





## Newport Norse

2018

|   |                                       |                                |   |   |
|---|---------------------------------------|--------------------------------|---|---|
| <p>Hourly Pay</p>  | <p>Mean</p> <p>18.5%</p>              | <p>Proportions by Gender</p>   |  |  |
| <p>Median</p> <p>0.0%</p>   | <p>Receiving Bonus</p>                |                                |   |   |
| <p>Bonus Pay</p>   | <p>Mean</p> <p>37.7%</p>              | <p>Upper Quartile Pay Band</p> | <p>67.6%</p>  | <p>32.4%</p>  |
| <p>Median</p> <p>42.7%</p>  | <p>Upper Middle Quartile Pay Band</p> | <p>29.6%</p>                   | <p>70.4%</p>  |   |
|   | <p>Lower Middle Quartile Pay Band</p> | <p>15.5%</p>                   | <p>84.5%</p>  |   |
|   | <p>Lower Quartile Pay Band</p>        | <p>25.0%</p>                   | <p>75.0%</p>  |   |

The gender gap is not the same as equal pay. Equal pay ensures that men and women doing the same job are paid the same, the gender gap shows the difference in the average pay of men and women in the entire workforce.

We have noted a reduction of 6.3% in the mean difference with the median now at 0%. There is more work to be done but the interventions we have now put in place are having an impact. We expect to see further reductions over the next three years.