

Appendix A – Gender Pay Gap 2023 data

A. Luton Borough Council Gender Pay Gap Data for Publication *

- The mean gender pay gap for Luton Council is **-1.5%** (**not** in favour of **males**)
- The median gender pay gap for Luton Council is **1.3%** (in favour of **males**)
- The mean gender bonus gap for Luton Council is **-13.4%** (**not** in favour of **males**)
- The median gender bonus gap for Luton Council is **26.4%** (in favour of **males**)
- The proportion of male employees in Luton Council receiving a bonus is **3.7%** and the proportion of female employees receiving a bonus is **7.6%**

Distribution of pay by gender at 31 March 2023 by quartile*

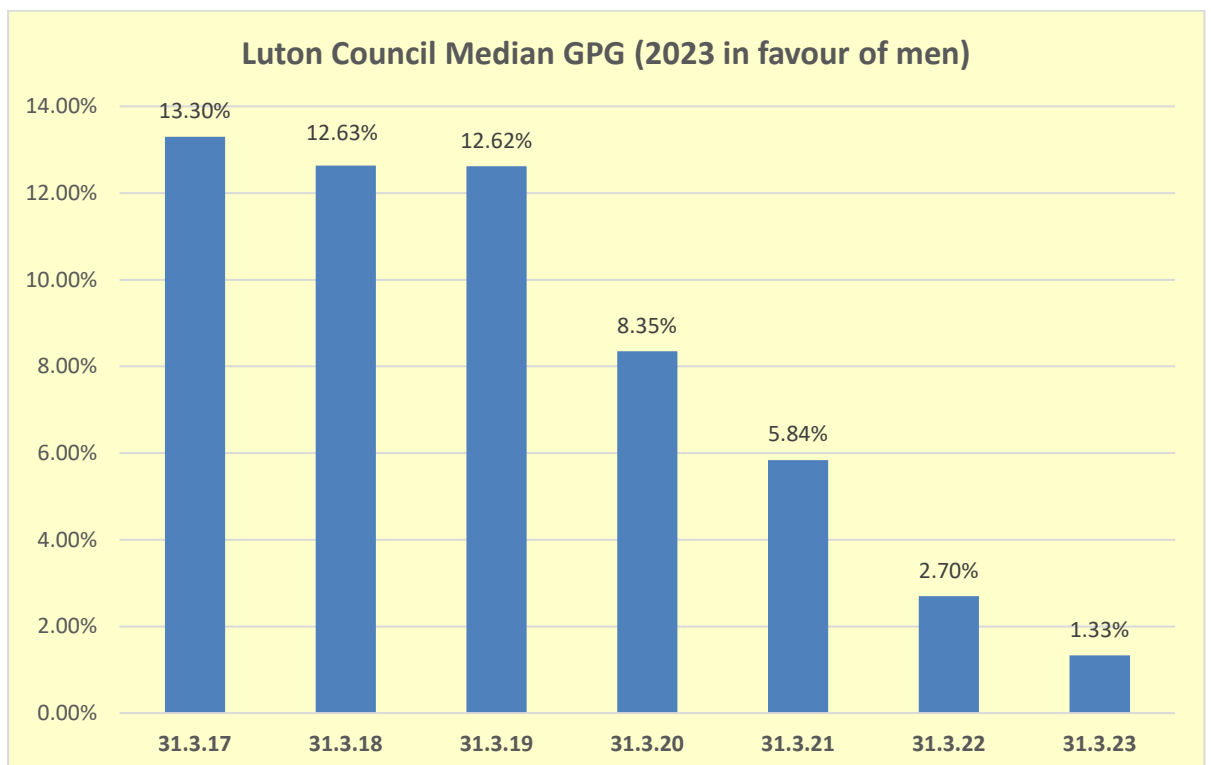
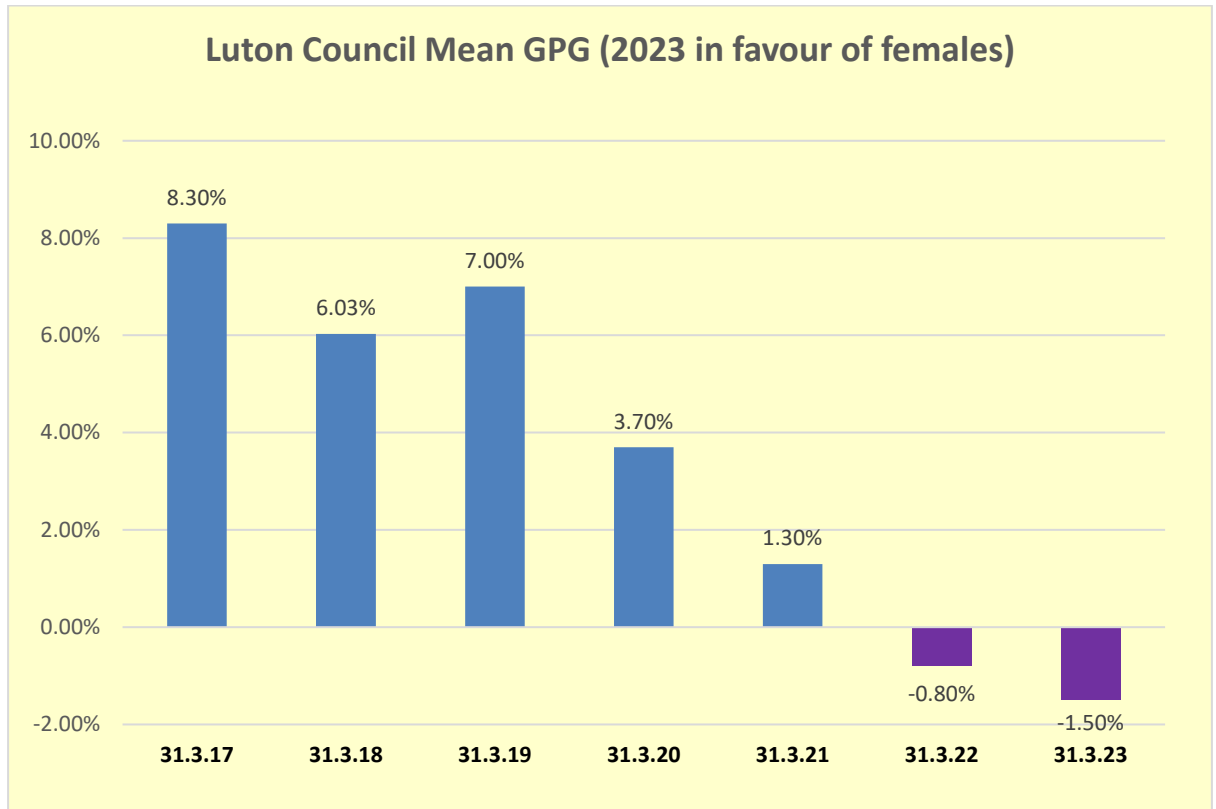
Band	Males	Females
A. Lowest quartile	46%	54%
B. Lower middle quartile	28%	72%
C. Upper middle quartile	42%	58%
D. Upper quartile	35%	65%
All full pay relevant employees	37.5%	62.5%

*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.

