

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 2018 at this point ubu employed 895 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 (or vice versa) for performing the same role.

The mean gender pay gap in 2018 is **-2.1%** (2017 was +2.1%)

The median gender pay gap in 2018 is **0.0%** (2017 was +1.6%)

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

Lower Quartile



■ Female ■ Male

Lower Middle



■ Female ■ Male

Upper Middle



■ Female ■ Male

Upper Quartile



■ Female ■ Male

- The mean pay gap has changed from +2.1% in 2017 to -2.1% in 2018 indicating a statistically insignificant mean gender pay gap in favour of female employees.
- There is no median gender pay gap 0.0%
- There are no pay differences between men and women occupying equivalent roles



Lesley Rattigan Director of Quality, 25th March 2019