

Appendix 2

	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 2024 - 2025	Median 2024 - 2025
Medway Council	1000 to 4999	3.8%	3.5%	73.2%	77.3%	75.4%	71.1%	3.9%	1.4%	3.9%	0.0%	-2.6%	-4.6%
Gravesham Borough Council	250 to 499	-1.8%	-10.2%	32.1%	44.9%	55.8%	42.2%	0.0%	0.0%	0.0%	0.0%	-3.2%	-6.7%
Ashford Borough Council	250 to 499	7.5%	9.1%	62.4%	56.4%	58.0%	49.4%	85.5%	86.2%	1.2%	0.0%	0.5%	0.2%
Canterbury City Council	250 to 499	2.7%	0.0%	53.7%	69.2%	59.2%	55.8%	0.0%	0.0%	No data	No data	-0.7%	0.0%
Dartford Borough Council	250 to 499	16.4%	20.4%	59.8%	75.6%	62.0%	48.8%	0.0%	0.0%	No data	No data	0.3%	0.0%
Dover District Council	250 to 499	-0.6%	-2.0%	49.2%	68.4%	55.6%	55.1%	0.0%	0.0%	No data	No data	-5.8%	-3.8%
Folkestone and Hythe District Council	250 to 499	6.0%	0.0%	43.6%	68.5%	62.7%	48.7%	3.5%	5.1%	34.6%	83.3%	4.3%	0.0%
Kent County Council	5000 to 19,999	9.3%	10.6%	82.0%	84.0%	77.0%	73.0%	3.2%	7.0%	11.9%	0.0%	-0.4%	-1.4%
Maidstone Borough Council	500 to 999	3.0%	-2.8%	41.6%	65.9%	67.9%	46.7%	3.8%	2.1%	-50.8%	-11.1%	0.0%	-4.4%
Sevenoaks District Council	250 to 499	-0.9%	-10.1%	31.0%	51.0%	64.0%	53.0%	58.0%	42.0%	3.1%	0.0%	0.5%	3.6%
Swale Borough Council	250 to 499	11.1%	11.7%	84.1%	84.1%	65.1%	69.3%	19.5%	11.5%	-199.7%	0.0%	1.4%	1.8%
Thanet District Council	250 to 499	-9.5%	-16.9%	23.2%	39.1%	55.1%	49.6%	0.0%	0.0%	No data	No data	-6.0%	-1.9%
Tonbridge and Malling Borough Council	250 to 499	22.3%	28.5%	80.3%	73.9%	66.2%	49.6%	0.0%	0.0%	No data	No data	0.0%	-0.4%
Tunbridge Wells Borough Council	250 to 499	12.5%	10.5%	58.0%	67.0%	49.0%	48.0%	18.6%	13.3%	-15.3%	11.1%	1.3%	2.2%

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.

Kent LA's with the highest GPG - Mean		Position
1. Tonbridge and Malling Borough Council	22.3%	Same
2. Dartford Borough Council	16.4%	Same
3. Tunbridge Wells Borough Council	12.5%	Same
4. Swale Borough Council	11.1%	Up
5. Thanet District Council	-9.5%	Up
9. Medway Council	3.8%	Down

Kent LA's with the highest GPG - Median		Position
1. Tonbridge and Malling Borough Council	28.5%	Same
2. Dartford Borough Council	20.4%	Same
3. Thanet District Council	-16.9%	Up
4. Swale Borough Council	11.7%	Same
5. Kent County Council	10.6%	Down
10. Medway Council	3.5%	Down