



Employee Communication:

Gender Pay Gap Reporting



Employee Communication: Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees' data.

We are required to publish the results on our own website and a government website.

We use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

The mean gender pay gap at Newcross Healthcare Solutions is negative 2%, meaning the average female staff hourly rate at Newcross is 2% more per hour than the average of male staff members. This is significantly below that of the national average* (9.1% higher for men). As is reflected across the wider health and social care sector, Newcross Healthcare Solutions employs more women than men, with a 78% female workforce.

What is the gender pay gap?

The gender pay gap measures the difference between men and women's earnings across the business by expressing women's pay as a percentage of men's pay. This is different to equal pay. Equal pay refers to men and women receiving equal pay for equal work. To calculate our gender pay gap, we have analysed the pay data of all of our employees at the "snapshot date" as defined in the legislation, which is April 5th 2017.

Gender pay gap	Mean (average)	Median (middle)
	-2.2%	0.7%

Managing Gender Pay Reporting

Pay quartiles

Our pay quartiles confirm that our gender split is reasonably consistent through the organisation, reflecting our commitment to equality at all levels of our organisation.

	Male	Female
Lower quartile	20%	80%
Lower middle quartile	24%	76%
Upper middle quartile	24%	76%
Upper quartile	22%	78%

Bonus gap

	Male	Female
% of staff receiving a bonus	12%	12%

The same proportion of Newcross staff receive a bonus irrespective of gender.

	Median (middle)	Mean (average)
Bonus gap	0.0%	36.1%

A higher proportion of male staff are in senior management roles. These roles have a higher bonus opportunity in percentage terms.

Summary

Newcross Healthcare Solutions welcome the introduction of these new Regulations and believe our data directly reflects our approach and behaviours as a fair, progressive and ethical employer. We also recognise however that there is always progress to be made. We recognise the valuable contribution of all our people, and the importance of equity and flexibility in being able to deliver the very highest levels of care to our clients. We look forward to continuing to champion this work in the months ahead.

Managing Gender Pay Reporting

* Source: Office for National Statistics Annual Survey for Hours and Earnings 17 January 2018

You can learn more about Gender Pay Reporting by visiting
www.acas.org.uk/genderpay

