

Gender Pay Gap

Data 2022

Author: Human Resources

Contact: Kathy Williams

Version: 1.0 (published)

Last updated: November 2022

Contents

Data 2022	1
Gender Pay Gap Data 31 March 2022 (required to report by 30 March 2023).....	2
Luton Borough Council Gender Pay Gap Data for Publication *	2
Distribution of pay at 31 March 2022 by quartile*	2

Gender Pay Gap Data 31 March 2022 (required to report by 30 March 2023)

Luton Council Gender Pay Gap Data for Publication *

- The mean gender pay gap for Luton Council is **-0.8%** (not in favour of **males**)
- The median gender pay gap for Luton Council is **2.7%** (in favour of **males**)
- The mean gender bonus gap for Luton Council is **12.6%** (in favour of **males**)
- The median gender bonus gap for Luton Council is **87%** (in favour of **males**)
- The proportion of male employees in Luton Council receiving a bonus is **11.2%** and the proportion of female employees receiving a bonus is **23.9%**

Distribution of pay at 31 March 2022 by quartile*

Band	Males	Females
A. Lowest quartile	48%	52%
B. Lower middle quartile	27%	73%
C. Upper middle quartile	42%	58%
D. Upper quartile	37%	63%
All full pay relevant employees	38%	62%

*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 and relate to full pay employees.

