

Introduction

At New Directions Education Limited we are dedicated to ensuring fairness, equality and inclusion throughout our workforce. We have taken the time to consider any potential gender pay gap that might exist.

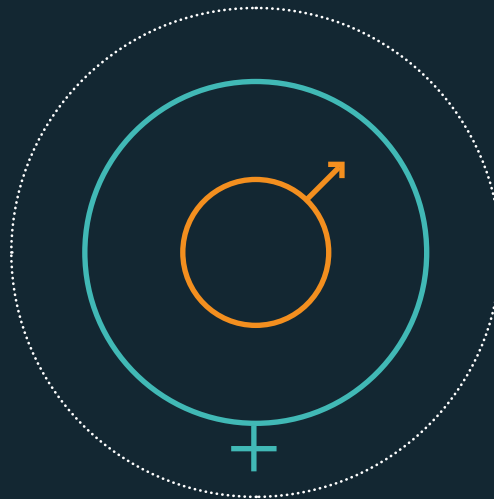
To this end, we have produced a gender pay report (5 April 2018) to gain a good understanding of how the average earnings of our male and female employees differ.

We considered the difference between the average earnings of men and women working at New Directions Education Limited.

Who we employ

At the time of our report, we employed 83 direct employees and 48 candidates in the UK. Of these direct workers, 25 (30%) were men and 58 (70%) were women. Of these candidates, 23 (48%) were men and 25 (52%) were women.

83 Direct Employees

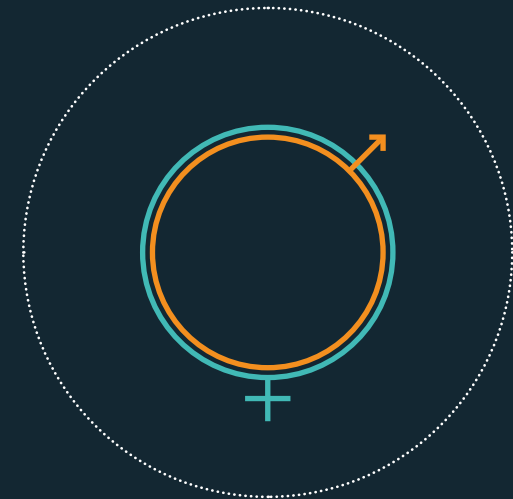


83 employees

58 (70%) women

25 (30%) men

48 Candidates



48 candidates

25 (52%) women

23 (48%) men

Gender Pay at New Directions Education Ltd

Employees

83 Employees

58 Female

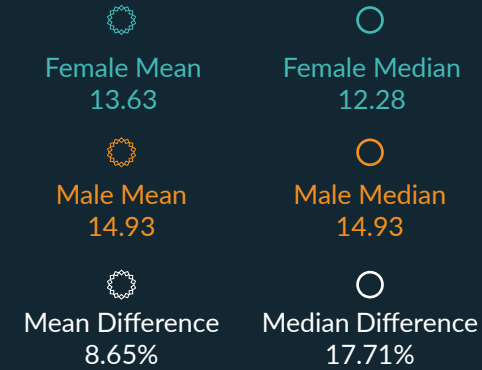
25 Male

There continues to be a gender pay gap which we believe is predominantly down to the fact that we have a male in the senior leadership position, but we do have predominately more females in the next tier of management.

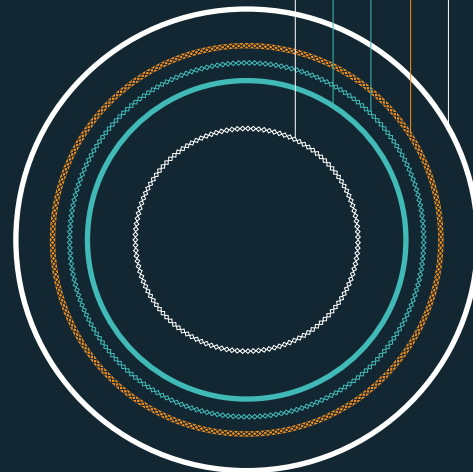
Bonus

Furthermore, the bonus figures for our directly employed staff show we have an increased gender pay gap even though out of the top five employees in receipt of bonus, three are female and our highest bonus was paid to a female.

