

GENDER PAY GAP REPORT

2020



New Forest Care 

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INTRODUCTION

New Forest Care is a growing independent company providing specialist children's Residential Care, Education, Activity Residential Care and Therapy for young people who present with challenging social, emotional, educational and behavioural difficulties.

Within New Forest Care our values reflect providing equality of opportunities regardless of gender, age, sexual orientation, ethnicity, socio-economic background and disability.

Despite the workforce profile in the Care and Education sectors being typically female, at New Forest Care we still have a relatively equal split between men and women across the business and we believe in the importance of fairness, dignity and a strive for excellence in our work practices.



During 2020, we have continued to work hard to improve diversity at all levels across the company and have still sought to develop the best talent internally, despite being a turbulent year.



What is the gender pay gap?

The gender pay gap is the difference in the average hourly wage of all men and women across a workforce, regardless of their role. This is not the same as unequal pay which is paying men and women differently for performing the same (or similar) work, which is unlawful.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (SI 2017/172), all employers in the UK with 250 or more employees are required by law to publish and report specific figures annually about their gender pay gap, both on their website and on a designated government website.

This is the second year New Forest Care have been required to do this, giving us the opportunity to compare our data from 2019. Once again, we have gone beyond the minimum reporting requirements by providing a detailed narrative explaining the factors contributing to our gender pay gap.

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 2020. 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.

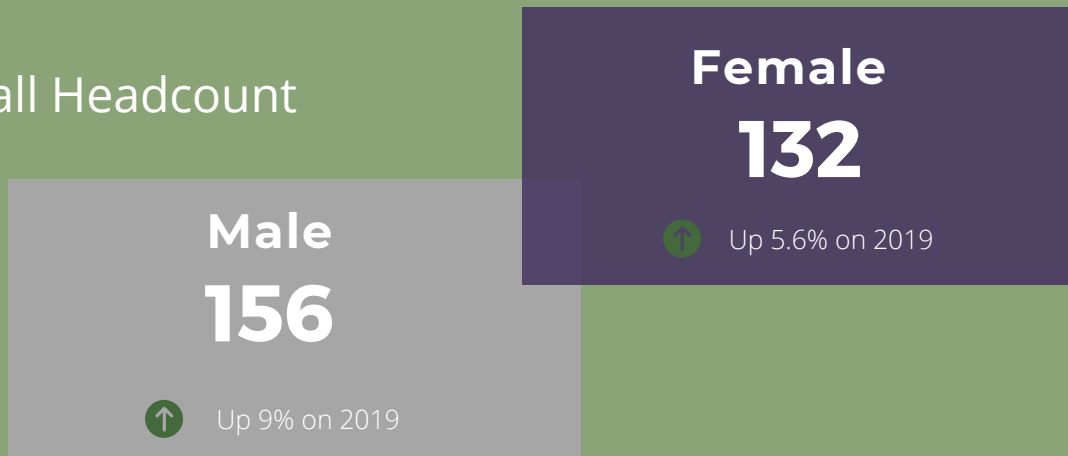
- A negative percentage figure shows that, mainly or totally, male colleagues have lower pay or bonuses than females.

