

Summary of Data for South Kesteven District Council 2019

• The mean gender pay gap	4.44%
• The median gender pay gap	9.95%
• The mean gender bonus gap	N/A
• The median gender bonus gap	N/A
• The proportion of male employees in South Kesteven District Council receiving a bonus is	N/A
• And the proportion of female employees receiving a bonus is	N/A

In terms of hourly rates this equates to:

	Male	Female	Difference
Standard mean hourly rate	£12.96	£12.39	£0.57
Standard median hourly rate	£12.05	£10.85	£1.20

Pay Quartiles by Gender

Pay quartiles by gender			
Band	Males	Females	Description
A	62%	38%	Includes all employees whose standard hourly rate places them in the lowest quartile (lowest paid)
B	43%	57%	Includes all employees whose standard hourly rate places them above the lower quartile
C	55%	45%	Includes all employees whose standard hourly rate places them below the upper quartile
D	51%	49%	Includes all employees whose standard hourly rate places them in the top quartile (highest paid)

Summary of Data for South Kesteven District Council 2018

• The mean gender pay gap	6.2%
• The median gender pay gap	11.7%
• The mean gender bonus gap	N/A
• The median gender bonus gap	N/A

<ul style="list-style-type: none"> The proportion of male employees in South Kesteven District Council receiving a bonus is 	N/A
<ul style="list-style-type: none"> And the proportion of female employees receiving a bonus is 	N/A

In terms of hourly rates this equates to:

	Male	Female	Difference
Standard mean hourly rate	£12.41	£11.64	£0.77
Standard median hourly rate	£10.64	£9.39	£1.25

Pay Quartiles by Gender

Pay quartiles by gender			
Band	Males	Females	Description
A	31%	69%	Includes all employees whose standard hourly rate places them in the lowest quartile (lowest paid)
B	57%	43%	Includes all employees whose standard hourly rate places them above the lower quartile
C	68%	32%	Includes all employees whose standard hourly rate places them below the upper quartile
D	54%	46%	Includes all employees whose standard hourly rate places them in the top quartile (highest paid)

Summary of Data for South Kesteven District Council 2017

<ul style="list-style-type: none"> The mean gender pay gap 	3.7%
<ul style="list-style-type: none"> The median gender pay gap 	20%
<ul style="list-style-type: none"> The mean gender bonus gap 	N/A
<ul style="list-style-type: none"> The median gender bonus gap 	N/A
<ul style="list-style-type: none"> The proportion of male employees in South Kesteven District Council receiving a bonus is 	N/A
<ul style="list-style-type: none"> And the proportion of female employees receiving a bonus is 	N/A

In terms of hourly rates this equates to:

	Male	Female	Difference
Standard mean hourly rate	£12.11	£11.66	£0.45

Standard median hourly rate	£11.69	£9.29	£2.40
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Pay Quartiles by Gender

Pay quartiles by gender			
Band	Males	Females	Description
A	59%	41%	Includes all employees whose standard hourly rate places them in the lowest quartile (lowest paid)
B	37%	63%	Includes all employees whose standard hourly rate places them above the lower quartile
C	54%	46%	Includes all employees whose standard hourly rate places them below the upper quartile
D	55%	45%	Includes all employees whose standard hourly rate places them in the top quartile (highest paid)