

Gender Pay Gap Analysis - 31st March 2017

- Select Company
- Gosforth Fed.Academies
 - Kenton School
 - Laithlaw Trust
 - Newcastle City Council
 - SMART Academy
 - Your Homes Newcastle

Number of Employees	Fully Paid Employees	Gender Split
396	372	Female Male 75.00% 25.00%

Mean Hourly Rate			
Female	Male	Gap	
£14.79	£16.95	12.75 %	

Median Hourly Rate			
Female	Male	Gap	
£12.31	£14.31	13.98 %	

Quartile Reporting				
Gender	1	2	3	4
Female	82.42%	72.83%	74.23%	70.65%
Male	17.58%	27.17%	25.77%	29.35%
Total	100.0...	100.00%	100.00%	100.00%

Quartile Hourly Rate Ba...					
Q	Min	Max	Q	Min	Max
1	7.75	8.39	3	12.81	20.99
2	8.39	12.81	4	20.99	71.49

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 - Keinton School
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 - Newcastle City Council
 - SMART Academy
 - Your Homes Newcastle

Number of Employees		Fully Paid Employees	Gender Split	
396		372	Female	Male
			75.00%	25.00%

Mean Bonus Pay			
Female	Male	Gap	
£1,347.83	£1,642.86	17.96 %	

Median Bonus Pay			
Female	Male	Gap	
£833.35	£1,000.00	16.67 %	

Proportion of staff receiving a bonus payment			
Gender	No	Yes	
Female	91.76%	8.24%	
Male	92.47%	7.53%	