

Gender pay gap statement 2017

Wyre Council is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 31 March 2017.

- The mean gender pay gap for Wyre Council is 1.4%
- The median gender pay gap for Wyre Council is 1.6%
- The mean gender bonus gap for Wyre Council is -100%*
- The median gender bonus gap for Wyre Council is -100%*
- The proportion of male employees in Wyre Council receiving a bonus is 0%
- The proportion of female employees receiving a bonus is 1%

*Currently only two posts attract a bonus payment in relation to box office sales targets at our theatres. These are both currently occupied by female staff.

Pay quartiles by gender

Band	Males	Females	Description
A	47%	53%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	45%	55%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	49%	51%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	45%	55%	Includes all employees whose standard hourly rate places them above the upper quartile

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