



United Health – Committed to Equal Pay

Companies with more than 250 employees have been asked by the Government to publish any pay difference experienced by men and women. In order to provide consistent information across a large number of companies, the ways that we measure pay have been set out by the Government. The Government is concerned with two separate issues.

Firstly, Equal Pay – that is are men and women paid the same rate for doing the same job. It is unlawful for a business to pay different rates for the same job based on gender alone.

Secondly what is termed the gender pay gap. The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men’s earnings e.g. women earn 15% less than men.

At United Health we believe the issue of Pay is important. Pay provides stability, creates opportunities and offers choices. Pay should be fair, balanced and reflect the skills, ability and requirements of the role.

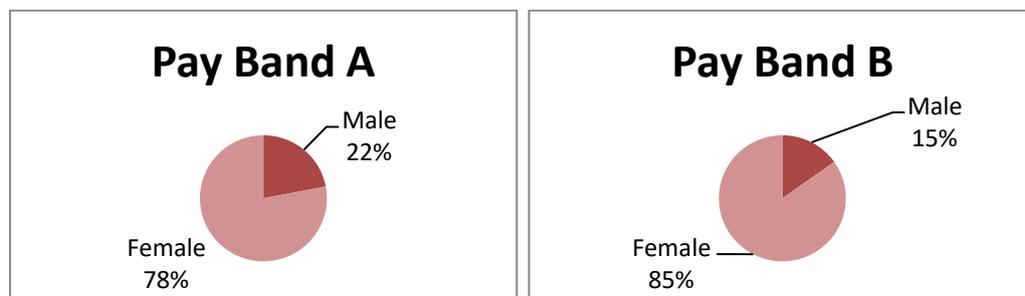
Below is a snapshot as it was on 5th April 2018.

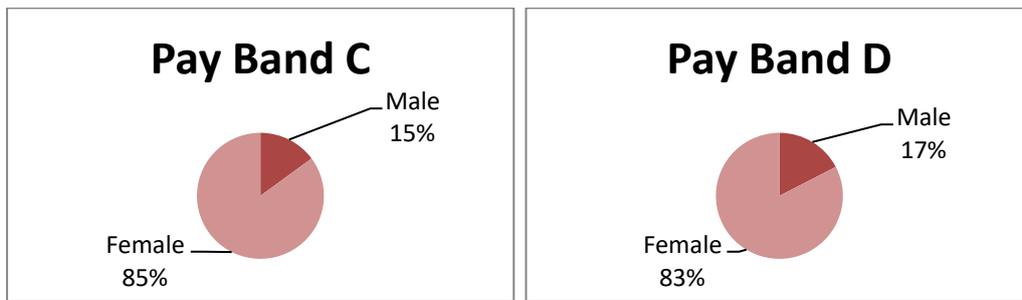
Gender Pay Gap - Headline numbers

Mean pay difference between men and women	-2.5%
Median pay difference between men and women	0%
Mean difference in bonuses paid men and women	-26%
Median difference in bonuses paid to men and women	0%

Proportion of men and women receiving a bonus	5.3% men & 1% women
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Proportion of men and women in pay bands reflecting four quartiles of pay across our business and the pay gap within each quartile:





Reviewing pay again in this way has shown us that United Health's gender pay gap continues to compare favourably with that of other organisations, including those within the care sector.

United Health's workforce consists of significantly more females than males and this profile reflects the nature of the care sector.

Equal Pay

We pay men and women equally for the same role and are committed to ensuring our policies and opportunities are fair and equitable for all.

Within United Health, 62 % of our care home managers have worked their way up through the organisation. The majority of our care home managers and head office staff are women. Historically, turnover at home manager and head office level has been low. There is no gender bar when applying for these posts.

We have found no inconsistency between how we pay men and women for the same role. We believe our pay gap comes from the roles in which men and women work within the organisation and the pay these roles attract.

Bonus payments tend to be paid to the more senior roles within our care homes and are not calculated by reference to the employee's salary.

Aiming for balance

Whilst our gender pay gap compares favourably with that of other organisations, we are not complacent.

We will continue to do this by:

- Remaining committed to applying our equal opportunities and diversity principles at all stages of the recruitment process right up to retirement. We employ the right people to do the job, regardless of sex, sexual orientation, race, religion, disability, ethnic or national origin, gender reassignment, marital status, trade union membership, part-time working or age.
- Monitoring annual appraisals and ensuring that personal development plans are in place for both men and women.
- Carrying out pay and benefit audits at regular intervals.
- Continue to pay bonuses as absolute amounts rather than a percentage of salary

As a director of the company, I, Mandy Cheriton-Metcalf, can confirm that the information contained within this report is accurate and relates to United Health Ltd.

Mandy Cheriton-Metcalf

Managing Director

For and on behalf of United Health Ltd