

Newlife Charity

2020 Gender Pay Gap Report

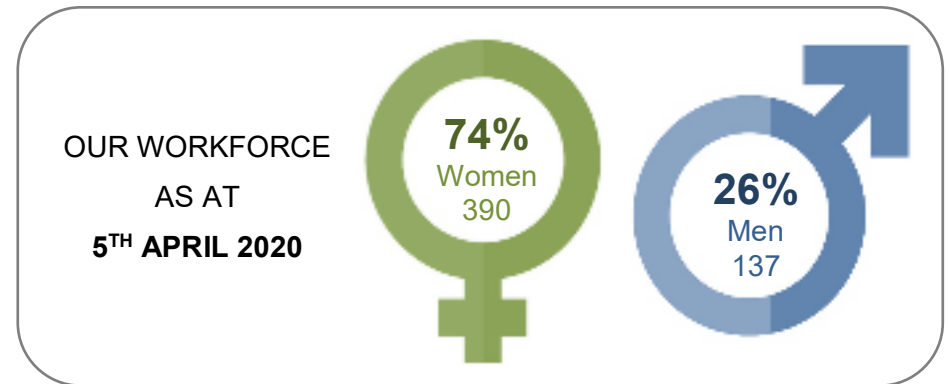
Introduction

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 2020.

In line with new legislationⁱ we are required to publish the difference between the average earnings of men and women in our Organisation. This is to enable 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.



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?

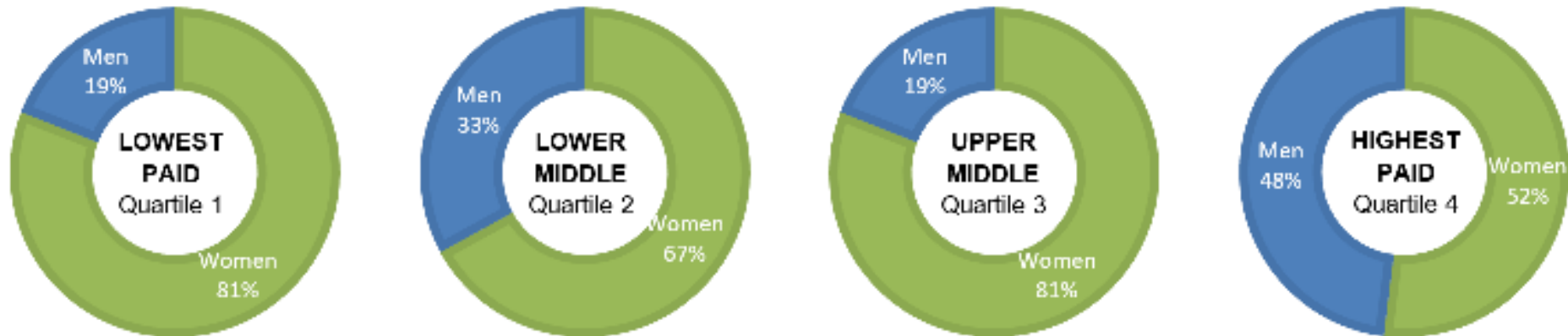
The legislation sets out six calculations that the Company has to use to measure the gender pay gap, these are:

1) Mean gender pay gap compares the average hourly earnings of men and women	17.2%
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	11.69%
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 1.28% 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 three 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 Men and Women in each pay quartile (lowest paid to highest paid)



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

Included in the highest pay quartile are our senior managers, heads of functions and our Newlife Charity director population. In 2020, we were just 2% short of equal gender split in our highest pay quartile.

Summary

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

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

This can be attributed to the appointment of two male Directors (existing employees who received a pay rise in relation to their new role). However since April 2020 there has been additional recruitment of females in the highest paid quartile which will help rebalance the figures. This includes recruitment in our Senior Leadership Team which now consists of 6 individuals: 3 male and 3 female.

Although our trustee board is not included in the figures as they are not paid by Newlife, the board consists of 10 people 7 whom are male and 3 whom are female.

Across the upper middle, lower middle and lower quartiles there has been a decrease in males and increase in females. The nature of Newlife's work may mean that roles in the lower quartiles are more attractive to female workers and this may explain why they are so highly represented here.

Bonus pay

Bonuses at Newlife are only awarded in relation to our employee recognition and reward scheme and are awarded as gift vouchers and not cash bonuses. The amount of vouchers awarded each time is static at £25 and does not discriminate between males or females. Awards within this scheme are made across the business in relation to various categories showing good work. 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