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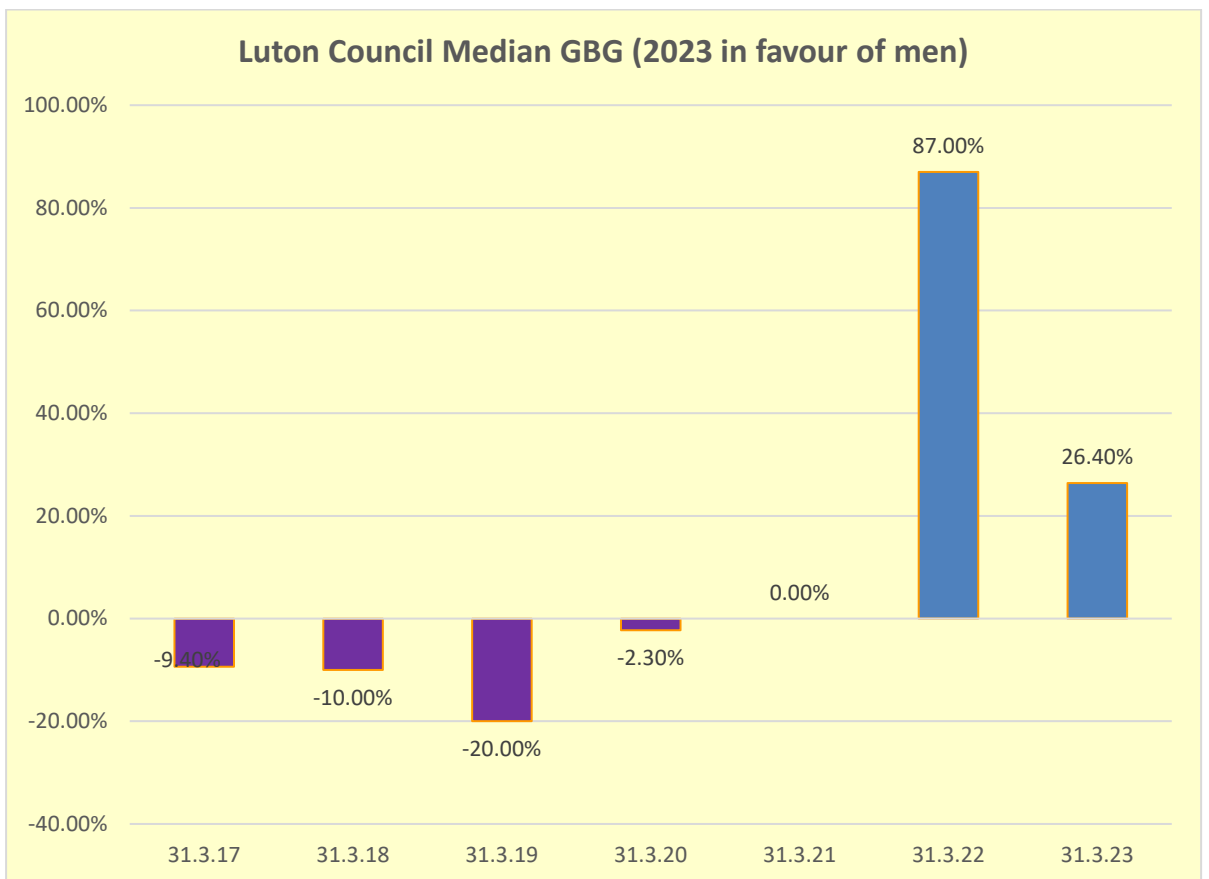
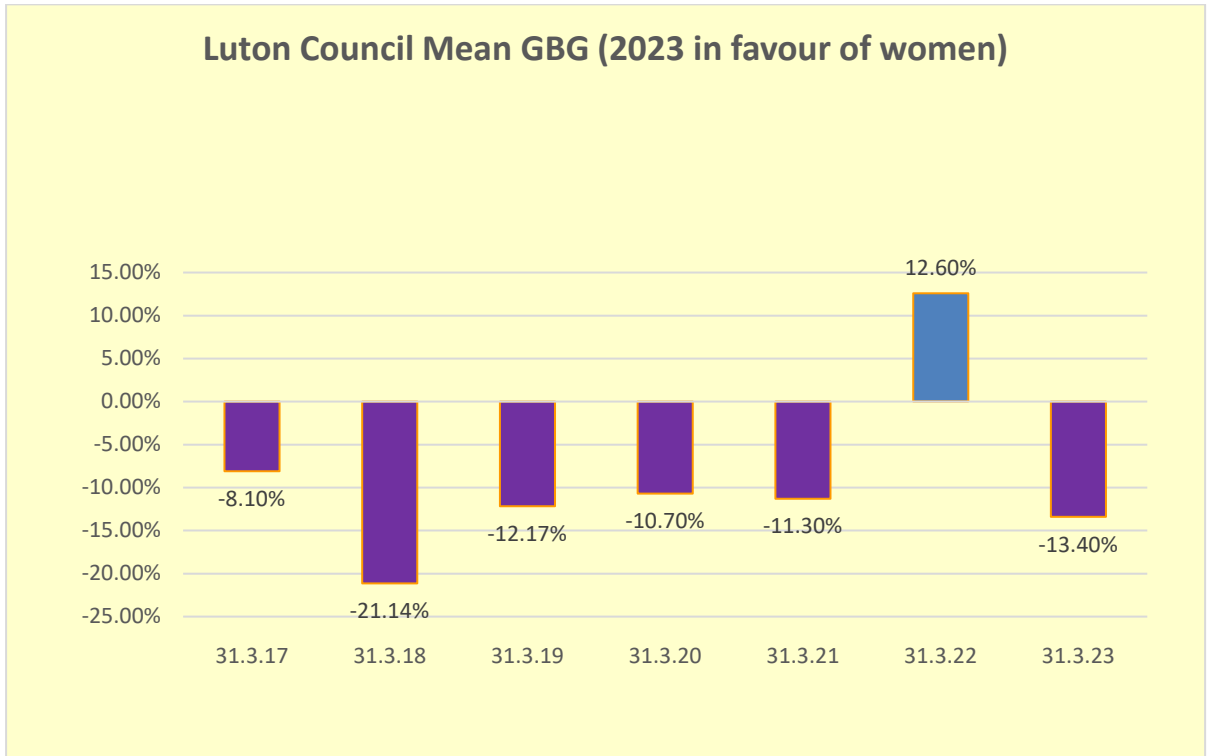
Gender Pay Gap Data Trends

