



316 employees

161 female

155 male

GENDER PAY GAP REPORT

2022

New Forest Care 

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Introduction

New Forest Care is a bespoke residential, education and therapeutic childcare provider, dedicated to providing unconditional care to the most vulnerable children. 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. Our people are at the heart of this and so we understand the importance of being open and fair in how we pay them.

Through our values we are committed to supporting equality of opportunities regardless of gender, age, sexual orientation, ethnicity, socio-economic background and disability. Everyone's welcome and supported in their development, at any stage of their career with us.

2021/2022 continued to be challenging years for the health and social care sector, as a result of the Coronavirus pandemic and cost-of-living crisis. Whilst it was pretty much 'business as usual' for New Forest Care, our people did a phenomenal job keeping things consistent for our children whilst adapting to different challenges. For this great effort, we gave a one-off COVID and Christmas bonus payment to our people in December 2020. In our last report, our data reflected this which makes it challenging to compare year-on-year figures from such a unique period. Despite this, we have remained committed to developing our people and promoting 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.

We have made great progress in reducing our gender pay gap, but recognise that we still need to do more to remove a gender pay gap completely from our business. We are committed to doing this through setting clear actions to help us improve, and by listening to and supporting our people.

As Chairman, I Richard Collier-Keywood, confirm that the information contained in this report is accurate and has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Richard Collier-Keywood
Chairman



Across New Forest Care
we are committed to our core values

Children First | Fairness | Dignity
Excellence | Teamwork | Sustainability



What is the Gender Pay Gap?

Employers with 250 or more employees are required to publish certain information annually showing different calculations of any pay gap between their male and female employees. These figures will be published on our website and on the designated government website.

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. In summary, it is possible to have a gender pay gap and to pay men and women fairly.

How is this calculated?

To generate our Gender Pay Gap report, we firstly look at all jobs and all rates of pay across the company.

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 2022. Bonus reporting is based on the 12 months preceding this date.

The data shows the difference between the mean and median pay and bonus earnings of our male and female employees.

- **Mean gender pay gap:** the difference between the mean (average) hourly rate of pay for full-pay relevant men compared to full-pay relevant women.
- **Median gender pay gap:** the difference between the median (midpoint) hourly rate of pay for full-pay relevant men compared to full-pay relevant women (when listing from lowest to highest pay).
- **Mean and median bonus gender pay gap:** calculated the same way as the above but looking at the difference between the bonus pay paid to relevant male employees and relevant female employees.
- **Quartile pay bands:** the proportion of male and female full-pay relevant employees in each hourly pay quarter.

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 employees 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.

We recognise that gender identity is broader than just 'men' and 'women' but due to the statutory requirements for gender pay gap reporting, our calculations are based on male and female employees.

The data 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 (such as payments for extra responsibilities and car allowances). It doesn't include overtime.

Bonus pay includes any additional pay relating to performance or incentives, whether discretionary or contractual. Some examples of paid bonuses that have been included in this data are bonuses relating to Thank You Rewards, Christmas, Ofsted Inspections and Recruitment such as Welcome and Referral bonuses.

According to the Office for National Statistics (October 2022), the gender pay gap has been declining slowly over time among all employees, decreasing to '14.9%, from 15.1% in 2021'.



Our Data

Interpreting the data – what's changed since 2021?

Overall Headcount



This is the fourth year we have published our gender pay gap report, giving us the opportunity to compare our data from 2019 through to 2022.

Our overall headcount at the snapshot date has increased slightly since our 2021 report. We've seen a 12.58% increase in our number of female employees, employing more females than males for the first time since we started reporting on the gender pay gap.

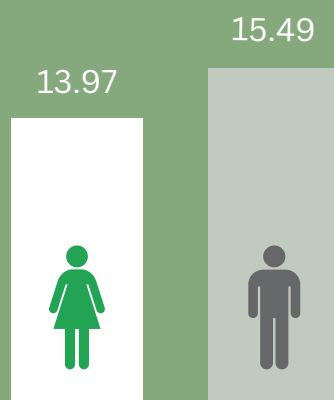
Pay Gap

We are pleased to report a further reduction in our mean (average) pay gap for the fourth year running, from 12.20% to 9.82%. In monetary terms, the mean hourly difference in ordinary pay is £1.52 compared to £1.66 in 2021. This follows a review of our CARE/ARC pay scales in August 2021, which resulted in an increase in the hourly rate of pay for both men and women. Since our last report we've also seen the successful promotion of several females into senior positions across our school sites.

Our median (mid-point) pay gap has increased slightly from 2.42% to 4.09%. Despite this, both our mean and median pay gap continue to sit well below the levels seen in 2019 pre-coronavirus (COVID-19) pandemic (mean; 17.42% and median; 6.73%) and remain significantly lower than the national average.

