



Gender Pay at New Directions Recruitment Ltd

Introduction

At New Directions Social Care 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 Recruitment Limited.

Who we employ

At the time of our report, we directly employed 16 staff and 143 candidates in the UK. Of these directly employed staff, 9 (56%) were men and 7 (44%) were women. Of these candidates 49 (34%) were men and 94 (66%) were women.

16 Direct Employees



16 employees

7 (44%) women

9 (56%) men

143 Candidates



143 candidates

94 (66%) women

49 (34%) men

Gender Pay at New Directions Recruitment Ltd

Employees

16 Employees

7 Female

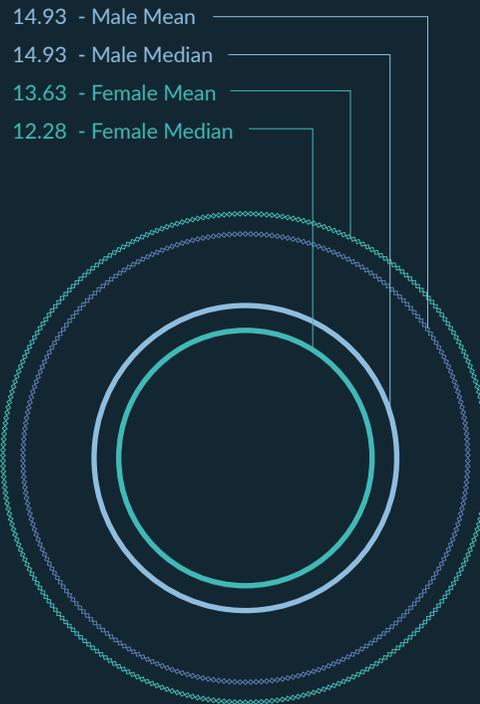
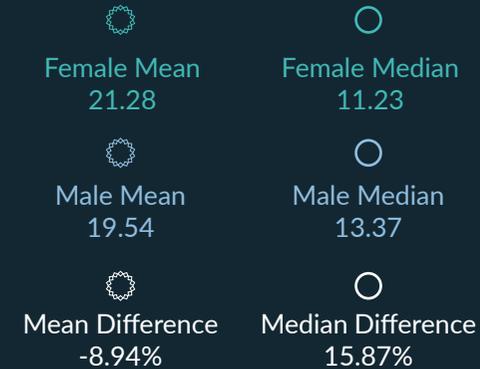
9 Male

The figure we arrived at and stated below enabled us to determine where our gender pay focus should be. The mean gender pay was slightly negative, but the median demonstrated a positive gender pay gap for our directly employed staff. We believe this is due to the amount of male recruitment consultants which are in higher paid roles compared to our females undertaking lower paid admin roles or working part-time.

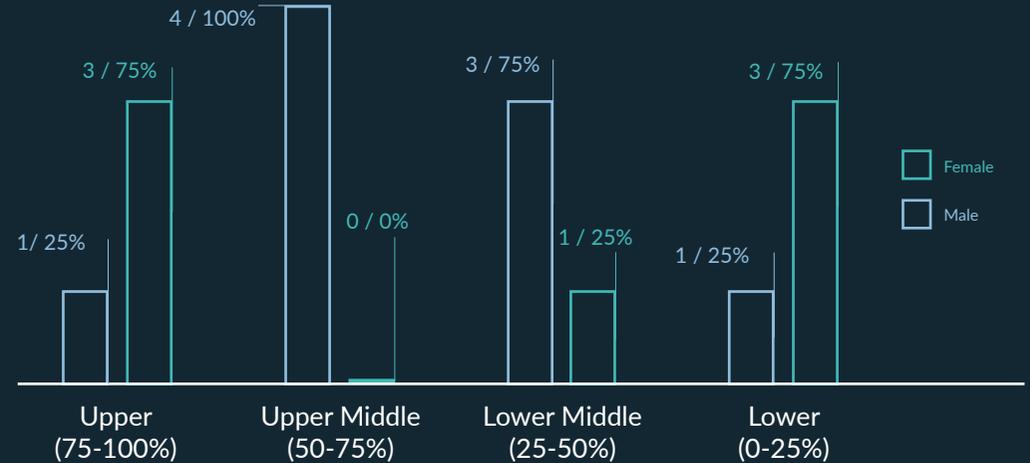
Bonus

Additionally, we are pleased to demonstrate that we have reversed last year's trends regarding the bonus results in our gender pay gap report for the senior leadership positions in the business being carried out by several females.

