

# GENDER PAY GAP REPORT

## 2021



New Forest Care 

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# INTRODUCTION

New Forest Care is an independent company, growing in our chosen markets by offering bespoke residential, education and therapeutic childcare. We are dedicated to providing unconditional care to the most vulnerable children and young adults. Our approach is flexible and adaptable, working in partnership with local authorities, parents and carers. We are advocates of our children and putting their safety and well-being first is at the centre of our decision making.

Despite the challenges presented by the Pandemic during 2021 we have strived to develop our people and promote from within our own talent pool, whilst seeking to improve diversity at all levels within New Forest Care. The care and education sectors would normally reflect a large percentage of female employees, whilst we still have a relatively equal split between men and women across our business.



Our company Values promote equality of opportunities regardless of gender, age, sexual orientation, ethnicity, socio-economic background and disability.



## What is the gender pay gap?

This is the third year we have published our gender pay gap report, and this year's report gives us the opportunity to compare our data from 2019 through to 2021. Our report clearly explains the factors contributing to our gender pay gap. For guidance the Gender Pay Gap is defined as "the difference in the average hourly wage of all men and women across a workforce, regardless of their role". This is different to Unequal Pay which is defined as "paying men and women differently for performing the same (or similar) work", which is unlawful.

We have an obligation under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (SI 2017/172), to publish and report specific figures annually about our gender pay gap. These figures will be published on our website and on the designated government website.

## How is this calculated?

The data is taken from a 'snapshot date', which will always be 5th April in any given year. For the purposes of this report, the snapshot date is 5th April 2021. Bonus reporting is based on the 12 months preceding this date.

The data shows the difference between the mean (average) and median (mid-point) pay and bonus earnings of our male and female employees.

The pay quartiles represent a quarter, or 25% of the workforce, ranked by pay. The pay quartiles are then broken down by gender.

This includes all roles across the company, including those performed by clinical, education and care teams, as well as more office-based positions such as finance, and IT. These divisions have a significant variance in pay ranges depending on roles.

Pay is not limited to basic pay, but also includes other types of pay such as shift premium pay, and allowances. It doesn't include overtime. Bonus pay includes any additional pay relating to performance or incentives, whether discretionary or contractual.

# What do the mean and median results actually tell us?

+ A positive percentage figure shows that, mainly, or totally, female employees have lower pay or bonuses than men.

- A negative percentage figure shows that, mainly or totally, male colleagues have lower pay or bonuses than females.

○ A zero percentage figure would show no gap between the pay or bonuses of male and female employees - no gender pay gap.



## OUR RESULTS

### Overall Headcount

Male

**157**

↑ Up 0.6% on 2020

Female

**143**

↑ Up 8.3% on 2020

### Difference between male and female pay

Mean hourly rate (£)

Female 11.96

Male 13.62



Mean gap +12.20% (male) ↓

Median hourly rate (£)

Female 9.86

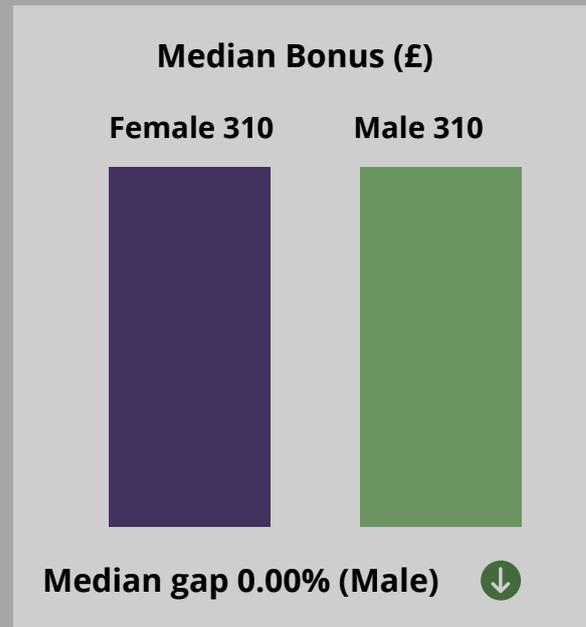
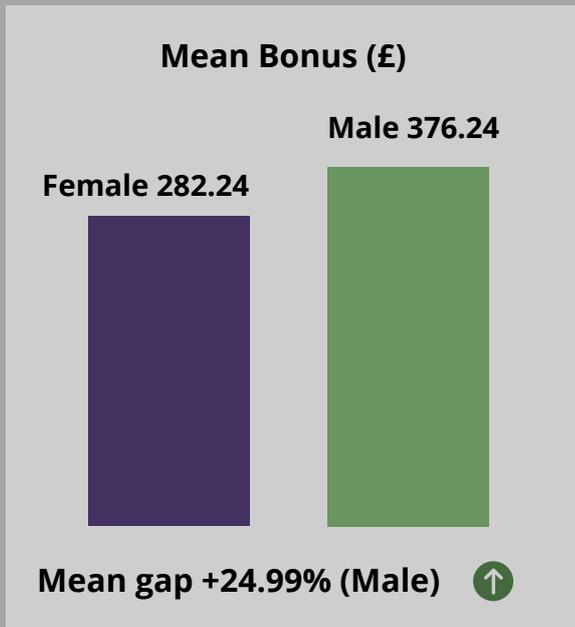
Male 10.10



