



GENDER PAY GAP INFORMATION 2019-2020

New Directions has calculated its Gender Pay Gap information in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for 2019/20 based on staff employed on 5th April 2019.

At the time of the calculation the Company employed 445 staff (395 female and 50 male). The number of female employees accounts for 88.76% of New Directions workforce.

New Directions' gender pay gap is 6.46%. This means that the average hourly rate for our male employees is 6.46% higher than our female employees. This gap is due to the Company gender balance being significantly weighted towards female and a higher percentage of the male workforce being employed in senior grades. Should the number of male employees increase and the ratio of female/male employees to senior positions change, this is likely to show a reduction in our gender pay gap.

Responsible person: Elaine Davies – Head of HR

Median Pay Gap



7.63%

UK Average of 17.9%

Mean Pay Gap



6.46%

Mean & Median Bonus Gap



0.00%

This is due to New Direction not paying a bonus

LOWER QUARTILE

■ Male ■ Female



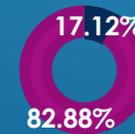
LOWER MIDDLE QUARTILE

■ Male ■ Female



UPPER MIDDLE QUARTILE

■ Male ■ Female



UPPER QUARTILE

■ Male ■ Female

