

GENDER PAY GAP REPORT – 2021

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

New Directions is committed to providing outstanding care and support to the most vulnerable people within our Sefton community and beyond. Offering a diverse range of services including residential, respite, day opportunities, mental health and in the community, our aim is 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, 2021 our workforce of 408 staff was predominately female (90.93%). This is not untypical of the social care sector.

GENDER MEAN AND MEDIAN PAY GAP

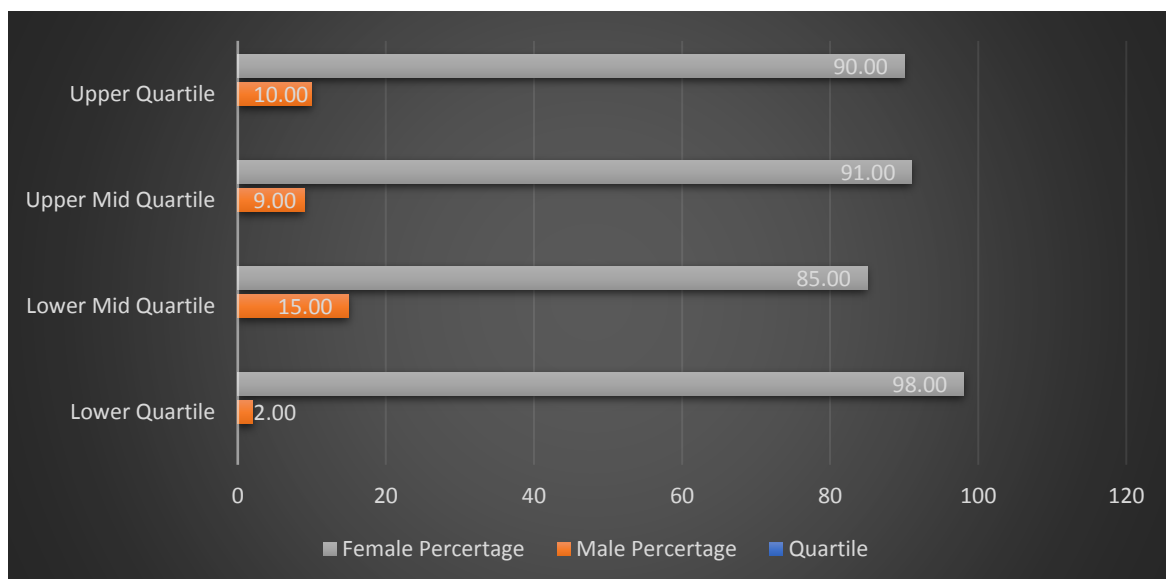
Mean	Median
8.26%	5.71%

New Directions' gender pay gap is 8.26%. This means that the average hourly rate for our male employees is 8.26% higher than our female employees. This gap is a reduction of 1.18% from 2020 but remains due to the Company gender balance still being significantly weighted towards female with a higher percentage of our male workforce being employed in higher graded roles. 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.

Our median gender pay gap is 5.71% an increase of 1.81% from 2020. The gap is based on the mid-point hourly rate for each gender when placed in order from the lowest to highest.

PAY QUARTILES

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



MEAN AND MEDIUM BONUS PAY GAP

Sefton 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.



Elaine Davies

Head of HR