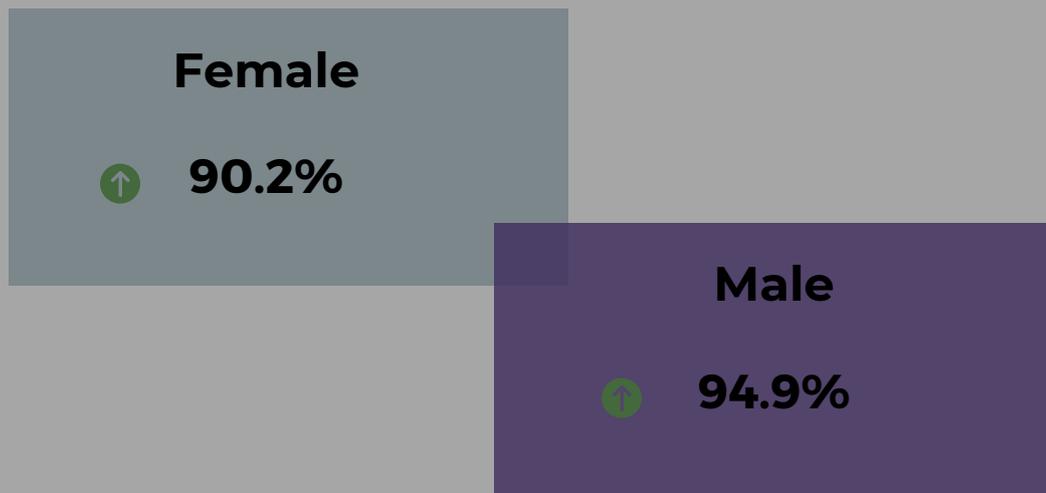
Median gap 2.42% (male) ↑

## Difference between male and female bonuses

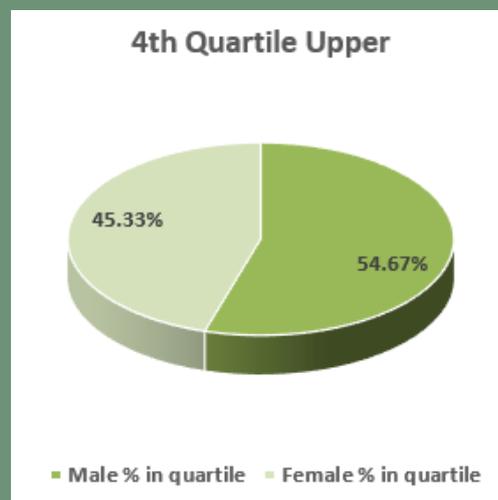
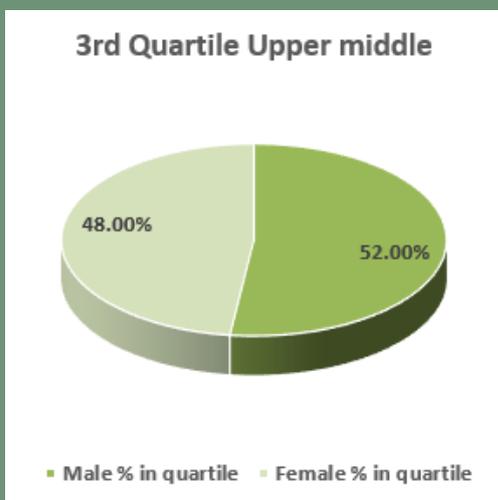
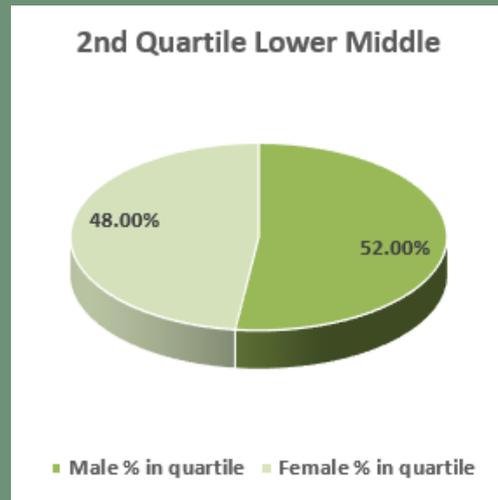
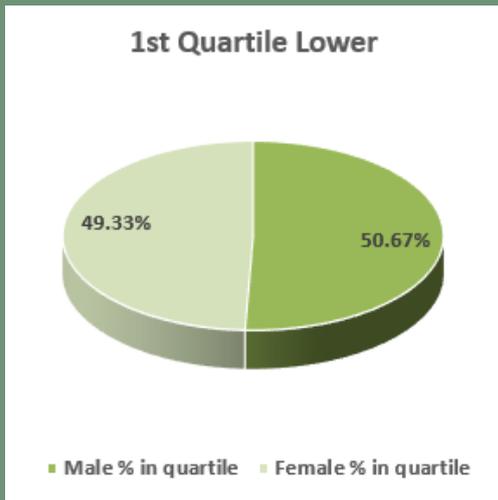
(all relevant employees)



