**Bromsgrove District Council**

**Gender Pay Gap Report 2017/18**

1. **Mean Gender Pay Gap** *(the difference between the average of men’s and women’s pay)*

|  |  |  |
| --- | --- | --- |
| **Council** | **2016/17** | **2017/18** |
| **BDC** | 4.33% | 1.96% |

1. **Median Gender Pay Gap** *(the difference between the midpoints in the ranges of men’s and women’s pay)*

|  |  |  |
| --- | --- | --- |
| **Council** | **2016/17** | **2017/18** |
| **BDC** | 3.07% | 0.95% |

1. **Mean Bonus Gender Pay Gap**

No bonuses were paid to employees during this period.

1. **Median Bonus Gender Pay Gap**

No bonuses were paid to employees during this period.

1. **Proportion of Males Receiving a Bonus Payment**

No bonuses were paid to employees during this period.

1. **Proportion of Females Receiving a Bonus Payment**

No bonuses were paid to employees during this period.

1. **Proportion of Males and Females in Each Quartile Pay Band**

BDC



Whilst the current gender pay gap is relatively low, we are committed to reducing this further.