

Gender Pay Gap Information 2017-2018

New Directions has calculated its Gender Pay Gap information in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for 2017/18 based on staff employed in April 2017. At the time of the calculation the Company employed 307 staff (268 female and 39 male). The number of female employees accounts for 87% of New Directions workforce of which 7.7% earn a higher 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



0.00%

UK Average of 18.1%

Mean Pay Gap



-7.70%

Mean & Median Bonus Gap



0.00%

This is due to New Direction not paying a bonus

LOWER QUARTILE

■ Male ■ Female



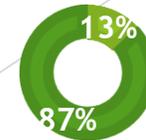
LOWER MIDDLE QUARTILE

■ Male ■ Female



UPPER MIDDLE QUARTILE

■ Male ■ Female



UPPER QUARTILE

■ Male ■ Female