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

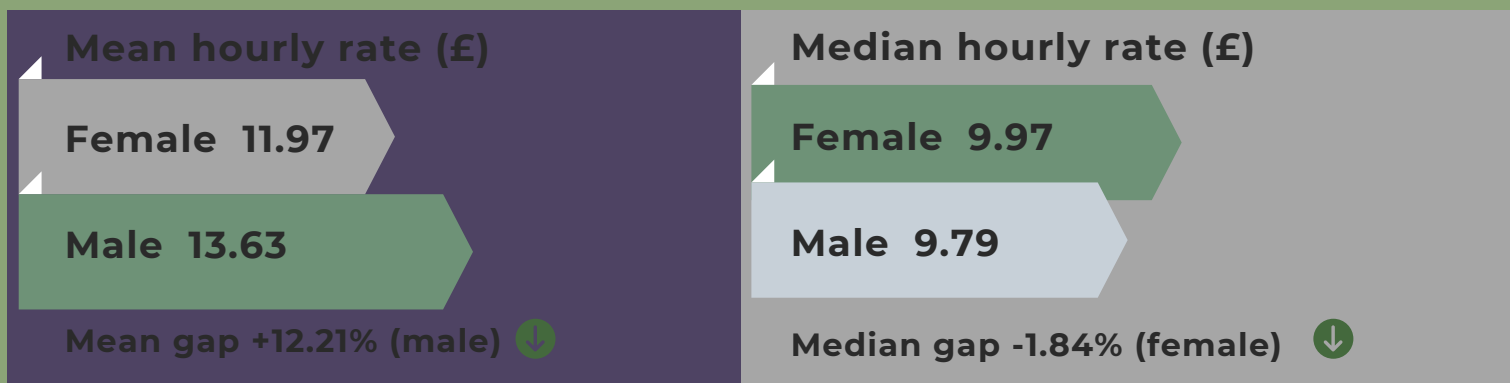


OUR RESULTS

Overall Headcount

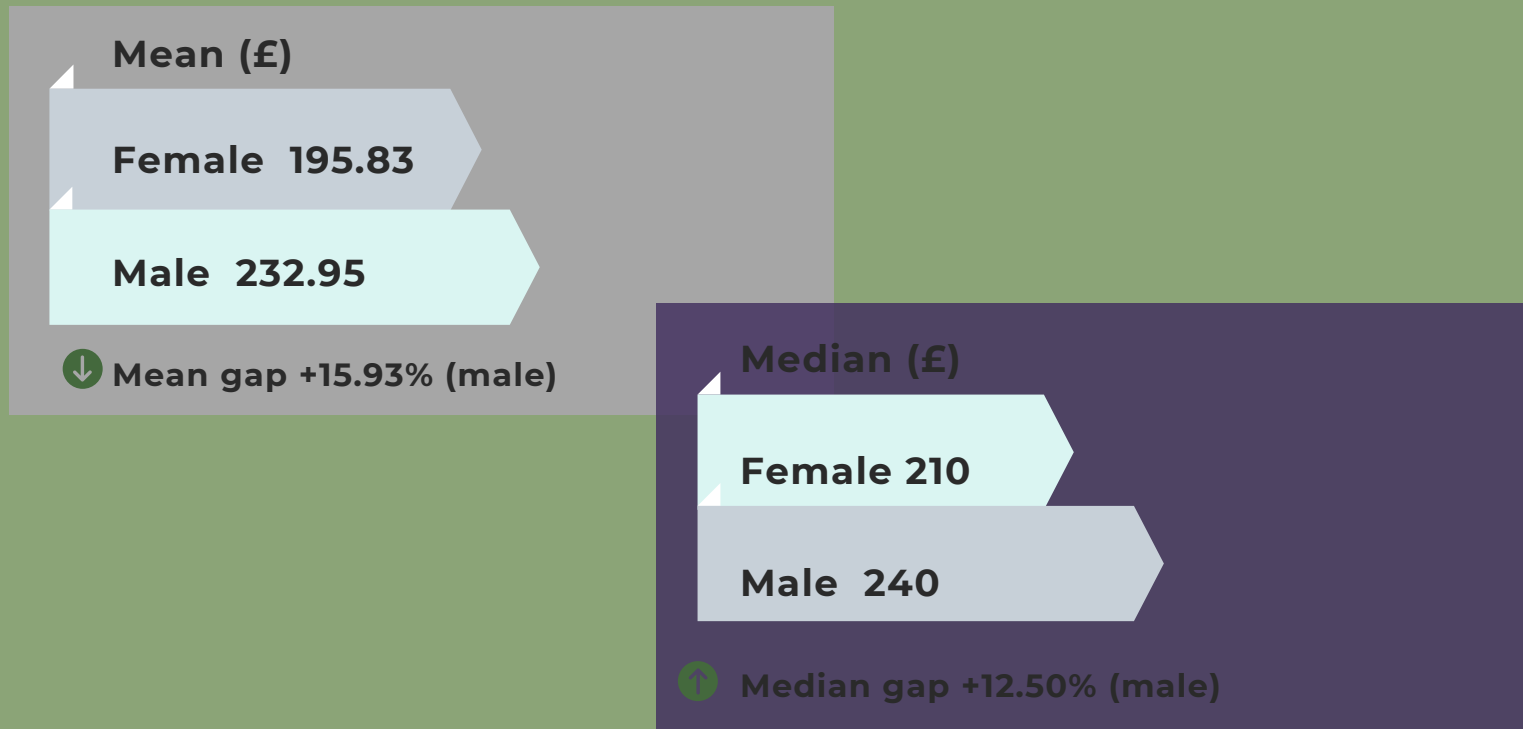


Difference between male and female pay

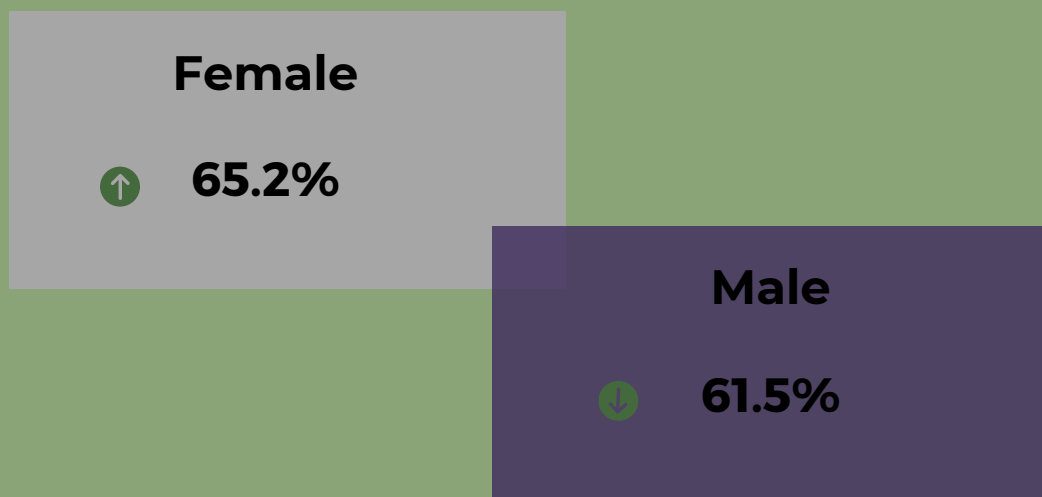


