

Northern Leaders Trust Gender Pay Gap Reporting

Gender Pay Gap Analysis 2019

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

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

Quartile Reporting					Quartile Hourly Rates					
Gender	1	2	3	4	Q	Min	Max	Q	Min	Max
Female	75.00%	66.07%	60.71%	60.00%	1	3.700	11.979	3	16.276	23.296
Male	25.00%	33.93%	39.29%	40.00%	2	12.370	16.276	4	23.296	63.085
Total	100.0...	100.00%	100.00%	100.00%						

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 Rate		
Female	Male	Gap	Female	Male	Gap
£18.45	£20.88	11.67%	£16.60	£20.15	17.61%

Quartile Reporting					Quartile Hourly Rates					
Gender	1	2	3	4	Q	Min	Max	Q	Min	Max
Female	72.88%	71.19%	64.41%	56.90%	1	3.900	13.111	3	17.048	23.937
Male	27.12%	28.81%	35.59%	43.10%	2	13.111	17.042	4	23.937	64.820
Total	100.0...	100.00%	100.00%	100.00%						

Gender Pay Gap Analysis 2021

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

Mean Hourly Rate			Median Hourly Rate		
Female	Male	Gap	Female	Male	Gap
£19.60	£21.89	10.42%	£17.54	£21.85	19.74%

Quartile Reporting					Quartile Hourly Rates					
Gender	1	2	3	4	Q	Min	Max	Q	Min	Max
Female	71.67%	73.33%	61.67%	57.38%	1	9.417	14.786	3	19.546	24.596
Male	28.33%	26.67%	38.33%	42.62%	2	14.861	19.360	4	24.595	68.272
Total	100.0...	100.00%	100.00%	100.00%						

Gender_Pay_Gap_2022
GENDER_PAY_GAP

Gender Pay Gap Analysis 2022

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

Mean Hourly Rate			Median Hourly Rate		
Female	Male	Gap	Female	Male	Gap
£19.51	£21.43	8.97%	£17.36	£21.85	20.57%

Quartile Reporting					Quartile Hourly Rates					
Gender	1	2	3	4	Q	Min	Max	Q	Min	Max
Female	67.19%	79.69%	62.50%	62.50%	1	4.300	13.708	3	18.787	24.596
Male	32.81%	20.31%	37.50%	37.50%	2	13.708	18.548	4	24.596	71.017
Total	100.0...	100.00%	100.00%	100.00%						

Gender Pay Gap Analysis 2023

Select Company
 Northern Leaders Trust

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

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

Quartile Reporting				
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%

Quartile Hourly Rates					
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

Select Company
 Northern Leaders Trust

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

Mean Hourly Rate			Median Hourly Rate		
Female	Male	Gap	Female	Male	Gap
£22.15	£26.25	15.64%	£19.73	£22.43	12.04%

Quartile Reporting				
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%

Quartile Hourly Rates					
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