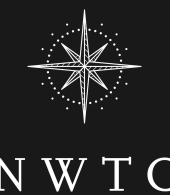




Gender Pay Report

—————> 1st April 2021 - 31st March 2022

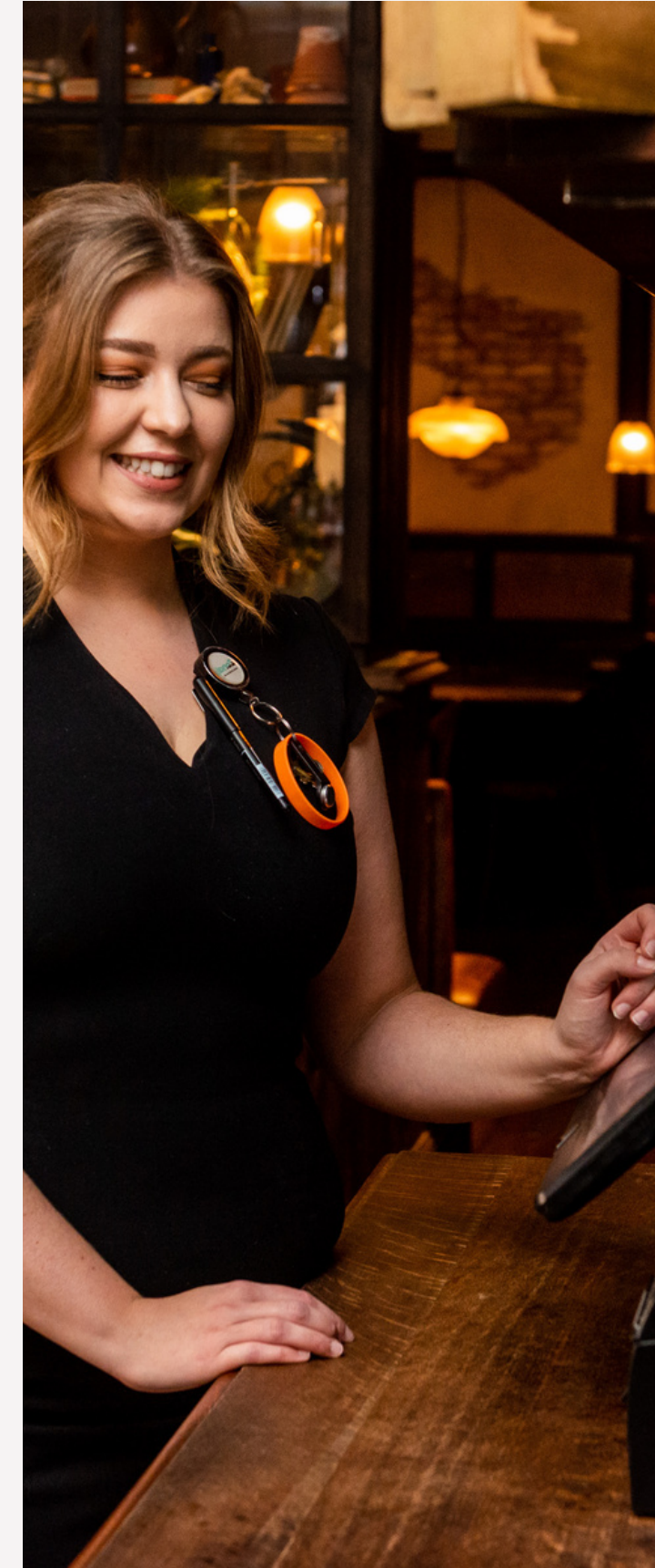
Life at NWTC



NWTC is community, inclusive of people from all walks of life. We attribute our success to the value placed on individuality. Our company vision of creating amazing spaces to be enjoyed by all is mirrored within our people strategy. The commitments in this strategy focus on offering each individual an abundance of support, endless opportunities for personal & professional development and a FUN environment where anyone can thrive!

This report for 2022 (reported in 2023), used a snapshot date of March 2022. In this report, we will explain our findings and outline the key actions we are taking to maintain a safe space, promote an inclusive environment and offer equal and accessible opportunities for people of all genders within New World.

