%
0.1%	1.8%

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	22.3%	Up
2. Dartford Borough Council	16.1%	Down
3. Tunbridge Wells Borough Council	11.2%	Up
4. Kent County Council	9.7%	Down
5. Swale Borough Council	9.7%	Down
7. Medway Council	6.4%	Down

Top 5 Kent LA's with the highest GPG - Median		Position
1. Tonbridge and Malling Borough Council	28.9%	Up
2. Dartford Borough Council	20.3%	Down
3. Kent County Council	12.0%	Same
4. Swale Borough Council	9.9%	Same
5. Ashford Borough Council	8.9%	Up
7. Medway Council	8.1%	Up