

2023/24 GENDER PAY GAP REPORT

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 in the Sefton borough. We aim to provide the highest quality of care and support for adults of all ages with 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 fair pay for all our workforce.

On 5 April 2023, 85.42% of our workforce of 340 staff was predominantly female (a characteristic of the social care sector).

GENDER MEAN AND MEDIAN PAY GAP

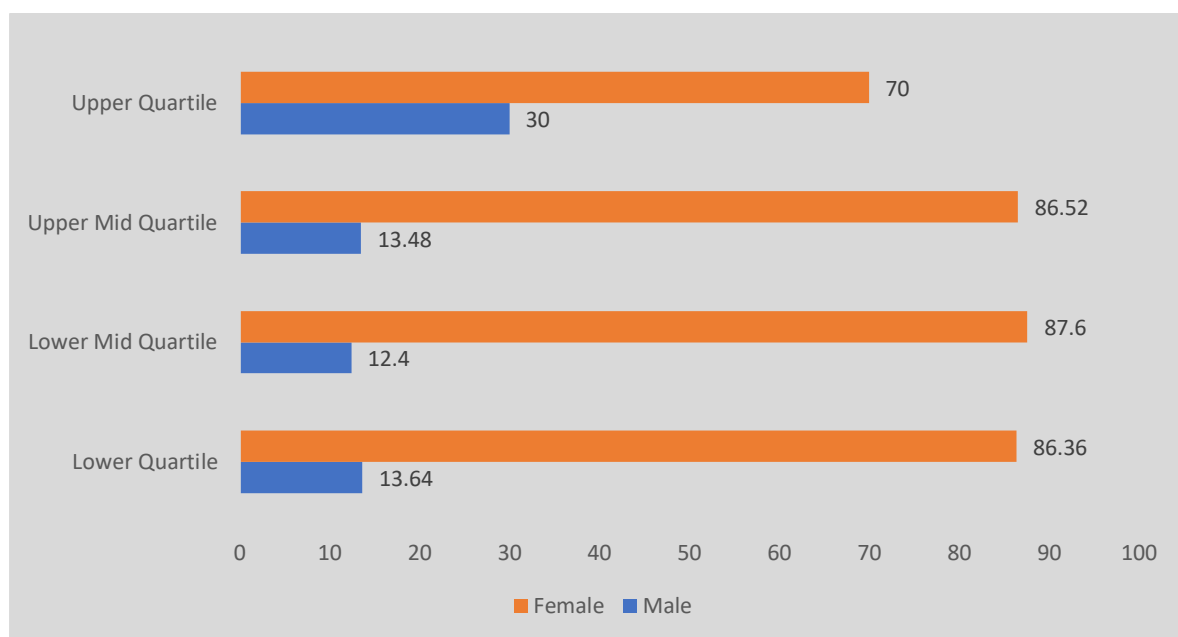
Mean	Median
9.33%	0.59%

Our gender pay gap is 9.33%. This means that the average hourly rate for male employees is 9.33% higher than for female employees. This gap decreased by 1.67% from 2022 because fewer males were employed in the upper mid-quartile and upper quartile.

Our median gender pay gap is 0.59%, a reduction of 1.34% from 2022. The reduction is due to more males being employed in the lower quartile.

PAY QUANTILES

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



MEAN AND MEDIAN BONUS PAY GAP

New Directions does not pay staff bonuses.

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

Mark Fox

Managing Director

Snapshot date: 5 April 2023

[Click here to view our published 2023/24 Gender Pay Gap report.](#)