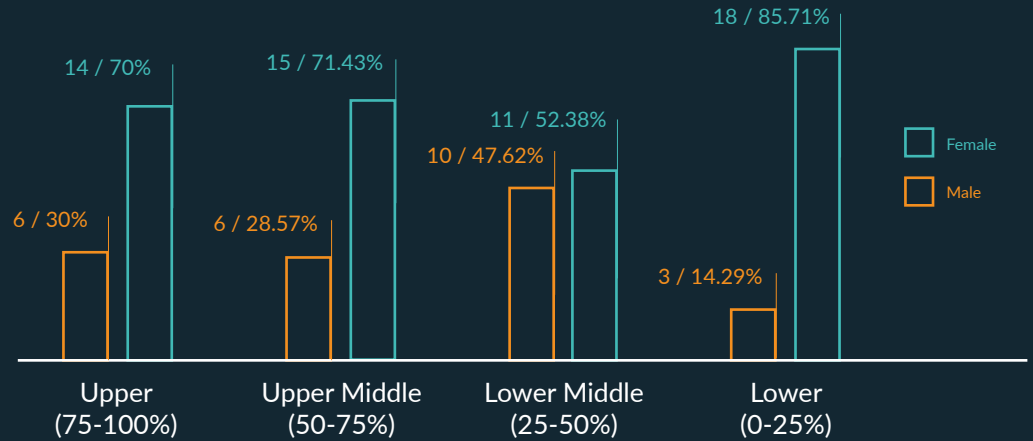
Average hourly rate



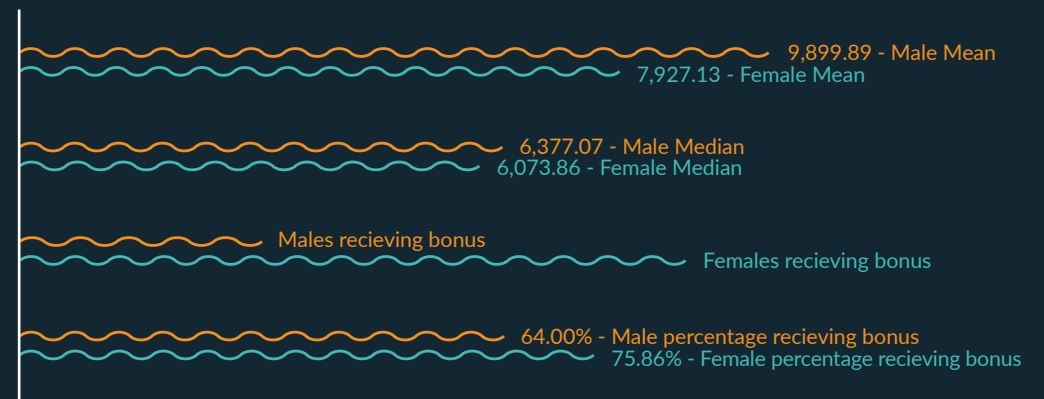
17.71% - Median Difference
 14.93 - Male Median & Male Mean
 13.63 - Female Mean
 12.28 - Female Median
 17.71% - Median Difference



Nº of Employees at each quartile



Annual bonus paid



Gender Pay at New Directions Education Ltd

Candidates

48 Candidates

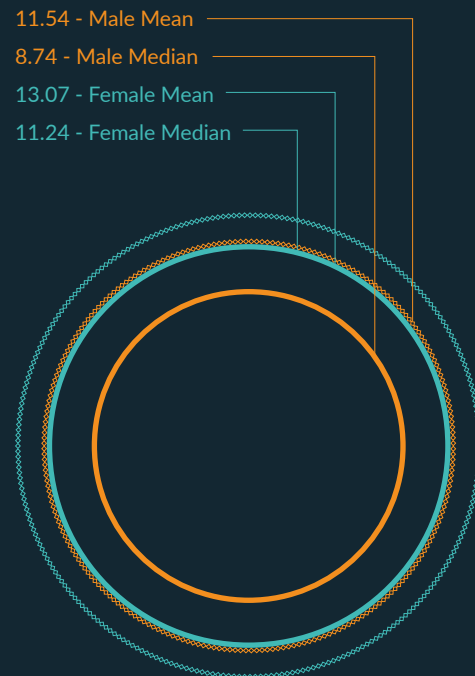
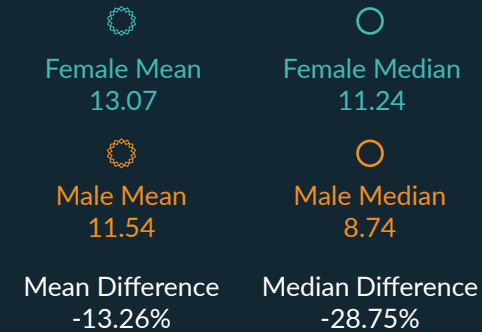
25 Female

23 Male

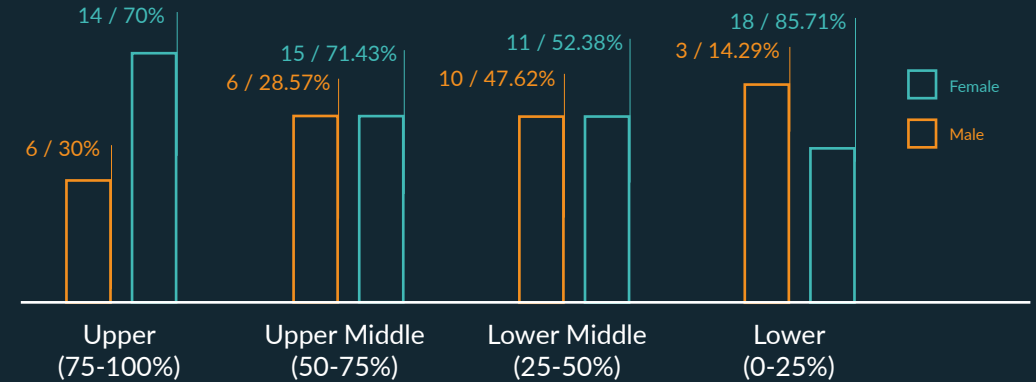
Primarily, the data shows that we have a negative gender pay gap, but this is predominantly due to the time at which the data was captured. We can identify that generally most of our candidates are females in teaching support roles, generally part-time or flexibly, with males predominantly undertaking fulltime qualified teaching roles which ultimately pay more.

The candidates do not receive bonuses.

Average hourly rate



Nº of Candidates at each quartile





Gender Pay at New Directions Education Ltd

Conclusion

Although we consider ourselves to already be making positive changes to narrowing the gap, in the coming months we'll continue to update our People Strategy with clear actions that will help reduce the gap with our directly employed staff further still.

Some of these initiatives are:

- Using 2019's planned management and leadership development programme to nurture and support our strong pipeline of future female talent;
- Promoting more flexible working arrangements;
- Ensuring our recruitment team provide diverse candidate lists;
- Encouraging more women into senior positions.

Our aim is to achieve a shift in the coming year.

The figures set out above are based on the data supplied by New Directions Education Ltd and have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.