

GENDER PAY GAP REPORT

2019



New Forest Care 

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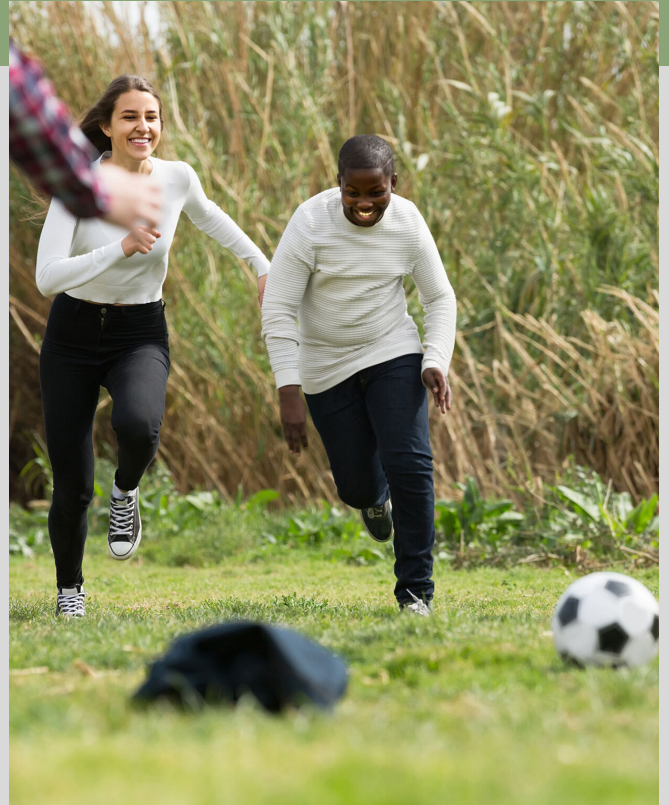
INTRODUCTION

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 we are committed to providing equality of opportunities regardless of gender, age, sexual orientation, ethnicity, socio-economic background and disability. We continue to work hard to improve diversity at all levels across the company and always seek to develop the best talent internally.

The typical workforce profile in the care and education sector continues to be predominantly female. At New Forest Care we have a relatively equal split between men and women across the business. However, within specific divisions our workforce is largely influenced by the bespoke package of care we offer around a young person and as a result we currently employ more men in Activity Residential Care due to the demographic of our young people.

We continue to be committed to improving and maintaining our gender balance and strive to challenge the typical workforce profile associated with care and education, by encouraging more men to join the sector in the historically female orientated roles such as teaching assistants and support workers.



Our recruitment practices advertise to both male and female employees. We also have pay structures in place and use bench-marking for all roles. In determining reward for our staff, we balance a number of factors, including the general economic climate and individual performance. Our reward system aims to recognise the work that our people put in, their long-term commitment to the company and performance over and above the required standard is recognised through our company-wide bonus system.



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 first year New Forest Care have been required to do this. The Gender Pay Gap report has provided an opportunity for us to consider the diversity of our workforce through a lens that we have not been required to do before.

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 2019. 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. 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, IT and Directors. 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

Mean hourly rate (£)

Female 11.22

Male 13.59

Mean gap +17.42% (male)