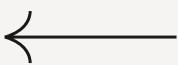
Karl Jolly
People Director



Gender pay & bonus gap

Difference between Male & Female	Mean	Median
Gender pay gap	11.40%	6.74%
Gender bonus gap	43.45%	0%

We have a mean gender pay gap of 11.4% (average) which is 1.77% higher than the previous reporting year. We have a median gender pay gap of 6.74% (middle). Gender bonus gap calculations include all relevant employees, employed on the snapshot date of March 2022.

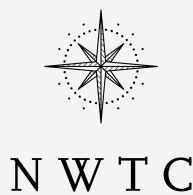
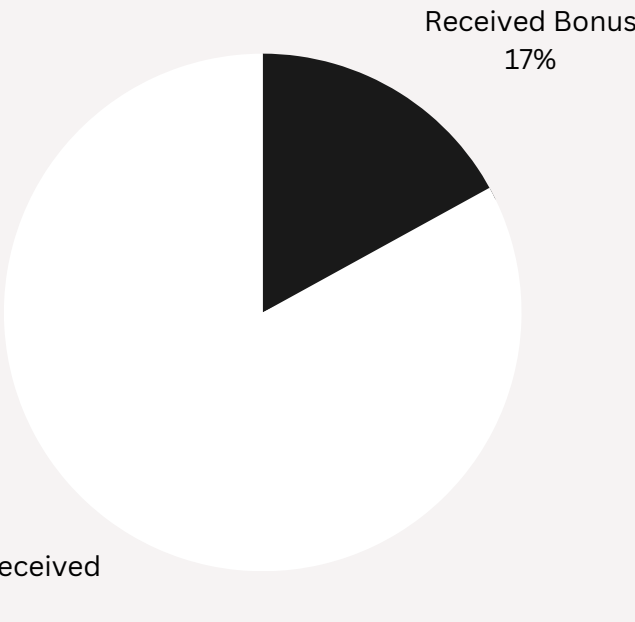


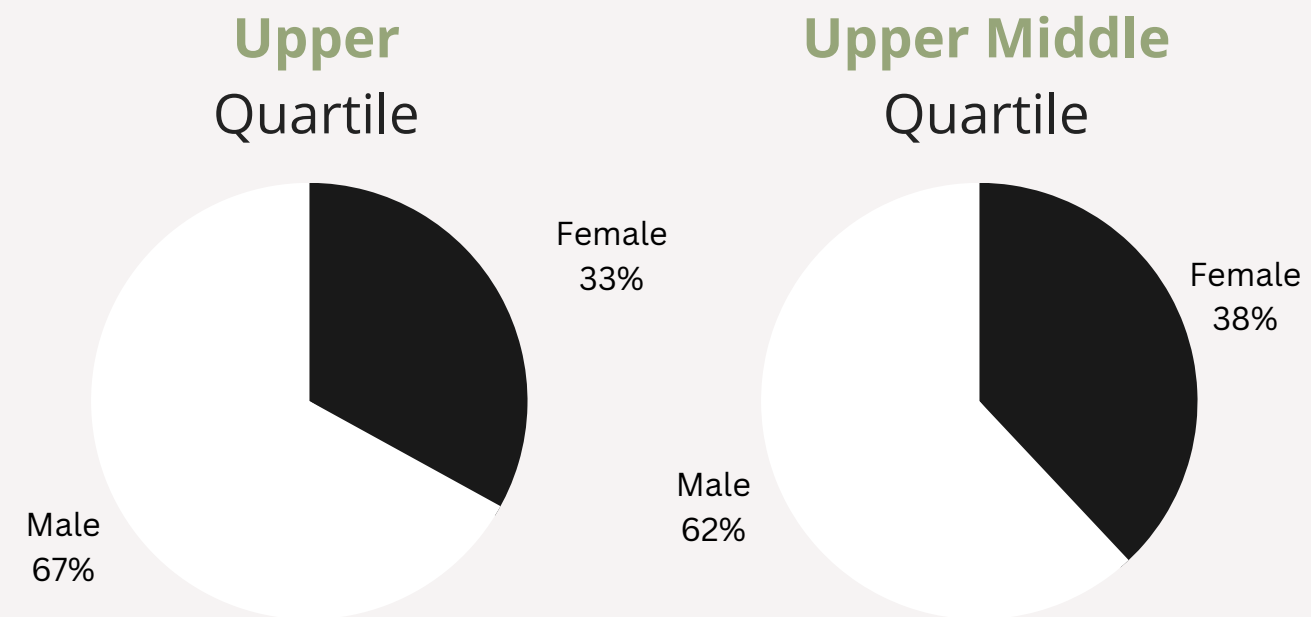
Proportion of employees receiving a bonus

