

Gender Pay Gap Information reported 31st March 2023

This year's results highlight that Broxbourne's mean gender pay gap is **-1.83%** in favour of women with the median pay gap being **-3.89%**.

This means that on average, for every £1 a male earns, a female earns £1.04. This is based on the Council's overall payroll and structure. It is not a comparison of the same job role.

Gender Pay Quartiles – (348 employees at Broxbourne Borough Council)

Quartile	Lower	Lower Middle	Upper Middle	Upper
Number of Staff	87	87	87	87
Male %	37.93%	32.18%	34.48%	27.59%
Female %	62.07%	67.82%	65.52%	72.41%

Bonus Pay

No bonus payments were made to staff at the Council.

Note

The data provided is accurate and has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

31 March 2023

David Ackery – HR Manager