



Gender Pay at ND Care & Support Ltd

Introduction

At ND Care & Support Ltd 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 2022) to gain a good understanding of how the average earnings of our male and female employees differ. We consider 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 264 workers in the UK. As legislated by gender pay gap reporting requirements, we include both employees and workers in our gender pay gap calculations.

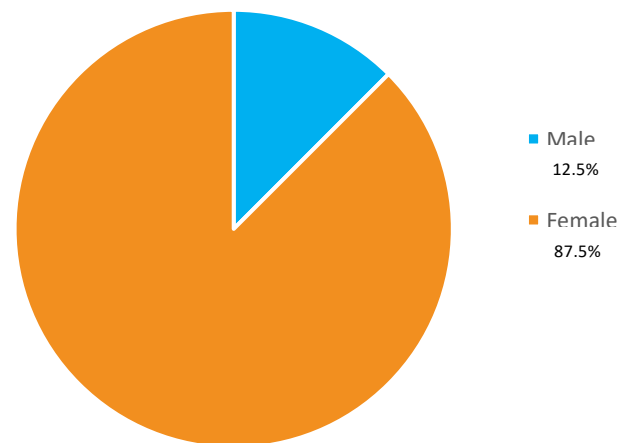
Of these employees, 33 (12.5%) were men and 231 (87.5%) were women.

As an organisation, we pay our workers in line with applicable framework agreements. The types of workers vary in seniority and therefore associated pay rates will vary accordingly. Consequently, our data is not limited to comparing pay received by men and women performing the same roles.

Average hourly rate

	Male	Female	Difference
Mean	14.01	10.85	22.56%
Median	9.75	9.69	0.57%

Employees by Gender





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Employees at each quartile

	Male	Female	Male	Female
Upper (75-100%)	6	60	9.09%	90.91%
Upper Middle (50-75%)	10	56	15.15%	84.85%
Lower Middle (25-50%)	6	60	9.09%	90.91%
Lower (0-25%)	11	55	16.67%	83.33%
Total	33	231		

Annual bonus paid (May 21 – Apr 22)

	Male	Female	Difference
Mean	4,807.93	3,505.74	27.08%
Median	4,807.93	2,229.02	53.64%
# receiving bonus	1	29	
% receiving bonus	3.03%	12.55%	