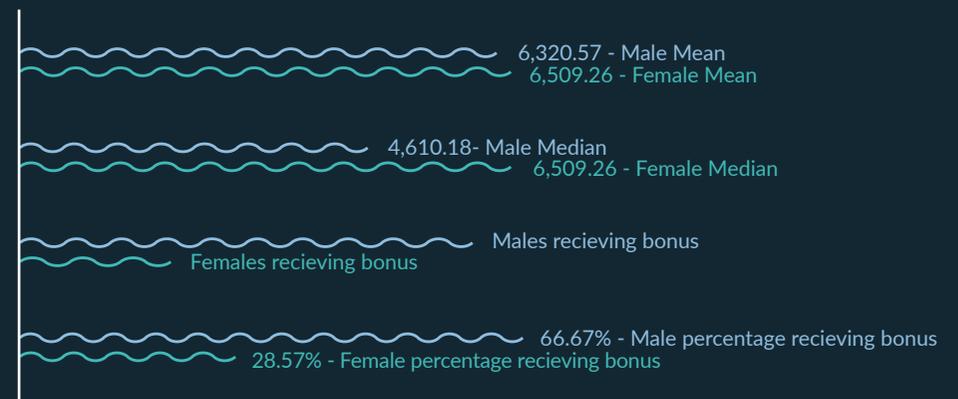
Average hourly rate



Nº of Employees at each quartile



Annual bonus paid



Gender Pay at New Directions Recruitment Ltd

Candidates

143 Candidates

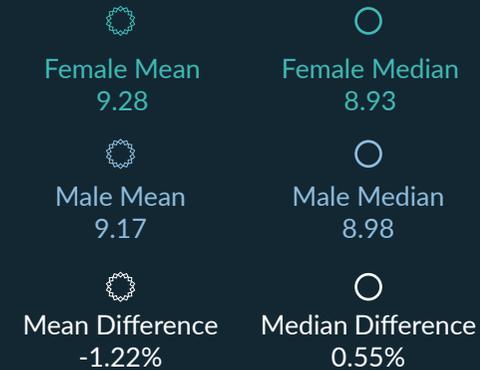
94 Female

49 Male

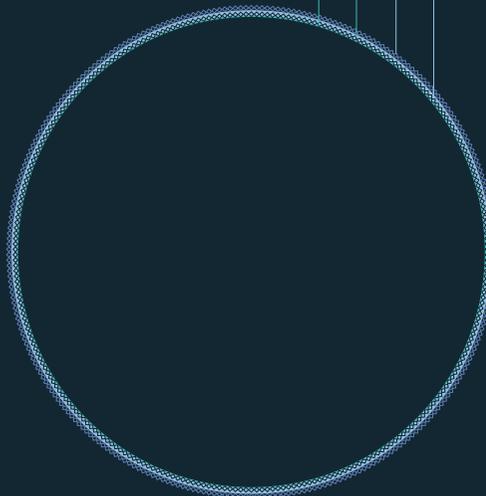
The figures we arrived at and as stated below for the candidates enabled us to determine that primarily we have a neutral gender pay gap at the mean, with a slight positive gender pay gap at the median, which is due to the variety of challenging environments. These challenging environments attract higher rates of pay and generally more males, however the choice is ultimately down to the hirer.

The candidates do not receive bonuses.

Average hourly rate



9.17 - Male Mean
 8.98 - Male Median
 9.28 - Female Mean
 8.93 - Female Median



Nº of Candidates at each quartile



Conclusion

Last year we committed to reducing our gender pay gap and it gives us great pleasure to see there has been a reduction in the difference of pay between our men and women with the gap closing.

We will continue to commit to reducing our slight gender pay gap, using the same initiatives as those used in 2017-18. For example, we provided more training opportunities for our candidates to deal with challenging environments, promoted more flexible working arrangements and ensured our recruitment team provide diverse candidate lists to clients.

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.