

Gender Pay Gap Information 2024 Publication

This year's results highlight that Broxbourne's mean gender pay gap is 0.13% in favour of men, the median pay gap being -4.45%.

This means that on average, for every £1 a male earns, a female earns £0.98 This is based on the Council's overall payroll and structure. It is not a comparison of the same job role.

Gender Pay Quartiles – (364) employees at Broxbourne Borough Council)

Quartile	Upper	Upper Middle	Lower Middle	Lower
Number of Staff	89	89	88	88
Male %	29%	37%	30%	42%
Female %	71%	63%	70%	58%

Mean Gender Pay Gap

A mean gender pay gap involves adding up the hourly rates and dividing the result by the number of staff. The Council's mean gender pay gap is 0.13%.

Average Male £ 15.79

Average Female £ 15.77

Median Gender Pay Gap

A Median average gender pay gap involves listing all the hourly rates in numerical order. If there are an odd number of results, the median average is the middle number. If there is an even number of

results, the median will be the mean of the two central numbers.

The Councils median gender pay gap is -4.45%

Median Male £ 13.28

Median Female £ 13.88

Bonus Pay

No bonus payments were made to staff at the Council.

Note

The data provided is accurate and has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

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David Ackery – HR Manager