



New Prospects Association Ltd - Gender Pay Statement

At New Prospects we pride ourselves on being an equal opportunities employer. We welcome the requirement to publish Gender Pay Gap Information openly and have worked hard over the years to ensure equality throughout our organisation. We believe that transparency is the best route forward.

This year there were 44 members of staff who are excluded. Of the total 44 staff members, 9 were males and 35 were females.

We are pleased to confirm the following:

1. Mean Hourly Pay Gap: -7 %

The average (mean) male hourly rate is £13.57ph

The average (mean) female hourly rate is £14.53ph

The difference is £0.96ph = -7%

2. Median Hourly Pay Gap: -10%

For men the median is £13.01 and for the women the median is £14.31. The difference in the median hourly rate is £1.30ph. Of the 282 full time equivalent employees, 193 receive the same hourly rate.

3. Mean Bonus Pay Gap: -10%

75 men and 186 women received a bonus. The difference in the mean bonus is £4.70.

4. Median Bonus Pay Gap: 0%

The median bonus for both the men and women is £700.00, therefore there is no difference.

5. Proportions receiving bonus: 79.79% men, 80.17% women.

Of the 326 employees 94 were men of which 75 received a bonus and 232 were women of which 186 received a bonus. Accordingly, 79.79% of men and 80.17% of women received a bonus so whilst more females than males received a bonus overall the difference was in fact 0.38%.

6. Quartiles

Gender	Lower	Lower-Middle	Upper-Middle	Upper
Men	39%	30%	27%	30%
Women	61%	70%	73%	70%

We feel we have a good spread of men and women throughout the business with excellent representation of women at senior management level.

As an organisation, we are confident that employees throughout the business are paid equal rates for like work and for work of equal value. This meets with our objectives over recent years to be leaders in equality regardless of sex or any other protected characteristics.

Many of our rates of pay are dictated upon us by our clients in the contracts they outsource to us. Nonetheless, we ensure we take all steps possible to recruit equally in all contracts regardless of the rate of pay offered in any particular contract.

I confirm that the information contained in this statement is accurate.

Signed:



Name: _____ Ellen Vick _____

Title: _____ Chief Executive _____

Date: _____ 29/03/23 _____

*New Prospects was rated
'Outstanding' by CQC
June 2016 & February 2019*

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