

GENDER PAY GAP REPORTING

The United Response Gender Pay Gap Outcome at 5th April 2017

Calculation	Gap % (Published)	
Mean Gender Pay Gap	-1.6%	
Median Gender Pay Gap	0.43%	
Mean Bonus Gender Pay Gap	-3.7%	
Median Bonus Gender Pay Gap	8.8%	
Proportion of Males & Females receiving a bonus payment	Male	36.3%
	Female	44.3%
Proportion of Males & Females in Quartile Bands	Upper Male	26.9%
	Upper Female	73.1%
	Upper Mid male	29.9%
	Upper Mid Female	70.1%
	Lower Mid Male	32.1%
	Lower Mid Female	67.9%
	Lower Male	28.1%
Lower Female	71.9%	

Narrative

United Response is a charity, founded 43 years ago, which provides support to individuals with learning and physical disabilities and individuals with a mental ill 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. 22% of the workforce at United Response work in this way.

Given that United Response has a larger proportion of female staff the mean pay gap is unsurprisingly highlighting that females on average earn more per hour than males. The median gap illustrates that we have a slightly higher proportion of men in areas where market rates are higher such as London and the surrounding area and within senior

manager and manager roles. The rates of pay take into account localised market conditions across England and Wales.

United Response, in the year up to April 2017, operated paying a “bonus” payment as a retention tool paid in December. On average female employees have received a higher payment due in part to the larger proportion of female staff. The median payment gap reflects that, due to the higher number of female staff who work within our Relief pool, who received a pro-rata smaller payment there is an indicative gap of 8.8% as a result. The bonus payment has now been suspended.

There will be more females receiving a bonus payment compared to males due to the workforce configuration. This also accounts for the fact that males proportionally received a higher bonus related payment due to there being less male staff in the Relief pool. Staff are matched to the preferences identified by the people we support and this in turn encourages a preference for female staff in both Relief and permanent positions.

The Quartile ranges are broadly indicative of our workforce gender make up of 71% female and 29% male.

Mark Ospedale

Director of HR