

Lincolnshire County Council

Gender Pay Gap 2022

We had 5,101 employees in scope for the gender pay gap exercise.

At 31st March 2022, 67% of our workforce was female (3,416) and 33% male (1,685).

The mean gender pay gap is the difference between the mean hourly rate of pay for males (£17.09) and females (£16.26).

For 2022, this was 5.0%. This has narrowed by 0.4% from 2021 (5.4%).

The median gender pay gap is the difference between the median hourly rate of pay for males (£15.52) and females (£15.11).

For 2022, this was 2.6%. This has narrowed by 0.7% from 2021 (3.3%).

We have no bonus payments for 2022 that fall in the gender pay gap category.

Additional information

Quartile	% Males 2022	% Females 2022
Lower	27%	73%
Lower middle	28%	72%
Upper middle	44%	56%
Upper	33%	67%

The % of females in the upper quartile has increased by 1% from 2021. The gender split in the upper quartile now equal to the overall gender split of the council.

There has been a 2% increase of females in the upper middle quartile from 2021.

There has been a 2% decrease of females in the lower middle quartile from 2021.

The % of females in the lower quartile has remained the same as in 2021.

This page is intentionally left blank