

Gender Pay Gap Report for Unity Residential Care Services Limited

Reporting Period: 5 April 2025

Executive Summary: This report provides an analysis of the gender pay gap within Unity Residential Care Services Limited. Our findings indicate that, contrary to common trends, female employees are paid higher on average than male employees.

Introduction: Unity Residential Care Services Limited is committed to promoting equality and transparency in the workplace. This report details our gender pay gap analysis for the reporting period ending 5 April 2025.

Workforce Composition:

- **Total Employees:** 258
- **Female Employees:** 156 (60%)
- **Male Employees:** 102 (40%)

Gender Pay Gap Metrics: (negative percentages indicates females are paid higher)

- **Mean Gender Pay Gap:** -8.60%
- **Median Gender Pay Gap:** -5.23%
- **Mean Bonus Pay Gap:** -73.79%
- **Median Bonus Pay Gap:** -0.33%
- **Proportion of Males Receiving Bonus:** 22%
- **Proportion of Females Receiving Bonus:** 26%

Pay Quartiles:

- **Upper Quartile:** 62% Female, 38% Male
- **Upper Middle Quartile:** 65% Female, 35% Male
- **Lower Middle Quartile:** 60% Female, 40% Male
- **Lower Quartile:** 51% Female, 49% Male

5. Analysis and Insights: Our analysis reveals that female employees are paid higher on average than male employees.

In the children's social care sector, females make up a significant proportion of the workforce. This is reflective of broader industry trends where females are more likely to be employed in caregiving roles. The higher average pay for females in our business can be linked to their substantial presence in these critical roles.

While there is a gender pay gap in favour of females currently, we are committed to providing equal opportunities for all colleagues and our pay structures ensure there is consistency in pay for comparable roles regardless of gender.



Actions to Maintain Pay Equity:

- **Regular Pay Reviews:** We conduct regular reviews to review pay and ensure pay equity across all roles.
- **Training and Development:** We provide equal opportunities for training and career advancement to all employees.
- **Transparent Pay Policies:** We maintain transparency in pay policies and practices.

Conclusion: Unity Residential Care Services Limited is proud of its commitment to gender pay equity. We will continue to monitor and address any differences to ensure a fair and inclusive workplace for all employees.

Richard Craner
Finance Director