

Newlife Charity

2021 Gender Pay Gap Report

Introduction

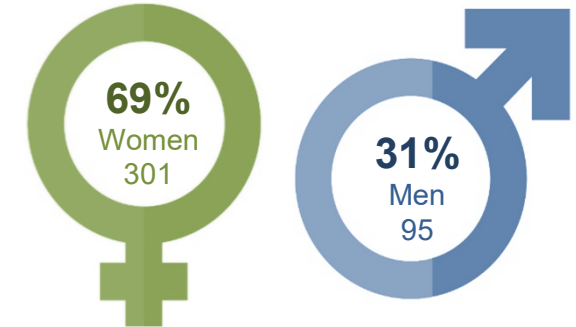
In this report you will find our gender pay and bonus gap figures that reflect the gender profile of the workforce across Newlife for the calendar year ending 5th April 2021.

In line with new legislation¹ we are required to publish the difference between the average earnings of men and women in our Organisation. This enables us to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How talent is being celebrated and rewarded

The purpose of publishing this data is to increase pay transparency and to identify ways in which we can continue to drive business success by developing and supporting diversity and inclusion within our workforce.

OUR TOTAL
WORKFORCE
AS AT
5TH APRIL 2021



What is the Gender Pay Gap?

The gender pay gap is the measure that shows the difference between the average earnings of men and women across all roles. It is expressed as a percentage of men's earnings. It does not show the difference in pay for comparable roles at specific bands but is used as a broad measure of earnings across the organisation. This differs from equal pay, which measures pay disparity of men and women in roles where they are performing equal work.

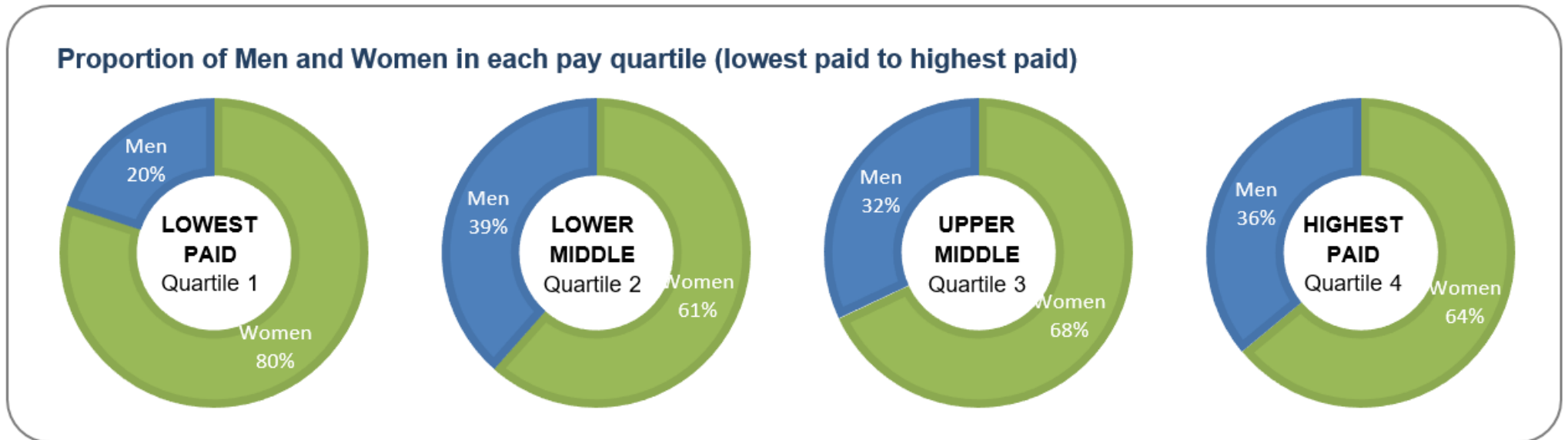
How is the Gender Pay Gap Measured?

The legislation sets out six calculations that the Company has to use to measure the gender pay gap, these are:

1) Mean gender pay gap compares the average hourly earnings of men and women	12.96%
2) Median gender pay gap compares the hourly earnings of the man and woman who are at the midpoint when all the hourly rates are listed from lowest to highest value	0%
3) Mean gender pay gap for bonuses compares the average bonuses of men and women	0%
4) Median gender pay gap for bonuses compares the bonus of the man and woman who are at the midpoint when all bonuses are listed from lowest to highest value	0%
5) Proportion of men and women who received a bonus	Women 0% Men 0%
6) Proportion of men and women in each pay quartile (Results detailed overleaf)	

AT A GLANCE - OUR GENDER PAY GAP STATISTICS

Our figures show a HIGHER PROPORTION of women than men in all of the four pay ranges. Below shows the proportion of men and women in each of the four 'quartile' pay bands. This is calculated by dividing the workforce into four equal parts based on hourly rates of pay. We have divided the parts into lower, lower middle, upper middle and highest.



Proportion of women in each pay quartile

Pay quartiles are calculated by splitting all employees in the Company into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the Company.

The proportion of men and women in all of the pay band quartiles generally reflects the gender proportion split within the whole of Newlife Charity. Employees in the lower quartiles are a mixture of warehouse operatives, nurses and support staff.

Included in the highest pay quartile are our senior managers, heads of functions and our Newlife Charity director population.

Summary

It is worth noting that the final data in the gender pay gap report has been impacted by the number of employees who were furloughed as of 5th April 2021.

For the purposes of the report (and in line with government guidelines) only 25% of our employees have been included in the data for 'full pay relevant employees', and 75% of employees have been included as 'relevant employees'.

Therefore the data used to calculate the mean, medium and quartile percentages are based on 25% of employees being classed as 'full pay relevant employees' and does not include the 75% of employees who were on furlough at the time. All Newlife retail stores were closed at this time and Newlife was operating on minimum staffing consisting of office, charity and a small proportion of its warehouse and production team.

Our figures show a higher proportion of women than men in all of the four pay ranges.

Comparing the quartile data to the previous year; shows an increase in the number of females and decrease in the number of men in the highest paid quartile.

This can be attributed to recruiting 3 new female managers in office roles, a number of male managers were on furlough and therefore not included in this data.

Although our trustee board is not included in the figures as they are not paid by Newlife, the board consists of 10 people seven of whom are male and three are female.

Across the upper middle, lower middle and lower quartiles there has been an increase in males. This could be a result of furlough having a significant impact on sales assistants which could be seen as more attractive to female workers.

Bonus pay

No Bonus pay has been awarded and the scheme does not favour neither males nor females.

Our commitments

To ensure that a balanced gender pay gap exists by:

- Giving added focus to succession planning and leadership development in order to promote gender equality and inclusion.
- To monitor pay and recruitment activities by gender.
- To support flexible working patterns, where this can be managed within the Company, for example, offering a range of options such as part time working, compressed working and home working.
- To review and address the lowest rates of pay in our Company, which affect a proportionately higher number of Women, in order to improve the gender balance of the overall hourly rate pay gap.

How to learn more

You can learn more about the Gender Pay Gap reporting by visiting: www.acas.org.uk/genderpay

DECLARATION

I confirm that the data reported is accurate and meets the requirements under the regulations.

Tracy Barlow

Tracy Barlow
Head of HR
