



## GENDER PAY GAP REPORTING

### The United Response Gender Pay Gap Outcome at April 2019

CALCULATION	2019
Mean Gender Pay Gap	1.9%
Median Gender Pay Gap	-1.7%
Mean Bonus Gender Pay Gap	-22.1%
Median Bonus Gender Pay Gap	-400%
Proportion of Males & Females receiving a bonus payment	7.2% 9.1%
Lower Quartile	Male 30% Female 70%
Lower Middle Quartile	Male 30.3% Female 69.7%
Upper Middle Quartile	Male 33.1% Female 68.1%
Upper Quartile	Male 27.7% Female 72.3%

### Narrative

United Response is a charity, founded 45 years ago, 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% female workforce population.

The care sector makes use of different flexible working arrangements and this is mirrored within United Response. Other than flexible hours for staff United Response empowers individuals to choose when they can and cannot work and receive pay accordingly and this is reflected within our Relief pool which is 18.13% of headcount.

At United Response, in the year up to April 2019 the only bonus payments given were as a result of Refer a Friend payments, Staff Recognition Awards and the inclusion of the Return to Work payment from maternity leave. The latter accounts for a larger gap when compared to 2018 as there are more female staff who qualify for the maternity incentive on returning to work.

The median pay gap shows the difference between median hourly rates that male and female staff receive. The median being the middle value for the data set used. This reflects that females earn 14p per hour more. This is indicative of our largely female workforce.

The mean pay gap illustrates the difference between the mean hourly rates of pay that male and female staff receive. The mean being the average value for the data set used. This reflects that male staff earn 18p per hour more and this is due to the number of male occupants in higher paid roles within the management structure.

The Quartile ranges are broadly indicative of our workforce gender make up of 71% female and 29% male. The consistency and low gaps between the pay rates are reflect that in general our workforce pay rates follow the National Living Wage.

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Director of Corporate Services