

Appendix 1

Gender Pay Gap Data 31 March 2020 (for publication by 30th March 2021)

A. Luton Borough Council Gender Pay Gap Data for Publication *

- The mean gender pay gap for Luton Borough Council is **3.7%** (in favour of males)
- The median gender pay gap for Luton Borough Council is **8.35%** (in favour of males)
- The mean gender bonus gap for Luton Borough Council is **10.7%** (in favour of women)
- The median gender bonus gap for Luton Borough Council is **2.3%** (in favour of women)
- The proportion of male employees in Luton Borough Council receiving a bonus is **3.7%** and the proportion of female employees receiving a bonus is **7.3%**

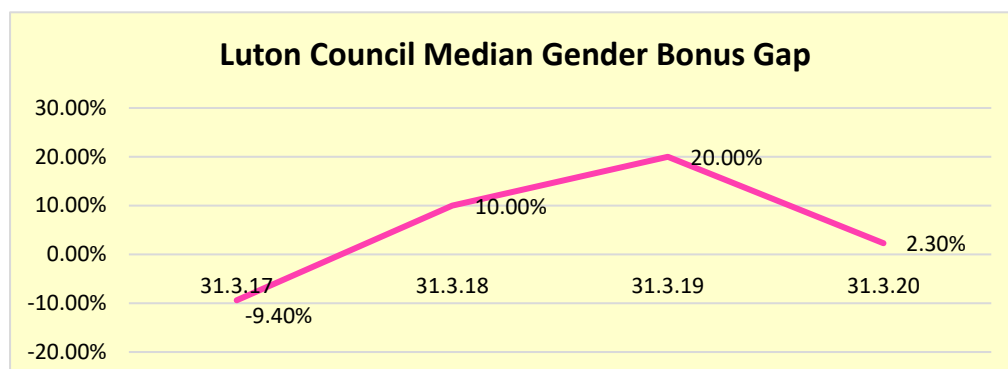
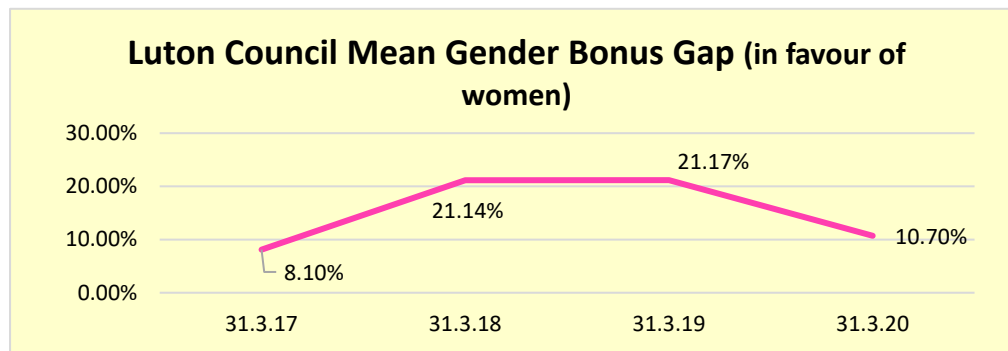
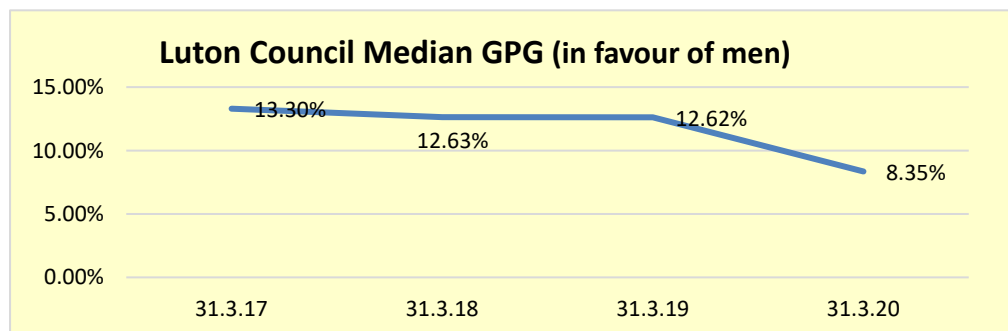
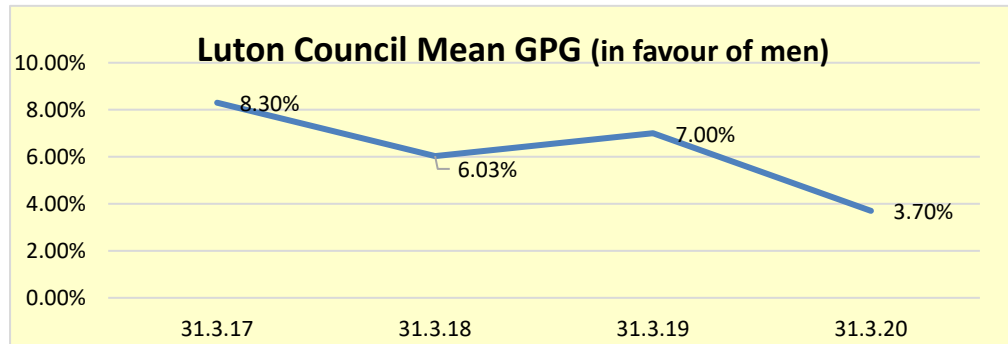
Distribution of pay at 31 March 2020 by quartile*

Band	Males	Females
A. Lowest quartile	37.4%	62.6%
B. Lower middle quartile	28.7%	71.3%
C. Upper middle quartile	37.2%	62.8%
D. Upper quartile	36%	64%
All full pay relevant employees	34.8%	65.2%

*All the figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Gap Data Trends

B. Luton Borough Council Gender Pay Gap (GPG) Data Trend 2017 - 2020



C Gender Pay Gap 2020 data

Mean and Median Pay Gap Comparisons with other organisations

Year 2020	Luton Council	Private sector*	Public sector*	Non-profit and mutual association pay gap*
Mean Pay Gap 2020	3.7%	18.1%	14.5%	17.8%
Median Pay Gap	8.35%	22.1%	15.8%	18.2%

*Data from - ONS ASHE – Office for National Statistics - Annual Survey of Hours and Earnings (provisional data)

Comparable Rates at Luton 2020

Hourly Pay	Number of full pay employees	Range – hourly rates	Mean (average) hourly rate	Median (mid-point) hourly rate
Males	1037	£4.35 -£93.34	£15.84	£14.96
Females	1941	£4.35 - £69.79	£15.25	£13.71

Bonus Payments	Number of recipients	Range of payments	Mean (average) bonus	Median (mid-point) bonus
Males	39	£200-£8250*	£3498.18	£3666.67
Females	141	£200-7791.66*	£3871.42	£3750

*1 female and 1 male received both long service award and recruitment and retention incentive (market supplement)

Quartile	Hourly Rate Range	Grade Range	Males	Females
A	£4.35-£10.62	App-L4*	278	466
B	£10.64-£13.99	L1A-L6*	214	531
C	£13.99-£17.55	L2 – M2*	277	468
D	£17.57-£93.34	L3 – CE*	268	476

*In accordance with the regulations, including payments of allowances such as standby, sleeping in and weekend/night allowances can substantially boost hourly rates of pay whilst deductions for salary sacrifice schemes such as purchase of additional leave or payment for child care vouchers suppress the hourly rate of pay.