Northern Leaders Trust Gender Pay Gap Reporting

Gender Pay Gap Analysis 2019

Number of Employees	Fully Paid Enployees	Gender Split
		Female Male
241	223	65.47% 34.53%

	Mean Hourly Rate			Median Hourly Ra	te
Female	▼ Male	Gap	▼ Female	Male	Gap
£17.81	£19.57	8.99%	£16.28	£18.69	12.92%

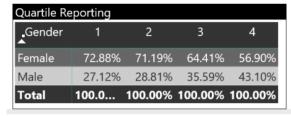
Quartile Re	eporting			
Gender	1	2	3	4
Female	75.00%	66.07%	60.71%	60.00%
Male	25.00%	33.93%	39.29%	40.00%
Total	100.0	100.00%	100.00%	100.00%

Quartile	Hourly R	ates			
Q	Min	Max	Q	Min	Max
1	3.700	11.979	3	16.276	23.296
2	12.370	16.276	4	23.296	63.085

Gender Pay Gap Analysis 2020

Number of Employees	Fully Paid Employees	Gender Split
		Female Male
254	235	66.38% 33.62%

	Mean Hourly Rate			Median Hourly Ra	te
Female	▼ Male	Gap	▼ Female	Male	Gap
£18.45	£20.88	11.67%	£16.60	£20.15	17.61%



Quartile	Hourly R	ates			
Q	Min	Max	Q	Min	Max
1	3.900	13.111	3	17.048	23.937
2	13.111	17.042	4	23.937	64.820

Gender Pay Gap Analysis 2021

Number of Employees	Fully Paid Employees	Gender Split	
263		Female Male	
	241	65.98% 34.02%	

	Mean Hourly Rate		M	edian Hourly Rate	
Female	▼ Male	Gap	Female	Male	Gap
£19.60	£21.89	10.42%	£17.54	£21.85	19.74%

Quartile Reporting						
Gender	1	2	3	4		
Female	71.67%	73.33%	61.67%	57.38%		
Male	28.33%	26.67%	38.33%	42.62%		
Total	100.0	100.00%	100.00%	100.00%		

Q	Min	Max	Q	Min	Max
1	9.417	14.786	3	19.546	24.596
2	14.861	19.360	4	24.595	68.272

Gender_Pay_Gap_2022 GENDER_PAY_GAP

Gender Pay Gap Analysis 2022

Number of Employees	Fully Paid Employees	Gender Split	
		Female Male	
272	256	67.97% 32.03%	

	Mean Hourly Rate			Median Hourly Rate	e
Female	M ale →	Gap	Female	Male	Gap
£19.51	£21.43	8.97%	£17.36	£21.85	20.57%

Quartile Re	porting			
Gender	1	2	3	4
Female	67.19%	79.69%	62.50%	62.50%
Male	32.81%	20.31%	37.50%	37.50%
Total	100.0	100.00%	100.00%	100.00%

Q	Min	Max	Q	Min	Max
1	4.300	13.708	3	18.787	24.596
2	13.708	18.548	4	24.596	71.017



Number of Employees	Fully Paid Employees	Gender Split
		Female Male
271	261	67.43% 32.57%



	Mean Hourly Rate			Median Hourly Rate	e
Female	Male ▼	Gap	Female ▼	Male	Gap
£20.67	£22.50	8.12%	£18.35	£21.28	13.74%

Quartile Re	eporting			
Gender	1	2	3	4
Female	72.31%	69.23%	67.69%	60.61%
Male	27.69%	30.77%	32.31%	39.39%
Total	100.0	100.00%	100.00%	100.00%

Q	Min	Max	Q	Min	Max
1	9.180	14.705	3	18.782	25.827
2	14.705	18.770	4	25.826	80.919

Gender Pay Gap Analysis 2024

Number of Employees	Fully Paid Employees	Gender Split
		Female Male
291	264	65.15% 34.85%



	Mean Hourly Rate			Median Hourly Rate	2
Female	M ale ▼	Gap	Female ▼	Male	Gap
£22.15	£26.25	15.64%	£19.73	£22.43	12.04%

Quartile R	eporting			
Gender	1	2	3	4
Female	74.24%	62.12%	77.27%	46.97%
Male	25.76%	37.88%	22.73%	53.03%
Total	100.0	100.00%	100.00%	100.00%

Q •	Min	Max	Q	Min	Max
1	11.578	15.977	3	20.311	29.166
2	15.977	19.990	4	29.204	78.022