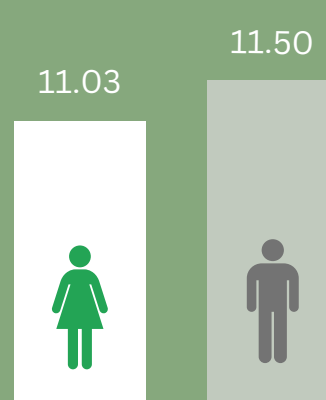
Difference between male and female hourly pay

Mean hourly rate (£)



Mean pay gap 9.82% (male)

Median hourly rate (£)

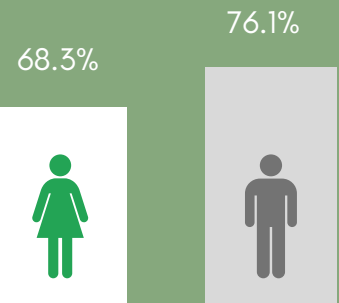


Median pay gap 4.09% (male)

Bonus Gap

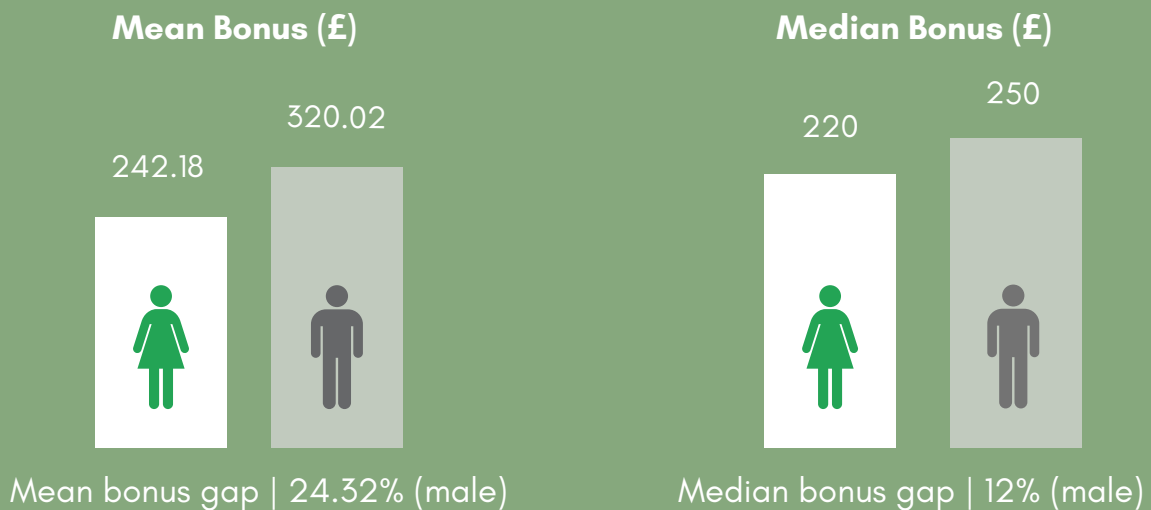
The number of people who received a bonus was 76.1% of men and 68.3% of women – a big reduction from the 94.9% and 90.2% respectively from the previous year. The figures show that slightly more men than women received a bonus payment. This is partly impacted by Thank You Reward nominations, which have been more in favour of men. Out of 186 that were paid across the company, 108 of these were for men, despite this being open to all. We continue to encourage our people to nominate colleagues who do great work and uphold our company values, regardless of gender.

Proportion of males and females receiving a bonus



We report a reduction in our mean bonus gap from 24.99% to 24.32%, bridging the gap between the average bonus pay men and women receive. In monetary terms, the mean difference in bonus pay is £77.84 compared to £94 in 2021. Despite this, men continue to receive slightly higher one-off bonuses compared to women. Having a lower representation of women in our most senior positions (upper quartile), continues to impact our bonus gap.

