

Malvern Hills District Council
and
Wychavon District Council
Combined gender pay gap report 2021

We share a Chief Executive and Senior Management Team with Wychavon District Council. We share many services and staff across the two councils.

Joint information for both councils on gender pay is given below.

As of 31 March 2021, 42.45% of the people who worked for both councils were men and 57.55% were women.

Gender pay gap

Mean gender pay gap on 31 March 2021 was 5.22%

Median gender pay gap on 31 March 2021 was -2.27%

Bonus pay gap

Malvern Hills District Council and Wychavon District Council do not pay bonus or offer performance related pay.

Our bonus gap is 0%

The number of men and women in each quartile of the pay structure as of 31 March 2021

- Lower quartile: 55.21% men and 44.79% women
- Lower middle quartile: 32.29% men and 67.71% women
- Upper middle quartile: 28.12% men and 71.88% women
- Upper quartile: 54.17% men and 45.83% women