

Employee communication

# Gender Pay Gap Reporting

2018

## Gender pay gap reporting 2018

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 does involve publishing individual employee's 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 0.2%, meaning the average female staff hourly rate at Newcross is 0.2% more per hour than the average of male staff members. This is significantly below that of the national average\* (17.1% 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 5<sup>th</sup> April 2018.

## Gender pay gap

Mean ( <i>average</i> )	Median ( <i>middle</i> )
-0.2%	2.0%

## Pay quartiles

Our pay quartiles confirm that our gender split is reasonably consistent through the organisation and that our results for the lower and lower middle quartile have improved upon last year.

	Male	Female
Lower quartile	19%	81%
Lower middle quartile	22%	78%
Upper middle quartile	25%	75%
Upper quartile	22%	78%

## Bonus gap

	Male	Female
% of staff receiving a bonus	11.5%	11.2%

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

	Median ( <i>middle</i> )	Mean ( <i>average</i> )
Bonus gap	0.0%	7.1%

A higher proportion of our male staff are in senior management roles. These roles have a higher bonus opportunity in percentage terms. The mean has improved since last year.

## Summary

Newcross Healthcare Solutions welcomes the introduction of these new regulations and believe our data directly reflects our approach and behaviours as a fair, progressive and ethical employer. However, we recognise that there is always progress to be made.

We acknowledge the valuable contribution of all our people, and the importance of equity and flexibility in our delivery of the very highest levels of care to our clients. We look forward to continuing to champion this work in the months ahead.

You can learn more about gender pay gap reporting by visiting:

[acas.org.uk/genderpay](https://acas.org.uk/genderpay)



Government  
Equalities Office

\* Source: Office for National Statistics Annual Gender Pay Gap estimate for UK employees 2018

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>



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