

Gender Pay Gap Report

United Living South Ltd

April 2023



united
living

Background



There is a requirement for all private sector employers with more than 250 employees to publish their gender pay gap. The Gender Pay Gap Regulations, a provision of the Equality Act, came in to force on 1 October 2016.

The gender pay gap looks at both the mean (average) and median (middle) for the pay gap reporting. The mean is the difference between the average hourly pay, calculated by adding all the pay rates together and dividing them by the total number of employees. The median is the difference in hourly pay between the person paid at the mid-point if you were to line all employees from highest to lowest pay between each gender.

The gender pay gap statistics are calculated using basic pay on 5 April 2023. Bonus pay statistics are calculated from the 12 months leading to 5 April 2023.

Whilst the gender pay gap is the measure of the difference between the average earnings between male and female employees, it does not take into consideration equal pay. Equal pay is the legal obligation as an employer to give equal pay for equal work. Our pay gap is not a result of equal pay issues, instead it is due to a lower representation of women in senior roles and fewer men in junior roles.

This statement confirms that the published information is accurate at the time of publishing and is signed by Alex Price, Chief People Officer

A handwritten signature in black ink, appearing to read 'Alex Price', positioned below the confirmation text.

Statistics

This report is based on 336 eligible employees on the date of 5 April 2023

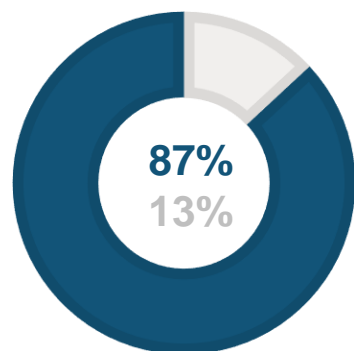
Median

42%

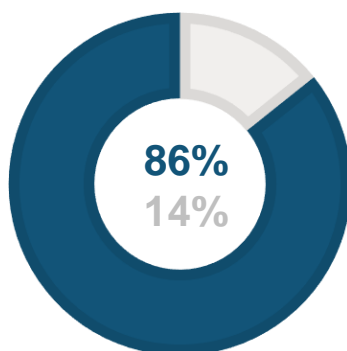
Mean

30%

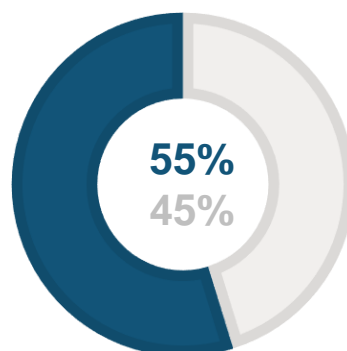
**UPPER
QUARTILE**



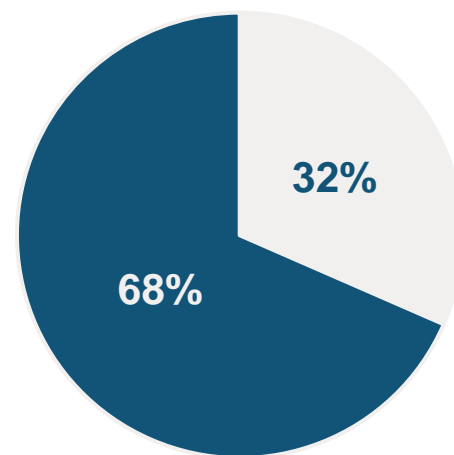
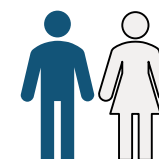
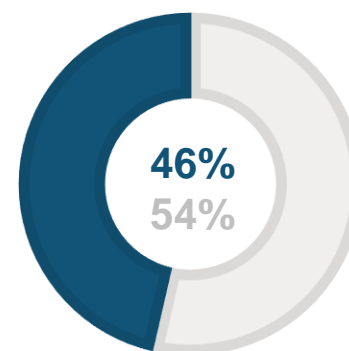
**UPPER MID
QUARTILE**



**LOWER MID
QUARTILE**



**LOWER
QUARTILE**



**Employees by
Gender**

Each pay quartile contains 84 employees

Previous reporting years

	2022	2021	2020	2018
Mean	28%	27%	39%	41%
Median	41%	33%	41%	47%
Women receiving bonus	5%	1%	7%	2%
Men Receiving bonus	13%	3%	10%	12%
Bonus Mean	69%	-65%	31%	17%
Bonus Median	60%	-60%	77%	12%

	2022		2021		2020		2018	
	Male	Female	Male	Female	Male	Female	Male	Female
Upper Quartile	86%	14%	86%	14%	83%	17%	92%	8%
Upper Mid Quartile	83%	17%	66%	34%	92%	8%	82%	18%
Lower Quartile	57%	43%	50%	50%	66%	34%	67%	33%
Lower Mid Quartile	49%	51%	43%	57%	37%	63%	34%	66%

Bonus Pay Gap

Mean

2023
71%  **2022**
69%

Median

2023
66%  **2022**
60%

Employees receiving a bonus

Male

2023
8%  **2022**
13%

Female

2023
5%  **2022**
5%

Conclusion



United Living South is part of the United Living Group, who have a shared vision and set of commitments.

Our vision is to be the partner and employer of choice, we do this by investing in our people. We have developed a Plan to reduce our gender pay gap by 7% and increase gender representation of females across the group from 23% to 30% by 2025.

We believe that the commitments we have made, and are working towards, will help us achieve this. These include:

- 10 Point Equality, Inclusion and Diversity Plan
- The United Living Environmental Social and Governance People Plan – with a current Apex rating of Excellent
- Apprentice and Graduate programmes, to upskill and introduce new talent within United Living.
- Equality and Diversity training available to all employees to raise awareness of some of the challenges people face throughout the employment cycle
- United Women's Network formed to support Women in the Group connect, share experience and exchange knowledge. To help breakdown barrier and promote gender equality.
- Agile Working, to allow a diverse range of people to apply and work for us
- Creation of the Innovation platform 'Cultivate' to allow employees to submit ideas across the group to help us improve the way we operate now and, in the future.
- Women in Construction and Disability Confident accreditations to ensure we apply good practice which is recognised externally
- Reviews of our benefit package to offer an increased range of benefits to employees throughout the business
- Investing in recruitment – with a dedicated team in place to attract a diverse workforce with additional recruitment training in place for managers
- IIP Gold accreditation across the Group
- Creation of the People Forum, to drive initiatives that help support diversity and the wellbeing of our employees
- Outreach to schools and colleges to introduce students to diverse roles in the industry
- Building relationships with local universities and colleges to encourage applications from women