

Newham Sixth Form College Gender Pay Gap Data as at 31 March 2019

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 2019. 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.

Ordinary Pay

Full Pay Male Employees 90 Full Pay Female Employees 125
 Male Mean Hourly Rate £25.59 Female Mean Hourly Rate £25.75

Difference in Mean Hourly Rate -0.63%

Male Median Hourly Rate £26.51 Female Median Hourly Rate £26.81

Difference in Median Hourly Rate -1.13%

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
Total Number of Staff in Lower Quartile	53	
Male	27	50.94%
Female	26	49.06%

	Number of Staff	% of males and females
Total Number of Staff in Lower Middle Quartile	54	
Male	19	35.19%
Female	35	64.81%

	Number of Staff	% of males and females
Total Number of Staff in Upper Middle Quartile	54	
Male	20	37.04%
Female	34	62.96%

	Number of Staff	% of males and females
--	-----------------	------------------------

Total Number of Staff in Upper Quartile	54	
Male	24	44.44%
Female	30	55.56%