



OUR COMMITMENT

At New Concept Care & Nursing Ltd, we are committed to creating a workplace where everyone is treated fairly, with dignity and respect. Our values of **Trust**, **Respect**, **Excellence** and **Kindness** underpin every aspect of our organisation and continue to shape our approach to equality, diversity and inclusion.

OUR GENDER PAY RESULTS

MEAN HOURLY PAY



MEN

£12.72



WOMEN

£12.77

GENDER PAY GAP **-0.39%**



Women receive a slightly higher average hourly rate than men.

MEDIAN HOURLY PAY



MEN

£12.25



WOMEN

£12.50

GENDER PAY GAP **-1.97%**



Women receive a slightly higher median hourly rate than men.

BONUS PAY

EMPLOYEES RECEIVING BONUS



MEN

17.50%



WOMEN

19.71%

MEAN BONUS



MEN

£117.29



WOMEN

£398.89

MEDIAN BONUS



MEN

£100



WOMEN

£100

MEDIAN BONUS GAP: **0%**



WORKFORCE PROFILE

REPRESENTATION ACROSS PAY QUANTILES

PAY QUANTILE	MEN	WOMEN
LOWER	28.2%	71.8%
LOWER MIDDLE	7.7%	92.3%
UPPER MIDDLE	3.8%	96.2%
UPPER	11.4%	88.6%



Women make up the majority of employees across every pay quartile.



WHAT THIS MEANS

Our Gender Pay Gap calculations demonstrate that there is no evidence of women being paid less than men for equivalent work. In fact, our 2025/26 data shows that average hourly pay is marginally higher for women than men.



As a care provider, our workforce is predominantly female, reflecting the wider social care sector. We remain committed to ensuring all employees have equal access to recruitment, development, promotion and reward based solely on skills, experience and performance.

OUR VALUES



TRUST

The foundation of compassionate care, ensuring service users, their significant others and colleagues feel safe, valued, and confident in the care provided. Built through reliability, honesty, and maintaining high professional and ethical standards.



RESPECT

Recognising and honouring the dignity, individuality and choices of each person. Respect means listening attentively, embracing diversity, and fostering a culture of inclusion and collaboration.



EXCELLENCE

Commitment to delivering the highest quality of care through continuous learning, best practices and innovation. Ensuring person-centered and strength-based care that prioritises safety, efficiency, and holistic well-being.



KINDNESS

Demonstrating empathy, compassion, and genuine concern for the well-being of others, involving small but meaningful acts which enhance the comfort and emotional support of service users and their significant others.



OUR COMMITMENT GOING FORWARD

- ✓ Promote equal opportunities throughout employment.
- ✓ Ensure fair and transparent pay practices.
- ✓ Support career progression for all employees.
- ✓ Foster an inclusive workplace where everyone can thrive.
- ✓ Regularly review our pay data to maintain fairness and transparency.



NEW CONCEPT CARE & NURSING LTD

Providing Outstanding Care Through Trust • Respect • Excellence • Kindness