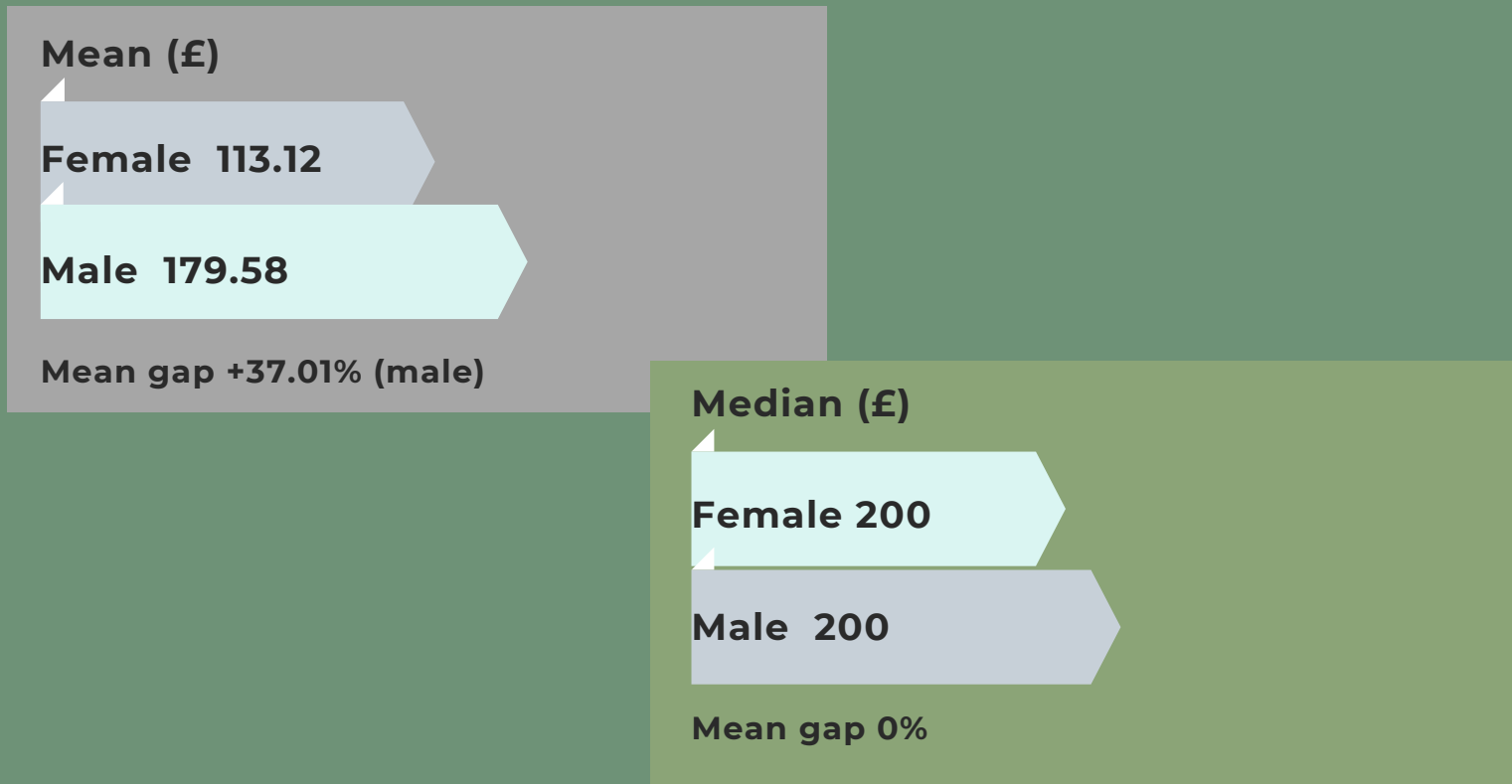
Median hourly rate (£)