Female



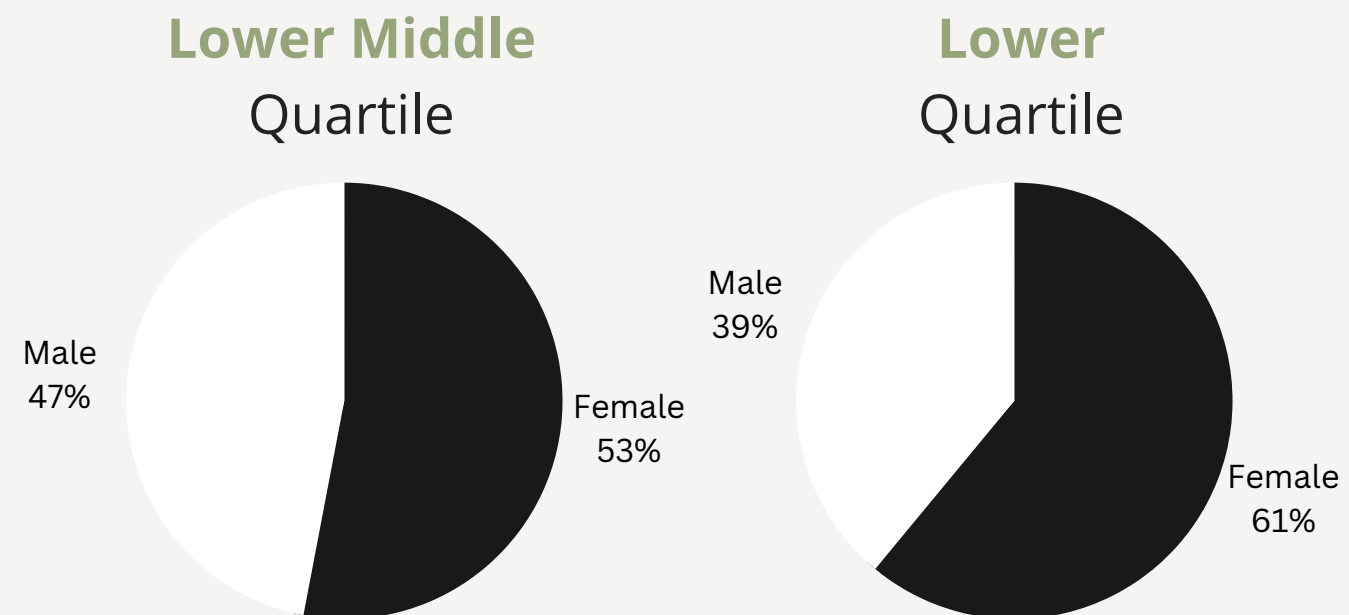
Male





Our team members are paid equally regardless of gender, so the variances in our gender pay gap come from a lack of female representation within certain roles (represented in upper quartile and upper middle quartile). These are representations of senior management roles in sites, senior roles within our Head Office teams and Directors. For example on this snapshot date 29% of our General Managers were Female vs 46% of Assistant General managers.

To work towards better representation in senior roles our Management Academy will focus on investing in the development of our junior managers as they work towards becoming the future leaders of New World.





Our Commitments

Education

At NWTC Equality training has always been mandatory for every single team member. We are proud to say that in the last year we have added in depth 'Safe Space' sexual harassment training for all line managers in both our sites and Central Support ensuring our future remains inclusive for all who join New World.

Inclusive Kitchens

Kitchens are at the heart of every NWTC venue, however we continue to see Women disproportionately underrepresented within this department. A key challenge we have faced here is recruitment. To target grassroots we will be exploring partnerships with schools across the UK, offering work experience to increase visibility of the benefits, team dynamics and progression opportunities available in this profession.

Benefits

Focusing on benefits to support working mothers is another channel of focus. Our enhanced maternity packages continue to be industry leading and with the addition of further flexible working we can support the professional development of females with families equally to all other team members.

Life at NWTC



NWTC