## Proportion of males and females receiving a bonus



# PAY QUANTILES



## YEAR ON YEAR COMPARISON (%)

	2021	2020	2019	+ / - percentage point change on 2020
Mean gender pay gap by hourly rate	12.20	12.21	17.42	-0.01
Median gender pay gap by hourly rate	2.42	-1.84	6.73	+4.26
Mean bonus gap	24.99	15.93	37.01	+9.06
Median bonus gap	0	12.50	0	-12.50

# INTERPRETING THE DATA

## What's changed since 2020?

Our calculations are based on 300 employees; 157 male and 143 female.

According to the Office for National Statistics (November, 2021), 'the gender pay gap among all employees was 15.4% in 2021, an increase from 14.9% in 2020, but is still down from 17.4% in 2019'.

Despite the pandemic continuing to challenge our business during 2021, and recruitment of staff being impacted as a result of the on-going uncertainties, our figures for 2021 continue to show further reductions in our gender pay gap

We have seen a slight further reduction in our mean (average) pay gap from 12.21% to 12.20%, making it the lowest it has been since we started reporting on our gender pay gap. Whilst our median (mid-point) pay gap has increased slightly from -1.84% to 2.42%, this continues to remain significantly lower than the national average with the difference in the median hourly pay for males and females being just 24p.

Unfortunately, we have seen an increase in our mean bonus gap from 15.93% to 24.99% with males continuing to receive slightly higher one-off bonuses compared to females. This continues to be impacted by having more males in our upper quartile band i.e., in more senior positions, where remuneration is higher and therefore bonuses are typically higher too.



However, this is still an improvement on our mean bonus pay gap in 2019 (37.01%). Further, our median (mid-point) bonus gap is the same for both males and females (£310), with over 90% of both males and females receiving a bonus. This is primarily due to a large proportion of staff receiving a COVID and Christmas bonus in December 2020.

Looking at the longer-term trend, year-on-year we have continued to work hard to reduce our gender pay gap but we recognise that there is still some work to be done to reduce our bonus pay gap. We expect to see an improvement in our bonus pay gap in 2022, with more females in the upper quartiles as a result of the successful appointment of several females in senior positions across our school sites.

# ACTIONS

Whilst we continue to make progress in reducing our gender pay gap, indicating that our policies and initiatives are helping to move us towards the desired result, we will continue to work hard to minimise this further across New Forest Care by:

- Continuing to review pay structures and benchmarking for all roles;
- Continuing to adopt recruitment practices that promote diversity by advertising to both male and female candidates; and
- Continuing to offer equal access to training and learning and development opportunities.

## In addition, we will also:

- Analyse employee engagement and exit interview data for any underlying trends of reasons for leaving.
- Compare our 2022 data with previous years and spot trends.



I can confirm that the information in the report is accurate and has been calculated in accordance with gender pay gap reporting requirements as outlined within current legislation.

**Richard Collier-Keywood, Chairman**

