

## Gender pay gap (GPG) data

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### Section A: Luton Council GPG data for publication\*

The following data relates specifically to Luton Council.

- Mean GPG: **-1.5%** (not in favour of males)
- Median GPG: **1.3%** (in favour of males)
- Mean gender bonus gap: **-13.4%** (not in favour of males)
- Median gender bonus gap: **26.4%** (in favour of males)
- Proportion of male employees in Luton Council receiving a bonus: 9.8%
- Proportion of female employees receiving a bonus: **12.1%**

### Section B: Distribution of males and females in each pay quartile at 31 March 2023 by quartile\*

Band	Males	Females
A. Lowest quartile	46%	54%
B. Lower middle quartile	28%	72%
C. Upper middle quartile	42%	58%
D. Upper quartile	35%	65%
All full pay relevant employees	37.5%	62.5%

\*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.