B. Luton Council Gender Pay Gap (GPG) Data Trend 2017 – 2023



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Luton Council Gender Bonus Gap (GBG) data trend 2017-2023



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C. Gender Pay Gap 2023 data

Mean and Median Pay Gap Comparisons with other organisations

Year 2023	Luton Council	Private sector*	Public sector*	Non-profit and mutual association pay gap*
Mean Pay Gap	-1.5%	15.6%	11.5%	15.6%
Median Pay Gap	1.3%	18.9%	14%	17.3%

*Data from - ONS ASHE – Office for National Statistics - Annual Survey of Hours and Earnings (provisional November 2023 data)

Comparable Rates at Luton 2023

Hourly Pay	Number of full pay employees	Range – hourly rates	Mean (average) hourly rate	Median (mid-point) hourly rate
Males	937	£4.81-£104.78	£18.09	£17.27
Females	1562	£4.81 - £73.63	£18.37	£17.04

Bonus Payments	Number of recipients	Range of payments	Mean (average) bonus	Median (mid-point) bonus
Males	97	£105 - £5500	£2860.33	£4325.34
Females	202	£200 - £6825	£3244.4	£3182.46

Quartile	Hourly Rate Range	Grade Range	Males	Females
A	£4.81 - £13.32*	App-L4	285	339
B	£13.36-£17.05*	L1A - L7	173	452
C	£17.05-£20.46*	L2 - M2	262	363
D	£20.46-£104.78*	L4 - CE	217	408

*To comply with the regulations, payments of allowances such as standby, sleeping in and weekend/night allowances can substantially boost hourly rates of pay whilst deductions for salary sacrifice schemes such as purchase of additional leave or payment for child care vouchers suppress the hourly rate of pay.