



Gender Pay at New Directions Care & Support Ltd

Introduction

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.

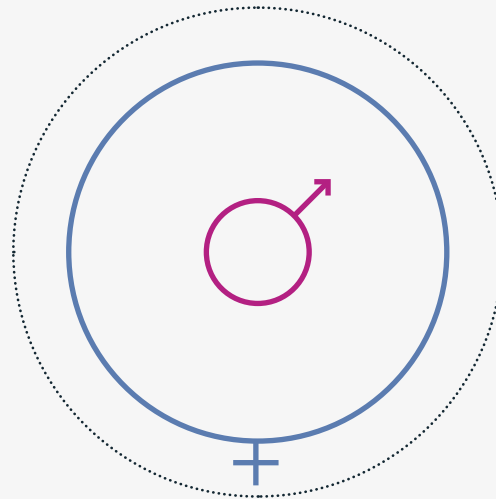
To this end, we have produced a gender pay report (5 April 2018) to gain a good understanding of how the average earnings of our male and female employees differ.

We considered the difference between the average earnings of men and women working at New Directions Care & Support Limited.

Who we employ

At the time of our report, we employed 36 direct employees and 249 candidates in the UK. Of these direct employees, 8 (22%) were men and 28 (78%) were women. Of these candidates 38 (15%) were men and 211 (85%) were women.

36 Direct Employees

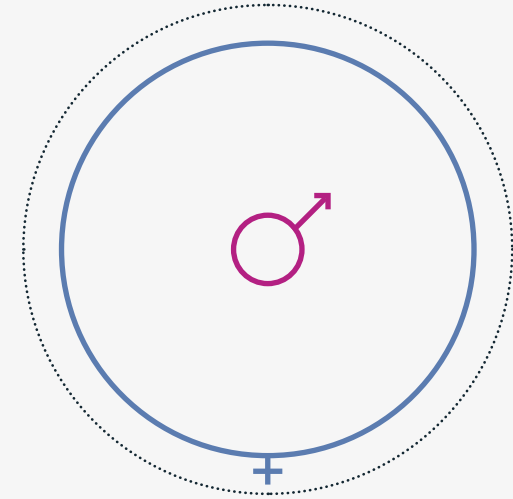


36 employees

28 (78%) women

8 (22%) men

249 Candidates



249 candidates

211 (85%) women

38 (15%) men



Gender Pay at New Directions Care & Support Ltd

Employees

36 Employees

28 Female

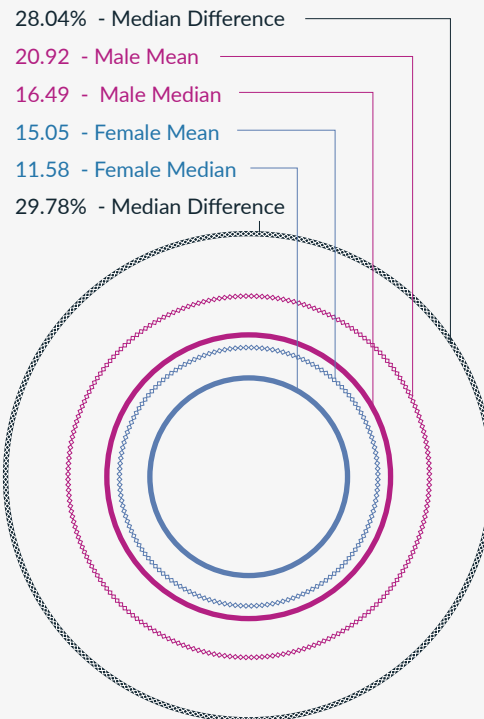
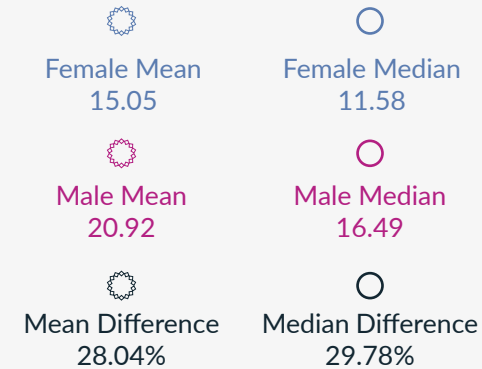
8 Male

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 positive gender pay gap even though out of the top four higher paid positions, three are females.

