



# Gender Pay Gap Report 2021

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

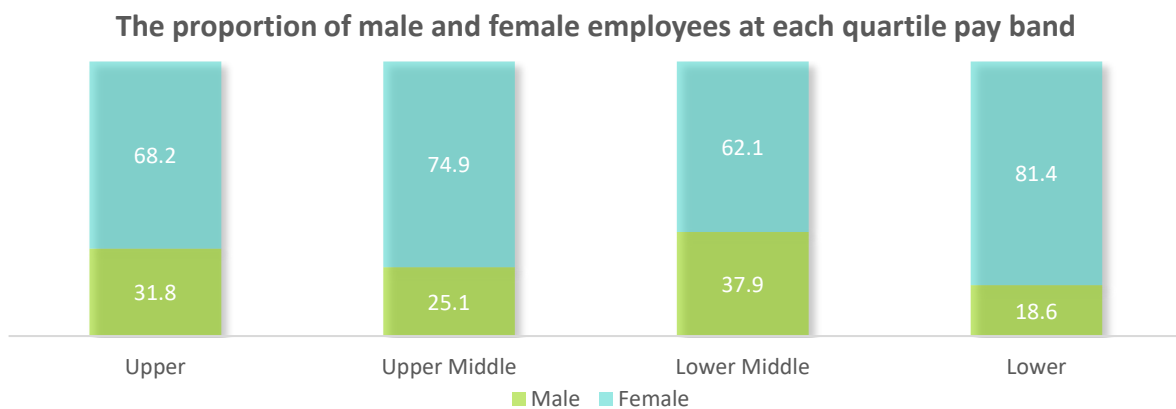
This Gender Pay Gap Report is based on data from 5th April 2021 at this point ubu employed 1033 people with 1033 categorised as “relevant employees” and used in the reporting of bonus pay gap statistics. 843 employees were classified as “full-pay relevant employees” and were used in the reporting of hourly pay gap statistics.

ubu did not pay any bonuses to employees during the reference period.

The analysis 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 2021 is **1.9%** (2020 was -0.5%)

The median gender pay gap in 2021 is **0.0%** (2020 was 0.0%)



- The mean pay gap has changed from -0.5% in 2020 to 1.9% in 2021 indicating a statistically insignificant mean gender pay gap in favour of male 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

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