



## 2021 GENDER PAY GAP REPORT

### The United Response Gender Pay Gap Outcome at April 2021

CALCULATION	2021
Mean Gender Pay Gap	2.5%
Median Gender Pay Gap	-1.0%
Mean Bonus Gender Pay Gap	6.6%
Median Bonus Gender Pay Gap	12.31%
Proportion of Males & Females receiving a bonus payment	Males 84.1% Females 81.9%
Lower Quartile	Males 31% Females 69%
Lower Middle Quartile	Males 29.9% Females 70.1%
Upper Middle Quartile	Males 28.6% Females 71.4%
Upper Quartile	Males 29.7% Females 70.3%

United Response is a charity which provides support to individuals with learning and physical disabilities and individuals with a mental health diagnosis within England and Wales. United Response is predominantly funded through Local Authority commissioning to provide support services within Health and Social Care. The care sector historically attracts a greater proportion of female employees. United Response, in this respect, reflects a 71.3% female workforce population.

The impact of Covid-19 on the workforce and in particular those staff who needed to shield and were furloughed underpins the shift in the pay gap. The proportion of female staff furloughed was higher than male. United Response applied 80% of pay to staff on furlough during the period.

The median gap figure reflects an increase in the gap towards females taking into account part time pro rata rates for hours worked during the period and the proportion of female staff. There are more female staff working part time than there are male staff despite the larger proportion of the workforce being female.

Additional bonus payments made and taken into account were the Recognition Payment due to the Covid circumstances, Refer a Friend payments and smaller Staff Recognition Awards. This is reflected in the level of payments being higher than 2020 but will have been paid in proportion to contractual hours for those who work part time. The gap in bonus payments reduced this year as a result of the

CV-19 recognition payment made to staff. However, there is a higher level of part time staff and zero hours based staff (15.8%) at United Response that are female and these payments will have been pro-rata.

The Quartile ranges are broadly indicative of our workforce gender make up of 71.3% female and 28.7% male.

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