

Gender Pay gap information

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men’s earnings. The figures are calculated using a specific reference date called the ‘snapshot’ date. The snapshot date for public sector organisations is 31 March. The data must then be published within one year of the snapshot date, i.e. 30 March. The figures referred to in this report are as at the snapshot date of **31 March 2018**.

When considering all employees, the mean gender pay gap for WMFS is 10.4% or £1.57 per hour.

Please see below our Gender Pay Gap information as at the ‘snapshot’ date of 31st March 2018

Measure 1 – Mean Gender Pay Gap = 10.4%

Measure 2 – Median Gender Pay Gap = 5%

Measures 3, 4, 5 do not apply to WMFS

Measure 6 – Quartile Pay Bands – shown in table below:

		As at 31.03.18
Upper Quartile	Male	83.0%
	Female	17.0%
Upper Middle Quartile	Male	87.6%
	Female	12.4%
Lower Middle Quartile	Male	93.9%
	Female	6.1%
Lower Quartile	Male	55.5%
	Female	44.5%