



Gender Pay at ND Care & Support Ltd

Introduction

At ND Care & Support Ltd 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 2022) to gain a good understanding of how the average earnings of our male and female employees differ. We consider the difference between the average earnings of men and women working at ND Care & Support Ltd.

Our Gender Pay Gap – a snapshot

- Our female hourly rate is 62% lower (mean) and 2% lower (median)
- Our upper hourly pay quartile has 82.2% women and 17.8% men
- Our upper middle hourly pay quartile has 89% women and 11% men
- Our lower middle hourly pay quartile has 89% women and 11% men
- Our lower hourly pay quartile has 86.5% women and 13.5% men
- Our female bonus pay is 69% lower (mean) and 0% lower (median)
- 2.8% of women and 8% of men received bonus pay



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Who we employ

ND Care & Support Limited places approximately 291 people into some 427 different client homes each week. As legislated by gender pay gap reporting requirements, we include both employees and workers in our gender pay gap calculations.

As an organisation, we pay our workers the pay rates in line with applicable framework agreements. The types of workers whom we place vary from homecare care staff through to senior homecare staff; associated pay rates will therefore also vary accordingly.

The gender pay gap reporting requirements, and as such, our analysis, means that we need to take into account all roles at all levels – meaning not just those within ND Care & Support Limited, but also within our wider client base also. Consequently, our data is not limited to comparing pay received by men and women performing the same roles.

As a national organisation who supplies workers across the UK, pay rates can also be influenced by additional external factors, including but not limited to a demand for specific skills shortages or regionalised pay differentials, and as such are subsequently unrelated to gender.

Because of these external variations, the gender pay gap report statistics are not truly and/or wholly indicative of the pay that ‘internal’ employees within ND Care & Support Limited receive. Our approach to pay is gender neutral by design and men and women who do equivalent jobs are paid equally. We ensure the pay of our internal employees is regularly reviewed and analysed to ensure that men and women who are performing the same role(s) are treated equally.

We confirm that the information and figures in our disclosure are accurate and have been calculated in accordance with gender pay gap reporting requirements as outlined in the legislation and accompanying guidance.

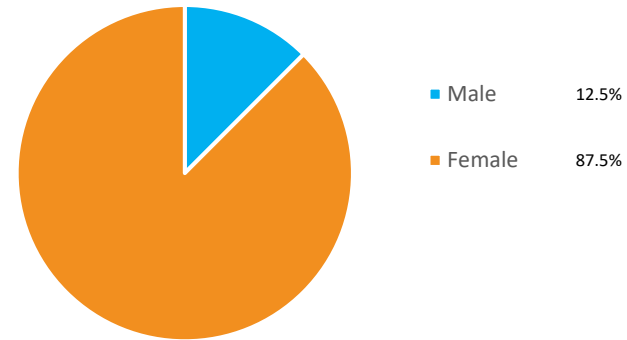


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Average hourly rate

	Male	Female	Difference
Mean	14.01	10.85	22.56%
Median	9.75	9.69	0.57%

Employees by Gender



Employees at each quartile

	Male	Female	Male	Female
Upper (75-100%)	6	60	9.09%	90.91%
Upper Middle (50-75%)	10	56	15.15%	84.85%
Lower Middle (25-50%)	6	60	9.09%	90.91%
Lower (0-25%)	11	55	16.67%	83.33%
Total	33	231		

Annual bonus paid (May 21 – Apr 22)

	Male	Female	Difference
Mean	4,807.93	3,505.74	27.08%
Median	4,807.93	2,229.02	53.64%
# receiving bonus	1	29	
% receiving bonus	3.03%	12.55%	



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