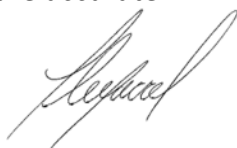


<b>SOUTH STAFFORDSHIRE COUNCIL GENDER PAY GAP REPORT 31.03.2023</b>			
<b>Pay rates</b>	<b>Gender pay gap - the difference between women's pay and men's pay as a percentage of men's pay (minus % means women have higher pay, positive % means men have higher pay)</b>		
Mean hourly rate (Male hrly rate - Female hrly rate) / Male hrly rate x 100	4.87%		
Median hourly rate (as above calc but for median hourly rates)	6.98%		
<b>Pay quartiles</b>	<b>Women</b>	<b>Men</b>	<b>Total</b>
Proportion of women and men in the <b>upper quartile</b> (paid above the 75th percentile point)	50%	50%	100%
Proportion of women and men in the <b>upper middle quartile</b> (paid above the median and at or below the 75th percentile point)	66%	34%	100%
Proportion of women and men in the <b>lower middle quartile</b> (paid above the 25th percentile point and at	60%	40%	100%
Proportion of women and men in the <b>lower quartile</b> (paid below the 25th percentile point)	64%	36%	100%
<b>Bonus pay</b>	<b>Bonus Gender Pay Gap - the difference between women's bonus and men's bonus as a % of men's bonus</b>		
Mean bonus	%		
Median bonus	%		
<b>Bonuses paid</b>			
Women paid bonus as % of all women	0%	0%	0%
Men paid bonus as % of all men	0%	0%	0%

### Declaration

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap) Regulations 2017, and to our best endeavours are accurate.



**Mr D Heywood**, Chief Executive, South Staffordshire Council. 22 November 2023