Female 9.01

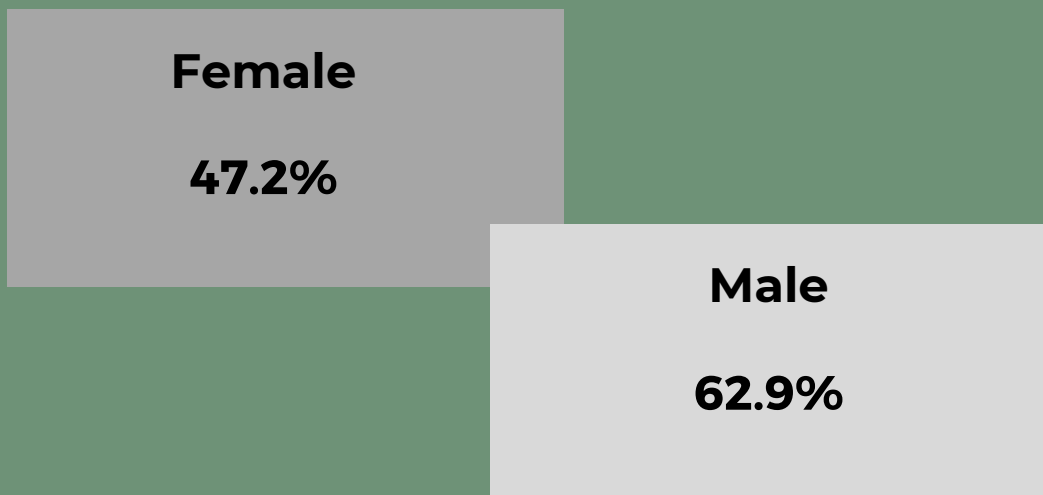
Male 9.66

Median gap +6.73% (male)

Difference between male and female bonuses



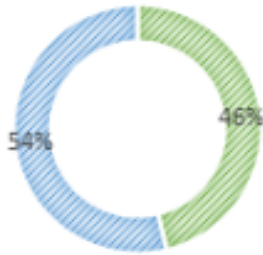
Proportion of males and females receiving a bonus



PAY QUANTILES

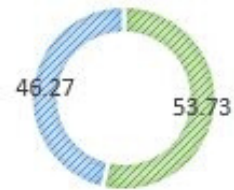
LOW QUANTILE %

■ Male ■ Female



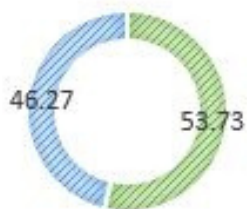
UPPER MIDDLE QUANTILE %

■ Male ■ Female



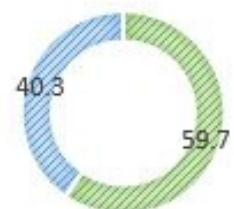
LOWER MIDDLE QUANTILE %

■ Male ■ Female



UPPER QUANTILE %

■ Male ■ Female



INTERPRETING THE DATA

Our calculations are based on our data from April 2019 of 268 employees and has been the first time of reporting on the gender pay gap. Our median hourly pay gap as of April sat at 6.73%, which is lower than the UK national average. This being within a sector where the national demographic is predominately female and where females earn up to 3.3% less than their male counterparts.

For New Forest Care the result of the 'gender pay gap' comes as a direct result of having more males in the upper quartile. We have more men in Senior positions which come with a higher remuneration package. Much of this stems from the origin of the business where it was set up by 3 males, who continue to hold 3 out of 4 most senior positions within the upper quartile.

Over recent years there has been an active drive to recruit and support more females into the upper middle and upper quartile bands.

For all roles, remuneration is based upon skill set, experience, talent, ability and performance.

In relation to bonus pay the bonus relates to both performance and length of service payments. At the time the data was analysed we had 19 more males than females who would have qualified for the length of service bonus, which is a reason for the imbalance of male/females who received a bonus.



ACTIONS

We will continue to take actions to address any gaps and also to take action through wider policies and activities to make sure our practices are fair.

- Regularly review pay and bonuses by gender, ethnicity and disability, to ensure objectivity and use the findings from these reviews to set key performance indicators aimed at narrowing any pay gaps.
- In 2019 we established a formalised process for performance related pay reviews which applied to all departments, in order to establish consistency.
- Through 2020 we will review the process and look to make adjustments where necessary to further improve fairness and transparency in performance related and bonus pay.
- Recruitment practices to continue to advertise to both male and female employees;
- For all employees we will continue to offer equal access to training and learning and development opportunities;
- Encourage the internal promotion of female employees into middle and senior management roles; and
- Compare our 2019 and 2020 data and spot trends.

