

# Gender Pay at New Directions Care & Support Limited

At New Directions Care & Support Limited we are dedicated to ensuring fairness, equality and inclusion throughout our workforce. We have taken the time to consider any potential gender pay gap that might exist.

To this end, we have produced a gender pay report (5 April 2017) to gain a good understanding of how the average earnings of our male and female employees differ.

We considered the difference between the average earnings of men and women working at New Directions Care & Support Limited. At the time of our report, we employed 25 direct employees and 161 candidates in the UK. Of these direct employees, 6 (24%) were men and 19 (76%) were women. Of these candidates 28 (17%) were men and 133 (83%) were women.

## Employees

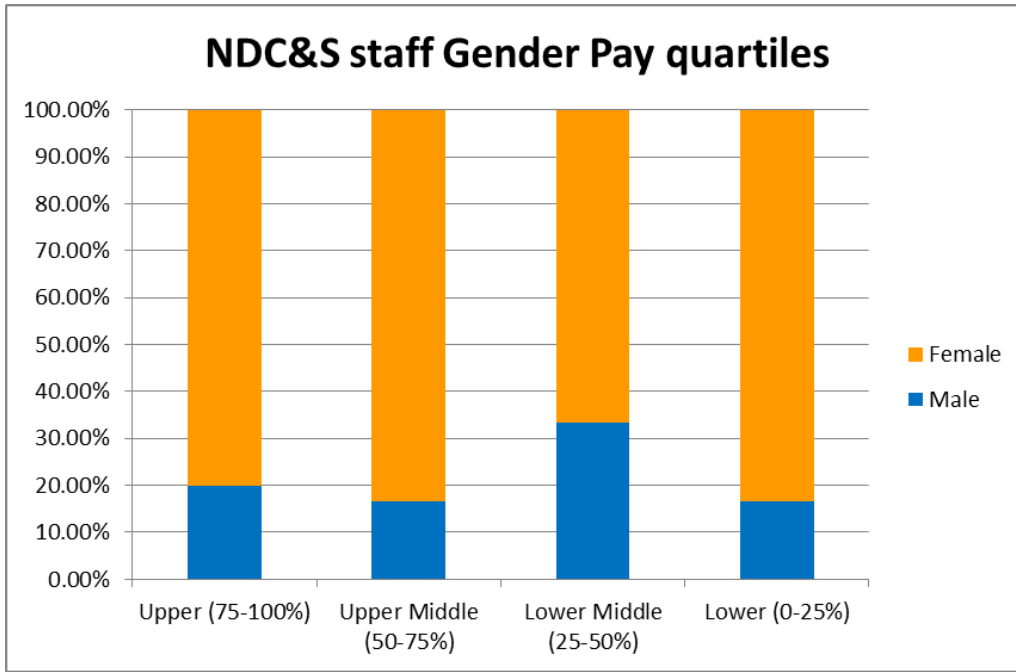
The figures we arrived at and as stated below enabled us to determine where our gender pay focus should be. Primarily, our directly employed staff have a negative gender pay gap with women predominately in higher paid positions than men.

Total Employees	Male	Female	Total
	6	19	25

Pay	Male	Female	Difference
Mean	11.98	13.50	-12.69%
Median	11.24	11.38	-1.25%

Pay	Male	Female	Male	Female
Upper (75-100%)	1	4	20.00%	80.00%
Upper Middle (50-75%)	1	5	16.67%	83.33%
Lower Middle (25-50%)	2	4	33.33%	66.67%
Lower (0-25%)	1	5	16.67%	83.33%
	5	18		

Bonus	Male	Female	Difference
Mean	4392.04	5815.73	-32.42%
Median	4392.04	3945.92	10.16%
Number receiving bonus	1	12	
Percentage receiving bonus	16.67%	63.16%	



## Candidates

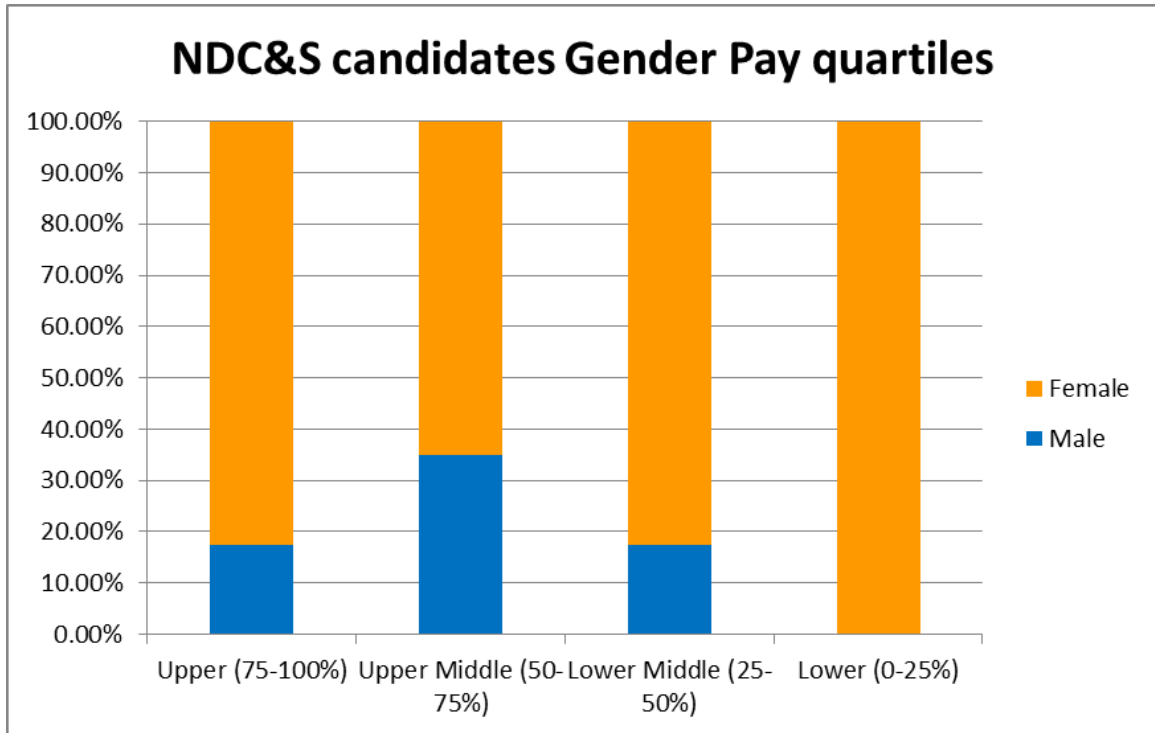
In regard our candidates, we have a really moral gender balance and demonstrate that we offer equal pay for doing equivalent jobs across our business.

Total Employees	Male	Female	Total
	28	133	161

Pay	Male	Female	Difference
Mean	8.18	8.29	-1.34%
Median	8.17	8.00	2.08%

Pay	Male	Female	Male	Female
Upper (75-100%)	7	33	17.50%	82.50%
Upper Middle (50-75%)	14	26	35.00%	65.00%
Lower Middle (25-50%)	7	33	17.50%	82.50%
Lower (0-25%)	0	41	0.00%	100.00%
	28	133		

No bonuses are paid to candidates.



The figures set out above are based on the data supplied by New Directions Care & Support Ltd and have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.