



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 is a higher number of staff who are excluded. In total 58 staff were excluded 19 of which were males and 39 were females. Of these 58 staff 10 males and 15 females were excluded due to only receiving 80% Furlough Pay.

We are pleased to confirm the following:

1. Mean Hourly Pay Gap: -7 %

The average (mean) male hourly rate is £12.44ph

The average (mean) female hourly rate is £13.34ph

The difference is £0.90ph = -7%

2. Median Hourly Pay Gap: -8%

For men the median is £12.33 and for the women the median is £13.38. The difference in the median hourly rate is £1.05ph. Of the 290 full time equivalent employees, 177 receive the same hourly rate.

3. Mean Bonus Pay Gap: -14%

82 men and 199 women received a bonus. The difference in the mean bonus is £4.34.

4. Median Bonus Pay Gap: 0%

The median bonus both the men and women is £500, therefore there is no difference.

5. Proportions receiving bonus: 79.61% men, 80.57% women

Of the 350 employees 103 were men of which 82 received a bonus and 247 were women of which 199 received a bonus. Accordingly, 79.61% of men and 80.57% of women received a bonus so whilst more females than males received a bonus overall the difference was in fact 0.96%.

6. Quartiles

Gender	Lower	Lower-Middle	Upper-Middle	Upper
Men	36%	35%	19%	23%
Women	64%	65%	81%	77%

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: **Ellen Vick**

Name: Ellen Vick

Title: CEO

Date: 16/03/22

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

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