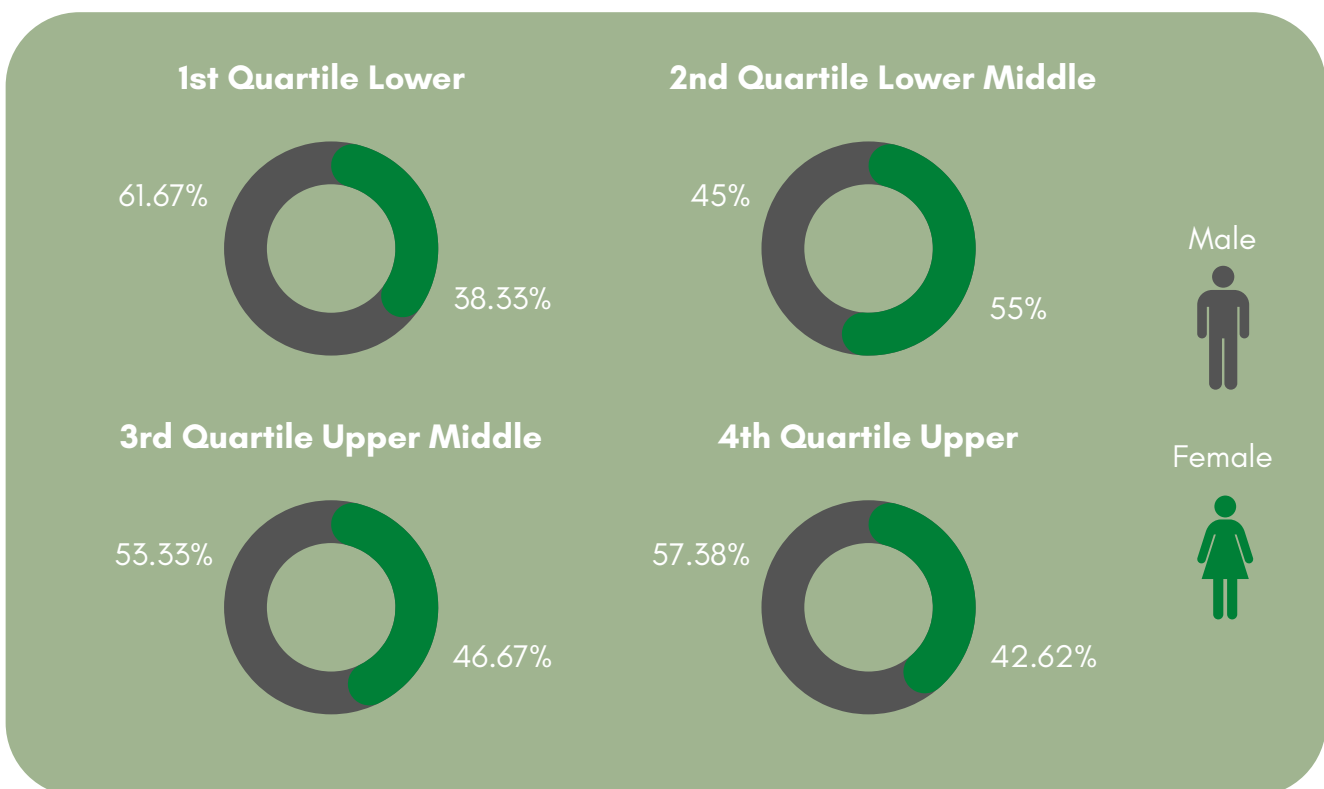
Difference between male and female bonus



We have seen a gap open with our median (mid-point) bonus pay from 0% to 12%. In monetary terms, the median bonus difference is £30 in favour of men, compared to £0 in 2021. At first glance, it seems as if our median bonus gap has increased significantly during this reporting period, however this isn't the case as the data for 2021 was impacted by a unique situation – the one-off COVID and Christmas bonus payment that was made to our people, reducing the bonus pay gap at that time.

Quartiles

Imagine if we lined up everyone who works for New Forest Care in order of their hourly pay rates and we split them into four equal-sized groups, we'd get what's known as four pay quartiles. Like with other companies, our gender pay gap arises from an imbalance of men and women across all job levels, despite continuously encouraging the promotion and appointment of women to middle and upper management roles. Whilst we have seen an increase in our number of female employees, our pay quartiles show that there continues to be more men in three of the four quartiles. The two upper quartiles continue to have a higher percentage of men than women, which means that we still have more men in our most senior roles, continuing to impact our gender pay gap. This arises in part from our Board of Directors being predominantly male, and has been further impacted by one of our long-standing female Directors retiring.



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

Looking at the longer-term trend, whilst we expect there to be fluctuations in our data year-on-year, we recognise that there is still more we need to do to reduce our gender pay gap such as increasing the number of women in higher paid roles and more senior positions. To help address this, our family-support policies help give our people a better work-life balance and flexibility for those who have caring responsibilities. Also, since April 2022 we've appointed a new female Senior Manager in CARE, and a new female clinician. We've also implemented a review of Teacher's pay, aligning them to the current NASUWT pay scales so we anticipate our 2023 data to look different.



We continue to sit below the national average

We employ more females than males for the first time since 2019

Our mean gender pay gap is the lowest it has been

Mean and Median Pay Gap Comparison

	2022	2021	2020	2019
Mean	9.82%	12.20%	12.21%	17.42%
Median	4.09%	2.42%	-1.84%	6.73%

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 & exit interview data for any underlying trends of reasons for leaving.
- Compare our 2023 data with previous years and spot trends.