Difference between male and female bonuses

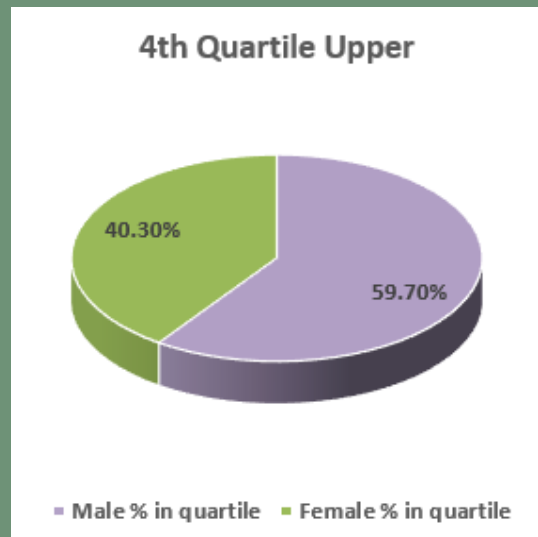
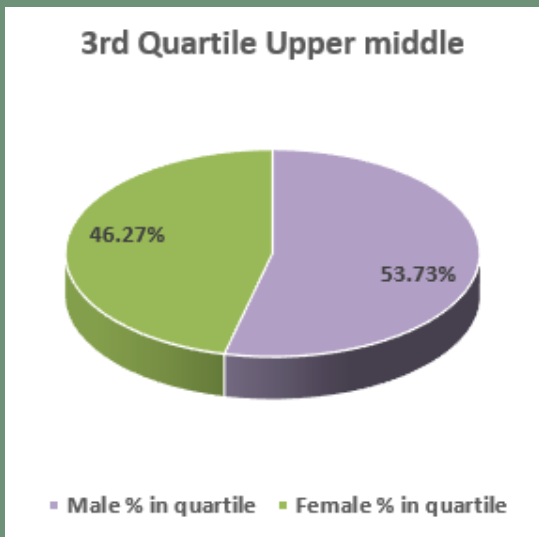
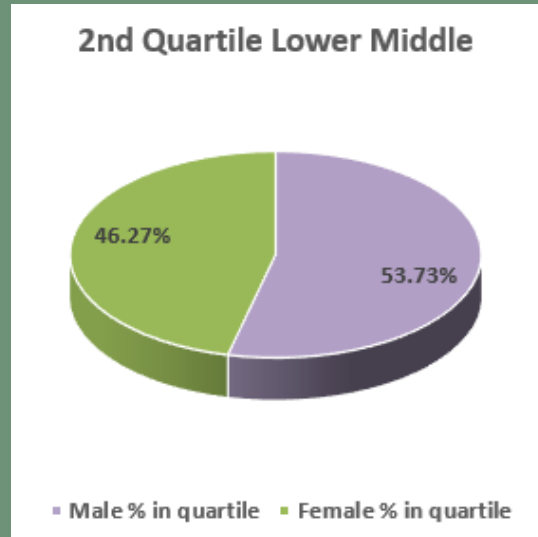
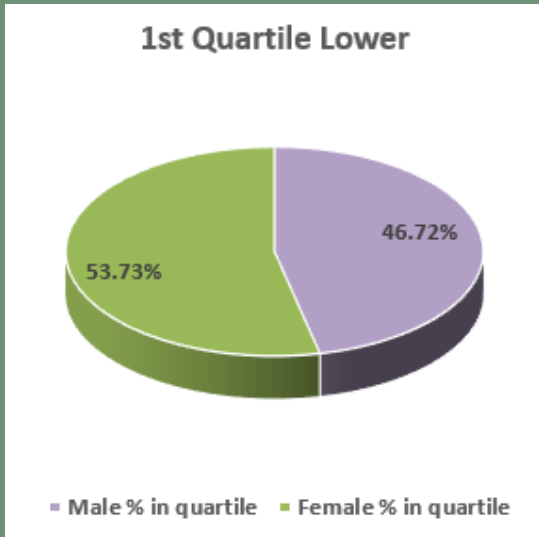
(all relevant employees)



