

## Adur District Council Gender Pay Gap Report

As on:	Hourly rate (women's rate is)		Top Quartile (Band D)		Upper Middle Quartile (Band C)		Lower Middle Quartile (Band B)		Lower Quartile (Band A)		Women's bonus pay		Who receive bonus pay	
	Mean	Median	Men	Women	Men	Women	Men	Women	Men	Women	Mean	Median	Men	Women
31st March 2017	3.52% higher	50.26% higher	56.00%	44.00%	60.00%	40.00%	64.00%	36.00%	39.00%	61.00%	*	*	*	*
31st March 2018	-0.07%	1.23% higher	56.90%	43.10%	64.22%	35.78%	61.03%	38.97%	37.43%	62.57%	*	*	*	*
31st March 2019	>>> Didn't have to report due to Covid <<<													
31st March 2020	-0.76%	10.24%	44.24%	55.76%	38.73%	61.27%	37.14%	62.86%	61.05%	38.95%	*	*	*	*
31st March 2021	-0.56%	7.04%	45.29%	54.71%	38.20%	61.80%	40.00%	60.00%	58.01%	41.99%	*	*	*	*
31st March 2022	1.92% higher	2.30% higher	45.56%	54.44%	37.71%	62.29%	47.51%	52.49%	63.01%	46.99%	*	*	*	*
31st March 2023	2.72% Lower	9.64% Lower	42%	58%	36%	64%	40.48%	59.52%	61.76%	38.24%	*	*	*	*

\* these sections are left blank as no staff at Adur District Council receive bonuses that meet the Gender Pay Gap criteria