



## Gender Pay Gap Report 2022

**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.

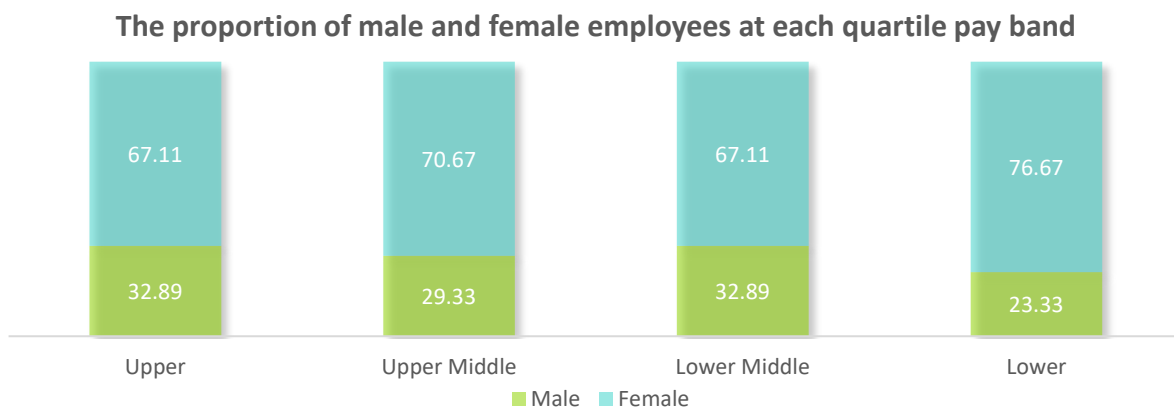
This Gender Pay Gap Report is based on data from 5th April 2022

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 2022 is **-0.3%** (2021 was 1.9%)

The median gender pay gap in 2022 is **0.0%** (2021 was 0.0%)



- The mean pay gap has changed from 1.9% in 2021 to -0.3% in 2022 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

A handwritten signature in black ink, appearing to read 'Lesley Rattigan', is written over a vertical line.

**Lesley Rattigan**  
Director of Quality

Date: 21st March 2023