



Gender Pay at New Directions Education Ltd

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 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 Recruitment Limited.

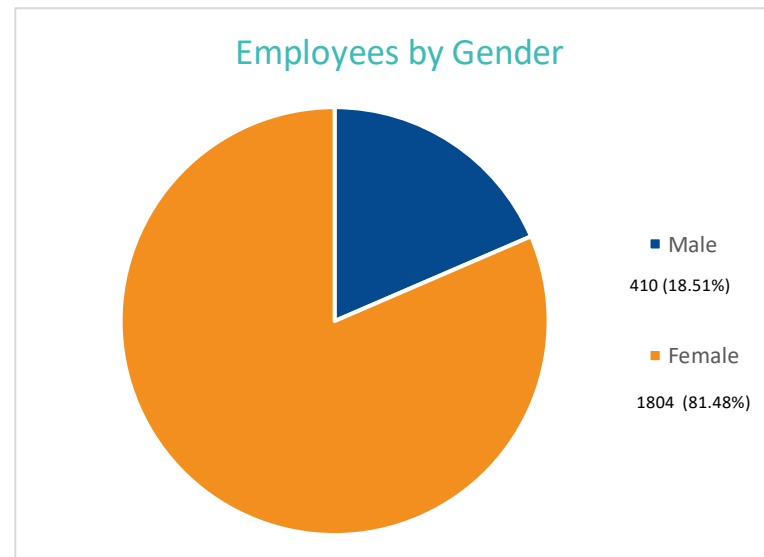
Who we employ

At the time of our report, we employed 76 direct employees and 2,138 candidates in the UK. Of these direct employees, 29 (30%) were male and 54 (70%) were female. Of these candidates, 388 (18%) were male and 1,750 (82%) were female.

As legislated by gender pay gap reporting requirements, we include both employees and workers in our gender pay gap calculations.

Average hourly rate

	Male	Female	Difference
Mean	15.94	13.86	13.05%
Median	18.53	10.76	41.91%





Gender Pay at New Directions Education Ltd

Employees at each quartile

	Male	Female	Male	Female
Upper (75-100%)	81	473	14.62%	85.38%
Upper Middle (50-75%)	57	497	10.29%	89.71%
Lower Middle (25-50%)	129	425	23.29%	76.71%
Lower (0-25%)	143	409	25.91%	74.09%
Total	410	1804		

Annual bonus paid (May 21 – Apr 22)

	Male	Female	Difference
Mean	11,492.89	12,525.43	-8.98%
Median	9,761.10	8,714.97	10.72%
# receiving bonus	15	27	
% receiving bonus	3.66%	1.50%	

