



## 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 24 members of staff who are excluded. Of the total 24 staff members, 6 were males and 18 were females.

We are pleased to confirm the following:

1. Mean Hourly Pay Gap: -3 %

The average (mean) male hourly rate is £14.83ph

The average (mean) female hourly rate is £15.30ph

The difference is £0.48ph = -3%

2. Median Hourly Pay Gap: -3%

For men the median is £14.63 and for the women the median is £15.02. The difference in the median hourly rate is £0.40ph. Of the 318 full time equivalent employees, 248 receive the same hourly rate.

3. Mean Bonus Pay Gap: -9%

94 men and 210 women received a bonus. The difference in the mean bonus is £4.00.

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: 91.26% men, 87.87% women.

Of the 342 employees 103 were men of which 94 received a bonus and 239 were woman of which 210 received a bonus. Accordingly, 91.26% of men and 87.87% of women received a bonus so whilst a higher percentage of males than females received a bonus overall the difference was in fact 3.39%.

6. Quartiles

<b>Gender</b>	<b>Lower</b>	<b>Lower-Middle</b>	<b>Upper-Middle</b>	<b>Upper</b>
Men	36%	30%	37.5%	19%
Women	64%	70%	62.5%	81%

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: Tim Keilty

Title: CEO New Prospects Association

Date: 25/3/24

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

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