**GENDER PAY GAP REPORT – 2022**

On 1 April, 2017 the Government introduced the Equality Act 2010 (Gender Pay Information) Regulations 2017. This requires New Directions to calculate gender pay data, based on our workforce on 5 April each year.

We are a leading provider of adult social care services within the borough of Sefton. Our aim is to provide the highest quality of care and support for adults of all ages who have learning or physical disabilities, mental health support needs and older people. We promote independent living, encouraging and supporting individuals to fulfil their aspirations.

We aspire to become the Employer of Choice; attracting and retaining the best talent from the local labour market wherever possible. We are committed to ensuring equality and fairness in pay for all our workforce.

On 5 April 2022 our workforce of 355 staff was predominately female (88.17%). This is not untypical of the social care sector.

**GENDER MEAN AND MEDIAN PAY GAP**

|  |  |
| --- | --- |
| **Mean** | **Median** |
| 10.99% | 1.93% |

Our gender pay gap is 10.99%. This means that the average hourly rate for male employees is 10.99% higher than female employees. This gap is an increase of 2.73% from 2021 due to more males being employed in the upper mid quartile and upper quartile.

Our median gender pay gap is 1.93%, a reduction of 3.98% from 2021. The reduction is due to more males being employed in the lower quartile.

**PAY QUARTILES**

The following graph shows the gender distribution across four equally sized quartile pay bands.

**MEAN AND MEDIUM BONUS PAY GAP**

New Directions does not pay staff bonus.

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Adam Drury**

**Head of HR**