Proportion of males and females receiving a bonus



PAY QUANTILES



YEAR ON YEAR COMPARISON (%)

	2020	2019	+/- percentage point change
Mean gender pay gap by hourly rate	12.21	17.42	-5
Median gender pay gap by hourly rate	-1.84	6.73	-8.5
Mean bonus gap	15.93	37.01	-21
Median bonus gap	12.50	0	+12.5

INTERPRETING THE DATA

What's changed since 2019?

Our calculations are based on 288 employees; 156 male and 132 female.

According to the Office for National Statistics (November, 2020), 'the gender pay gap among all employees was 15.5% in 2020, down from 17.4% in 2019'.

Our 2020 figures show a small improvement in both our gender pay gap and gender bonus gap. 2020 was a difficult year for all businesses and we are proud that we have continued to recruit and promote colleagues during this time. We are also proud that we continue to perform better than the national average; our median (mid-point) pay gap being just -1.84%. This is a reduction from 6.73% in 2019 in favour of male employees.

We have also seen a reduction in our mean (average) pay gap from 17.42% to 12.21%. Our average hourly pay for females has increased by 6.7%, whereas our average hourly pay for males has increased by 0.3%, bringing them closer in line. This reduction is attributed to an increase in the number of females in our two upper quartiles, serving as a reminder that in a medium-sized organisation like ours, even small changes in our staff profile can help towards narrowing the gender pay gap.

We have worked hard to develop the best talent internally which is proven by our recent promotions of staff including several female colleagues into senior leadership roles within Education, although we won't see the effect of this on our gender pay gap, until 2022.



We have also seen a reduction in our mean (average) bonus pay gap. This has reduced by more than half from 37.01% to 15.93%. Whilst there has been an increase in the average bonus received for both males and females, for males this increased by 29.7%, whereas for females this increased significantly by 73.1%, narrowing the gap.

We have seen a gap open up from 0% to 12.5% in relation to median bonus pay; with males receiving slightly higher bonuses than 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, we have also seen an increase in the number of employees receiving a 'thank you' bonus, in recognition of performance over and above the required standard, but this has been more in favour of male employees. However, the number of females receiving a bonus has increased from 47.2% to 65.2%; narrowing the gap between male and females who received a bonus.

ACTIONS

Whilst we have made progress to reduce 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 2021 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

