

# Newlife Charity

## 2022 Gender Pay Gap Report



### Introduction

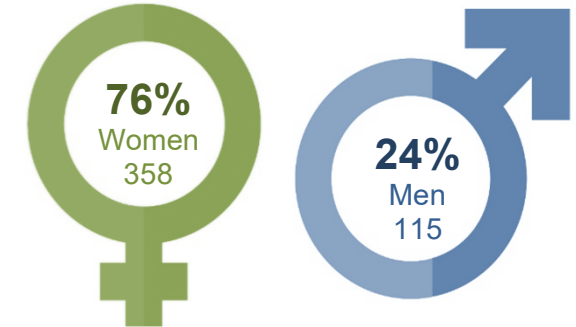
In this report you will find our gender pay and bonus gap figures that reflect the gender profile of the workforce across Newlife for the calendar year ending 5<sup>th</sup> April 2022.

In line with legislation<sup>1</sup> 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  
5<sup>TH</sup> APRIL 2022



### 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.

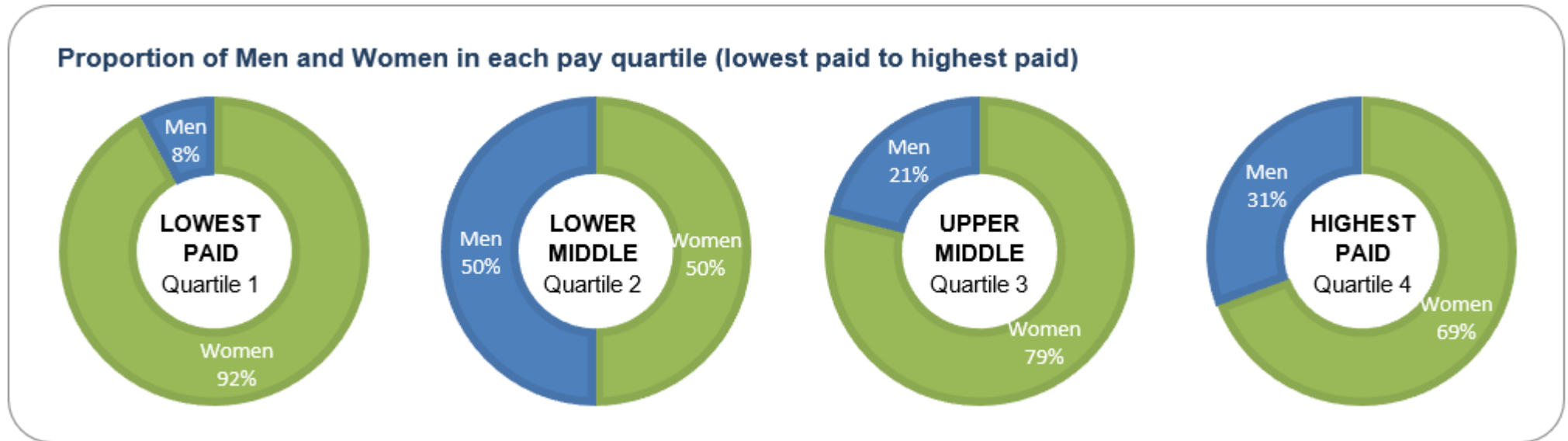
### How is the Gender Pay Gap Measured?

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

1) <b>Mean gender pay gap</b> compares the average hourly earnings of men and women	5.77%
2) <b>Median gender pay gap</b> 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	-0.67%
3) <b>Mean gender pay gap for bonuses</b> compares the average bonuses of men and women	0%
4) <b>Median gender pay gap for bonuses</b> 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) <b>Proportion</b> of men and women who received a <b>bonus</b>	Women 0% Men 0%
6) <b>Proportion</b> of men and women in each <b>pay quartile</b> (Results detailed overleaf)	

# AT A GLANCE - OUR GENDER PAY GAP STATISTICS

Our figures show a HIGHER PROPORTION of women than men in three of the four quartiles and parity in the lower middle quartile. 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

Our figures show a higher proportion of women than men in three of the four quartiles and parity in the lower middle quartile.

Comparing the quartile data to the previous year; shows an increase in the number of females and decrease in the number of males in the lowest quartile.

This is due to two factors, firstly all employees had returned from furlough meaning a larger group of employees have been classed as 'full pay relevant', and by the nature of the work; sales assistants, nurses and our production team, typically have a higher uptake of female employees in these industries. All other quartiles have remained relatively the same.

The mean Gender pay gap figure has reduced from a difference of 12.96% in April 2021 to 5.77% in April 2022. This is due to a number of male senior leaders resigning and an increase in female senior leaders.

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

## Bonus pay

Newlife does not operate a bonus scheme and therefore no bonus pay has been awarded.

## 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 hybrid working.

## How to learn more

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

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