

## Newham Sixth Form College Gender Pay Gap Data as at 31 March 2018

This information is based on employees who have a contract of employment with the college and received full pay on the snapshot date of the 31 March 2018. Therefore employees who were on reduced pay on the snapshot date were not included into the report below (for example, those on sickness half pay or maternity leave). The figures do not include sessional staff and contracted out services.

We have a 1.38% gender pay gap in the mean hourly rate; and a 2.35% gender pay gap in the median hourly rate, with male employees earning more than female employees on both measures. This gap has narrowed from the previous year. The gender pay gap can be accounted for by the higher proportion of female term time only employees. We use term time only contracts for business reasons, as do others in the education sector. The actions we will take are to monitor applications for term time only roles by gender and review advertising of these positions.

### Ordinary Pay

Full Pay Male Employees	97	Full Pay Female Employees	144
Male Mean Hourly Rate	£24.64	Female Mean Hourly Rate	£24.30

**Difference in Mean Hourly Rate 1.38%**

Male Median Hourly Rate	£25.94	Female Median Hourly Rate	£25.33
-------------------------	--------	---------------------------	--------

**Difference in Median Hourly Rate 2.35%**

### Bonus Pay

Bonus pay is not paid to employees at Newham Sixth Form College

### Proportion of male and female employees per quartile pay band

	Number of Staff	% of males and females
<b>Total Number of Staff in Lower Quartile</b>	60	
<b>Male</b>	28	46.67%
<b>Female</b>	32	53.33%

	Number of Staff	% of males and females
<b>Total Number of Staff in Lower Middle Quartile</b>	60	
<b>Male</b>	19	31.67%
<b>Female</b>	41	68.33%

	Number of Staff	% of males and females
<b>Total Number of Staff in Upper Middle Quartile</b>	60	
<b>Male</b>	22	36.67%
<b>Female</b>	38	63.33%

	Number of Staff	% of males and females
<b>Total Number of Staff in Upper Quartile</b>	61	
<b>Male</b>	28	45.90%
<b>Female</b>	33	54.10%