

GENDER PAY GAP REPORTING

The United Response Gender Pay Gap Outcome at April 2018

Calculation	Gap % (Published)
Mean Gender Pay Gap	0.31%
Median Gender Pay Gap	-0.61%
Mean Bonus Gender Pay Gap	-0.18%
Median Bonus Gender Pay Gap	0%
Proportion of Males & Females receiving a bonus payment	Male 4.68% Female 7.51%
Proportion of Males & Females in Quartile Bands	Upper Male 25.3% Upper Female 74.7% Upper Mid Male 32.9% Upper Mid Female 67.1% Lower Mid Male 30.7% Lower Mid Female 69.3% Lower Male 32.8% Lower Female 67.2%

Narrative

United Response is a charity, founded 44 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 70% 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 18.6% of headcount.

United Response, in the year up to April 2017, operated paying a “bonus” payment as a retention tool paid in December. In the year up to April 2018 this was no longer in place and the only bonus payments given were as a result of Refer a Friend payments and Staff Recognition Awards. This is reflected in the bonus pay gaps being quite small as the defined criteria for issuing the payments is a fixed amount. Similarly the mean bonus pay gap is indicative of more females receiving a bonus due to their predominance in the workforce.

The median pay gap being a more 'typical' reflection of the true situation is indicative again of our largely female workforce. The gap having changed most is due to the removal of the organisation wide bonus scheme.

The mean gap illustrates that where recognition payments have been given and 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 which have adjusted the figures.

The rates of pay take into account localised market conditions across England and Wales. There will be more females receiving a bonus payment compared to males due to the workforce configuration.

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 70% female and 30% male. The consistency and low gaps between the pay rates are reflective that in general our predominant workforce follows closely with the National Living Wage.

With a pay rise having been issued in April 2018 it is expected that there will be further changes again in the report for 2019.

Mark Ospedale

Director of People and Communications