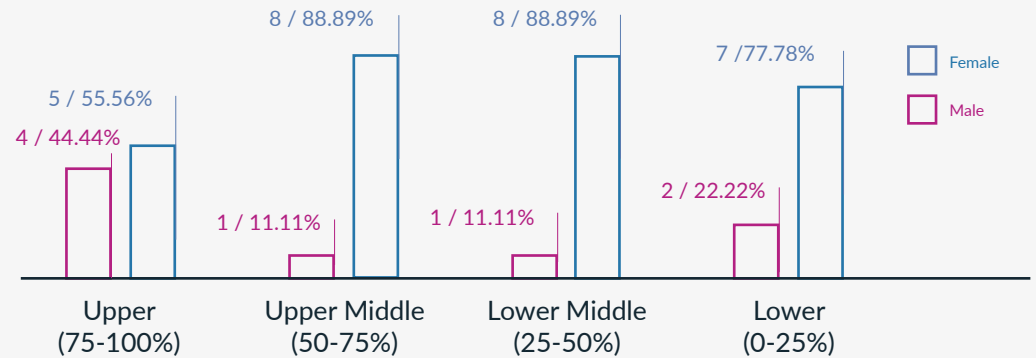
Bonus

Subsequently, the bonus figure for our directly employed staff shows we have a negative gender pay gap due to the senior leadership position being held by a female and having predominantly females employed due to gender skew in the sector.

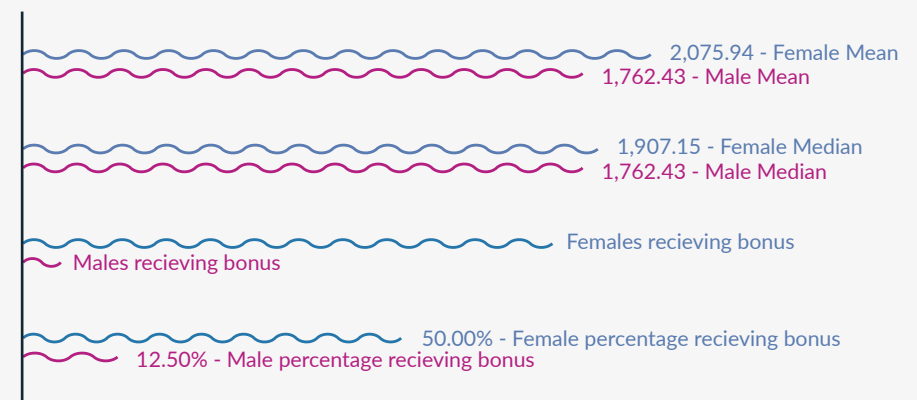
Average hourly rate



Nº of Employees at each quartile



Annual bonus paid (05/17 - 04/18)





Gender Pay at New Directions Care & Support Ltd

Candidates

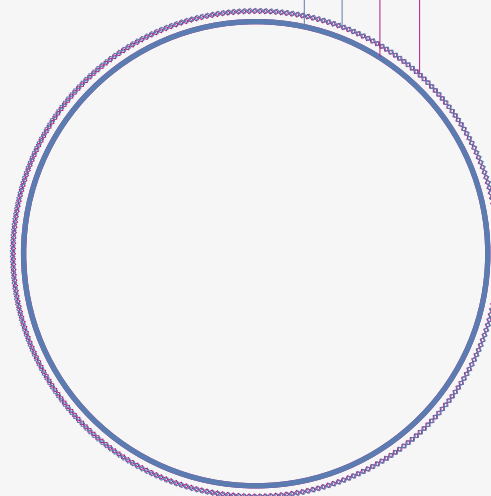
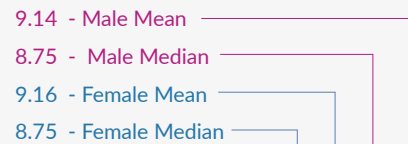
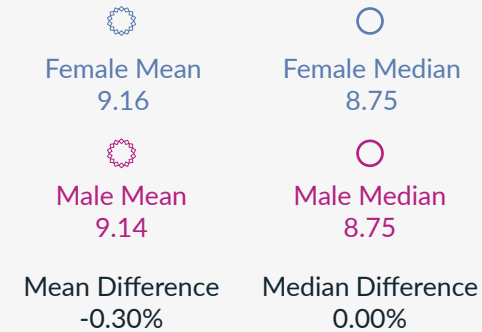
249 Candidates

211 Female

38 Male

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

Average hourly rate



Conclusion

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.

Nº of Candidates at each quartile

