

Gender Pay Gap

Data 2021

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Gender Pay Gap Data 31 March 2021 (required to report by 30 March 2022)

Luton Borough Council Gender Pay Gap Data for Publication *

- The mean gender pay gap for Luton Borough Council is **1.3%** (in favour of males)
- The median gender pay gap for Luton Borough Council is **5.8%** (in favour of males)
- The mean gender bonus gap for Luton Borough Council is **-11.3%** (in favour of women)
- The median gender bonus gap for Luton Borough Council is **0%**
- The proportion of male employees in Luton Borough Council receiving a bonus is **4%** and the proportion of female employees receiving a bonus is **8.5%**

Distribution of pay at 31 March 2021 by quartile*

Band	Males	Females
A. Lowest quartile	40.4%	59.6%
B. Lower middle quartile	27.4%	72.6%
C. Upper middle quartile	39.6%	60.4%
D. Upper quartile	36.5%	63.5%
All full pay relevant employees	36%	64%

*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.

