

Staffordshire University Unitemps Ltd 2021 Gender Pay Gap Report

Staffordshire University Unitemps Ltd

Unitemps is a temporary staffing service that is reinventing the traditional approach to student working and institutional employment. With our heritage firmly grounded in the higher education sector, Unitemps is the ultimate temporary employment solution, placing candidates from the university community in temporary, and often part time roles within the university and surrounding businesses.

What is the gender pay gap?

The gender pay gap shows the difference in the average pay between men and women in the organisation. A gender pay gap above zero will show that on average, men earn more while a pay gap below zero shows that women, on average, earn more.

Equal pay is different to the gender pay gap. Equal pay deals with pay differences between men and women who are doing the same jobs, similar jobs or work of equal value.

The gender pay gap is calculated in two ways:

- Mean Gender Pay Gap

The mean gender pay gap is calculated by adding up all of the salaries and dividing the result by how many numbers were in the list. We can then compare the mean pay for men with the mean pay for women. The difference between the two figures is the mean gender pay gap.

Analysis has revealed that the mean gender pay gap of the staff employed via Staffordshire University Unitemps Ltd is **-24.08%**. From the below data in Figure 2 you can see there a negative percentage, that means the findings are in favour of female staff.

- Median average

The median gender pay gap is calculated by listing all of the salaries in numerical order. The median is the middle number. We can then compare the median pay for men with the median pay for women. The difference between the two figures is the median gender pay gap

Analysis has revealed that the median gender pay gap of the staff employed via Staffordshire University Unitemps Ltd is **-1.71%**. From the below data in Figure 2 you can see there a negative percentage, that means the findings are in favour of female staff.

Figure 1 – **Number of male and female staff employed via Staffordshire University Unitemps Ltd**

No of staff employed via Staffordshire University Unitemps Ltd			
Male		Female	
65	29.55%	155	70.55%

Figure 2 - **Gender pay figures**

The data in figure 2 shows the mean and median gender pay gap figures, compared to the national gender pay gap data. This shows that we are in significant positive position on a addressing the gender pay gap when compared against the national data position.

Average %	Unitemps	National*
Mean GPG	-24.08%	7.9%
Median GPG	-1.71%	15.4%

*National statistics are recorded from ons.gov.uk

Further analysis of the data shows, a higher total employee numbers and the relaxing of COVID-19 restrictions has had an impact on recruitment numbers. In comparison to April 2020 we have seen a large increase in hospitality and events staff across the university as well as the increase in external recruitment as businesses began to adjust to the relaxing of government restrictions. The university and external organisations are also much better prepared to work remotely in comparison to the situation seen 12 months earlier right at the start of the initial pandemic and subsequent lockdown restrictions. For a second year running, due to these circumstances the sample size and snapshot data provided do not necessarily reflect similar reports completed in previous years. What is however clear again for a fifth year running is that no significant female gender pay gap exists, as once again our mean average is negative.

Gender bonus gap

None of our employer clients at present operate a bonus system at their organisation.

Gender Split Pay Quartiles

A more detailed breakdown of the proportion of male and female employees at each pay quartile is shown below.

The pay quartiles are calculated by arranging the pay data for all employees in order of highest to lowest and splitting it into four even groups. The upper quartile is the highest paid and the lower quartile is the lowest paid.

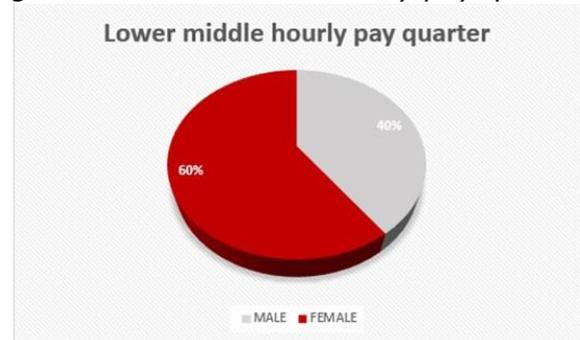
Figure 3- Lower hour pay quarter data



Lower	Male	Female
Mean Pay	8.84	8.84
Median Pay	8.84	8.84

Figure 3 shows that both male and female staff are paid the same hourly amount

Figure 4- Lower middle hourly pay quarter



Lower Mid	Male	Female
Mean Pay	9.16	9.05
Median Pay	9.34	8.91

Figure 4 shows that male staff mean and median pay rate is slightly more than female staff. This is due to ? (the different job roles they are employed within)

Figure 5- Upper middle hourly pay quarter



Upper Mid	Male	Female
Mean Pay	11.34	11.17
Median Pay	10.72	10.72

Figure 5 shows that male staff mean pay is slightly more than female mean pay. This is due to ?

Figure 6- Upper hourly pay quarter



Upper	Male	Female
Mean Pay	28.57	29.19
Median Pay	31.79	32.00

Figure 6 shows that the female mean and median pay is slightly more than male staff this is due to ?

Declaration

I confirm the data and information reported are accurate as of the snapshot date 5th April 2021.

James Mathers
Branch Manager