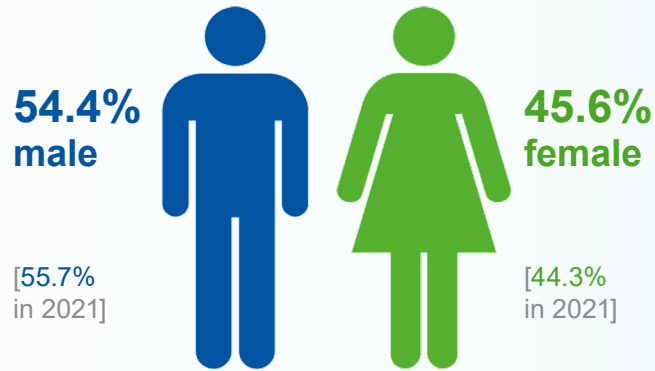


Reigate & Banstead Borough Council Gender Pay Gap 2022

Gender balance

At 31 March 2022 we had a workforce of **546** staff with a gender balance of:



Pay and bonus comparison

Gender Pay (mean):

For every **£1** earned by our **male employees**, **female employees** earned **£1.14**

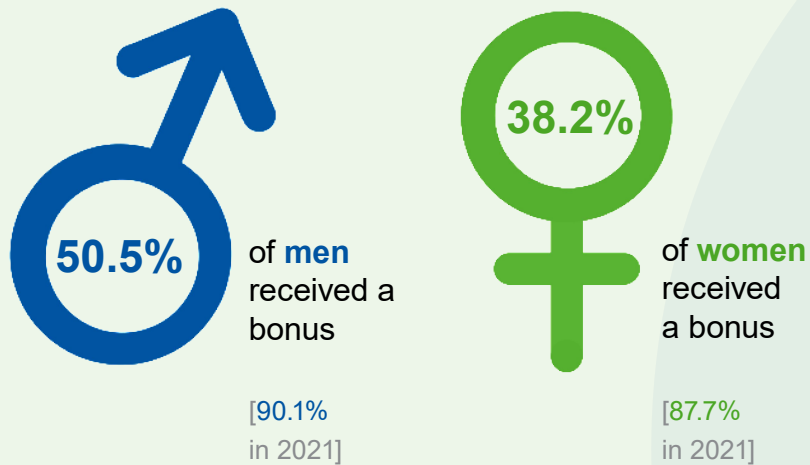
Bonus Pay (mean):

For every **£1** of bonus given to **male employees**, **£1.61** was given to **female employees**

Difference between men and women	MEAN (average)	MEDIAN (middle)
Gender pay gap	-14.1% [-13.2% in 2021]	-24.9% [-24.9% in 2021]
Bonus pay gap	-60.5% [-18.9% in 2021]	-193.4% [26.4% in 2021]

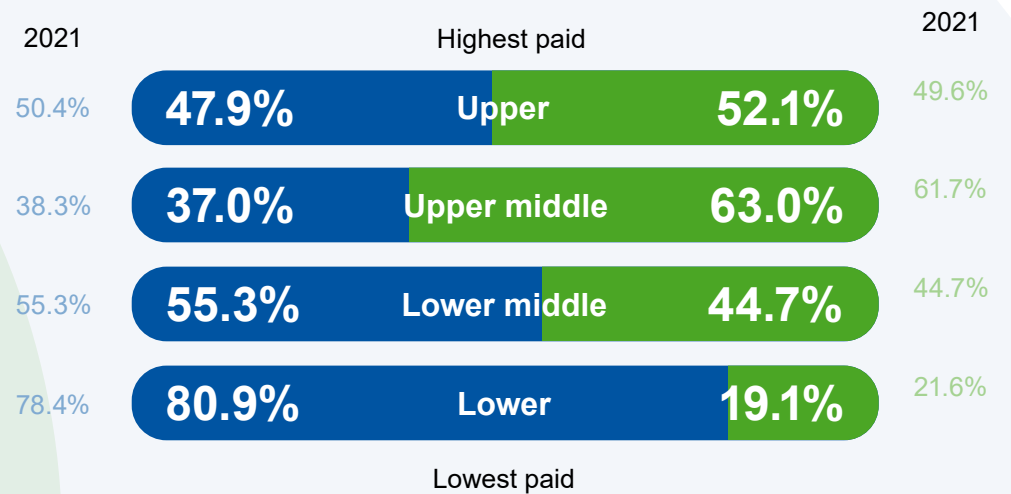
Bonus pay

Between 1 April 2021 and 31 March 2022:



Pay quartiles

The proportion of **men** and **women** in each pay band is:



Key: ● women ● men - gap in favour of women + gap in favour of men