

# Gender Pay at New Directions Recruitment Limited

At New Directions Recruitment 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 2017) 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 Recruitment Limited. At the time of our report, we directly employed 11 staff and 110 candidates in the UK. Of these directly employed staff, 4 (36%) were men and 7 (64%) were women. Of these candidates 43 (39%) were men and 67 (61%) were women.

## Employees

The figures we arrived at and as stated below enabled us to determine where our gender pay focus should be. Primarily, they show that we have a positive gender pay gap for our directly employed staff due to the amount of male recruitment consultants which are in higher paid roles compared to our females undertaking lower paid admin roles. The mean was gender pay neutral, but the median was negative.

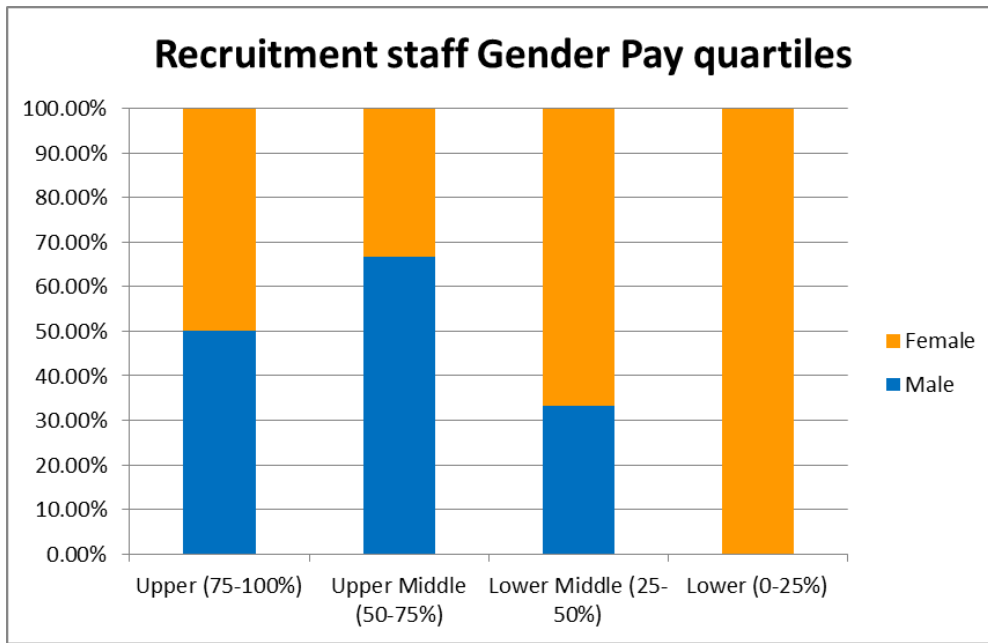
Due to the trends in male recruitment consultants the bonus gender pay gap results were also positive even though the senior leadership position in this business is carried out by a female.

Total Employees	Male	Female	Total
	4	7	11

Pay	Male	Female	Difference
Mean	13.30	13.36	-0.45%
Median	13.53	10.44	22.84%

Pay	Male	Female	Male	Female
Upper (75-100%)	1	1	50.00%	50.00%
Upper Middle (50-75%)	2	1	66.67%	33.33%
Lower Middle (25-50%)	1	2	33.33%	66.67%
Lower (0-25%)	0	3	0.00%	100.00%
	4	7		

Bonus	Male	Female	Difference
Mean	9586.26	1134.00	88.17%
Median	11379.55	1285.09	88.71%
Number receiving bonus	3	5	
Percentage receiving bonus	75.00%	71.43%	



## Candidates

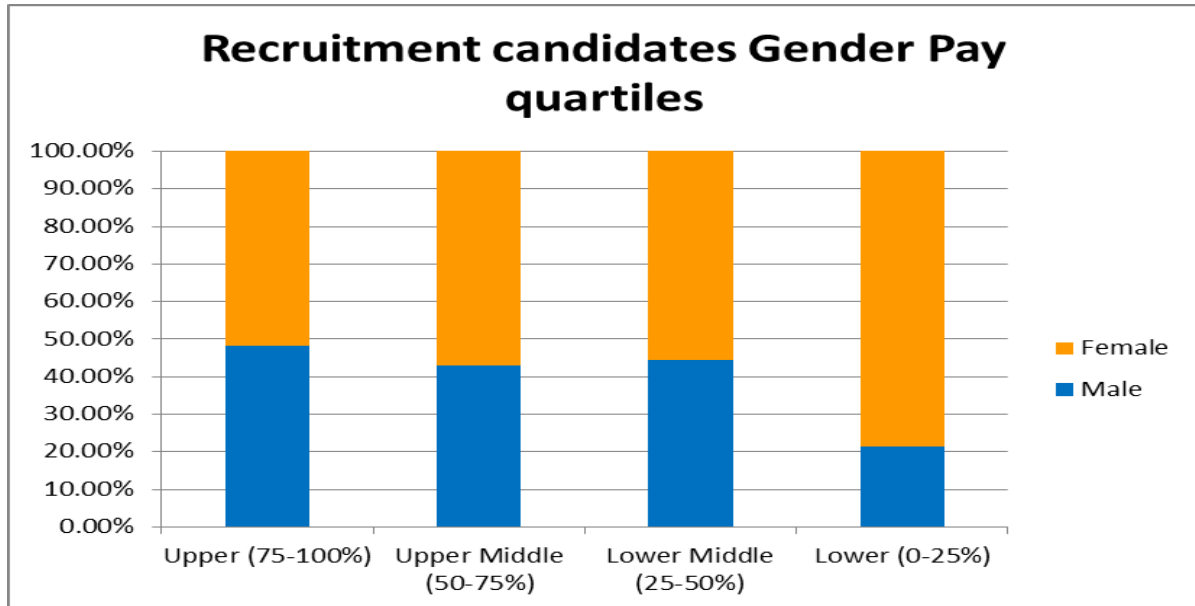
The figures we arrived at and as stated below for the candidates enabled us to determine where our gender pay focus should be. Primarily, they show that we have a further positive gender pay gap, which is due to the variety of challenging environments. These challenging environments attract higher rates of pay and generally more males, however the choice is ultimately down to the hirer.

Total Employees	Male	Female	Total
	43	67	110

Pay	Male	Female	Difference
Mean	8.58	8.15	5.01%
Median	8.50	8.00	5.88%

Pay	Male	Female	Male	Female
Upper (75-100%)	13	14	48.15%	51.85%
Upper Middle (50-75%)	12	16	42.86%	57.14%
Lower Middle (25-50%)	12	15	44.44%	55.56%
Lower (0-25%)	6	22	21.43%	78.57%
	43	67		

No candidates receive bonuses



We're committed to reducing our gender pay gap, and we've introduced a number of changes in 2018 to help us address it. For example, we are encouraging more women to apply for recruitment consultant roles, providing more training for our candidates, promoting more flexible working arrangements and ensuring our recruitment team provide diverse candidate lists;

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