

# Gender Pay Gap Report- 2019

**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 2019 at this point ubu employed 847 full pay employees relevant to this analysis. 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 2019 is **-1.1%** (2018 was -2.1%)

The median gender pay gap in 2019 is **0.0%** (2018 was 0.0%)

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 2018 to -1.1% in 2019 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



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