



# GENDER PAY GAP INFORMATION 2018-2019

**New Directions has calculated its Gender Pay Gap information in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for 2018/19 based on staff employed in April 2018. At the time of the calculation the Company employed 482 staff (426 female and 56 male). The number of female employees accounts for 88% of New Directions workforce of which 1.18% earn on average a lower hourly rate than male employees. The Company does not pay a bonus to any staff.**

**Responsible person: Elaine Davies – Head of HR**

## Median Pay Gap



0.98%

UK Average of 18.4%

## Mean Pay Gap



1.18%

## Mean & Median Bonus Gap



0.00%

This is due to New Direction not paying a bonus

### LOWER QUARTILE

■ Male ■ Female



### LOWER MIDDLE QUARTILE

■ Male ■ Female



### UPPER MIDDLE QUARTILE

■ Male ■ Female



### UPPER QUARTILE

■ Male ■ Female

