



## 2020 GENDER PAY GAP REPORT

United Response is proud to report a gender pay gap for 2019/2020 of less than 1%. This is small compared to the national average of 15.5%.

As an organisation that holds equality as one of its core principles, we are committed to reducing inequality in all spaces.

Comparing the year on year data, our gender pay gap has reduced significantly and this year it is close to zero. On average, the mean pay difference between our colleagues is 0.4% and the median pay difference is 0.1%. This means that when considering average hourly pay, male colleagues only earn 0.4% more than female colleagues.

### The United Response Gender Pay Gap Outcome at April 2020

| CALCULATION   | 2020                         |
|---|------------------------------|
| Mean Gender Pay Gap                                     | 0.4%                         |
| Median Gender Pay Gap                                   | 0.1%                         |
| Mean Bonus Gender Pay Gap                               | -90.9%                       |
| Median Bonus Gender Pay Gap                             | -275%                        |
| Proportion of Males & Females receiving a bonus payment | Males 7.2%<br>Females 8.6%   |
| Lower Quartile  | Males 31.4%<br>Females 68.6% |
| Lower Middle Quartile                                   | Males 29.7%<br>Females 70.3% |
| Upper Middle Quartile                                   | Males 33.3%<br>Females 66.7% |
| Upper Quartile  | Males 28.1%<br>Females 71.9% |

This data also accounts for the impact of Coronavirus pandemic including furloughed staff, staff who remained away in the first lockdown who were not shielding and those absent from work for reasons not related to Coronavirus.

Additional bonus payments were as a result of Refer a Friend payments, Staff Recognition Awards and the inclusion of the Return to Work payment from maternity leave. This is

reflected in the bonus pay gaps being wider as there are more female staff who would qualify for the maternity incentive on returning to work.

The Quartile ranges are broadly indicative of our workforce gender make up of 71% female and 29% male. The movement in the upper quartile reflects the changes in senior manager posts.

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