



Kirklees Council Gender Pay Gap – 31st March 2019

Gender Pay Gap	Women’s Earnings are:
Mean Gender Pay Gap	10.6% Lower
Median Gender Pay Gap	11.9% Lower
Gender Pay Gap Equivalent Workforce Directly Employed Headcount is	7387

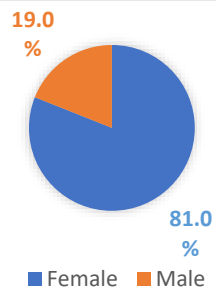
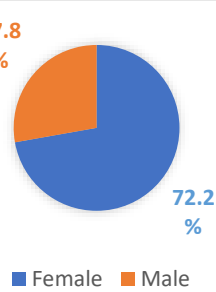
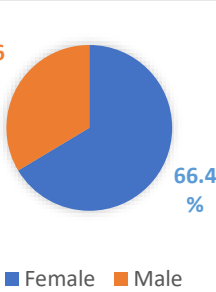
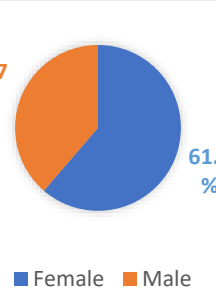
Workforce Profile

 <p style="text-align: center;">30% Males</p>	 <p style="text-align: center;">70% Females</p>
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Bonus Payments

Mean Bonus Gender Pay Gap	0%
Median Bonus Gender Pay Gap	0%
% Males Receiving Bonus = 0.5	% Females Receiving Bonus = 0.8





Gender Pay Gap by Pay Quartiles

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
 <p style="text-align: center;">81.0% Female, 19.0% Male</p>	 <p style="text-align: center;">72.2% Female, 27.8% Male</p>	 <p style="text-align: center;">66.4% Female, 33.6% Male</p>	 <p style="text-align: center;">61.3% Female, 38.7% Male</p>

Ethnicity Group Gender Pay Gap

Women’s earnings are:	White	BME	Unknwn
Mean Average	11.2% Lower	8.6% Lower	7.5% Lower
Median Average	13.4% Lower	10.1% Lower	17% Lower

Reducing the Gap: Priorities for Action

	Recruitment
	Flexible Working
	Supporting Wellbeing
	Career Development and Progression