



Gender Pay Gap Report 2017

ubu is a trading name of Northern Life Care Ltd. and operates within the health and social care sector providing care and support to vulnerable children and adults.

This Gender Pay Gap Report is based on data from 5th April 2017 at this point ubu employed 852 full pay employees relevant to this analysis. ubu did not pay any bonuses to employees during this period.

It measures the difference between the mean and median rates of pay for men and women employed by ubu. The existence of a pay gap does not indicate that men are paid more than women for performing the same role.

The mean gender pay gap is 2.1% (equivalent to £0.23p)

The median gender pay gap is 1.6% (equivalent to £0.16p)

The proportion of male and female employees at each quartile pay band

Lower Quartile



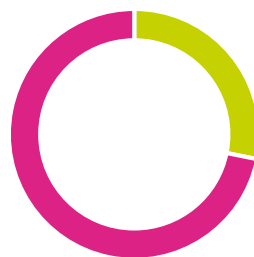
■ Male ■ Female

Lower Middle



■ Male ■ Female

Upper Middle



■ Male ■ Female

Upper Quartile



■ Male ■ Female

- The mean pay gap is significantly lower than the UK average of 18%
- There are no pay differences between men and women occupying equivalent roles
- The gender pay gap exists because of the lower proportion of males to females in the lower quartile
- The pay gap is so small that it is not considered statistically significant

Lesley Rattigan Director of Quality, 25 January 2018