

Warwick University Enterprises Ltd
trading as Unitemps

Gender pay gap report 2019

Our gender pay gap report 2019

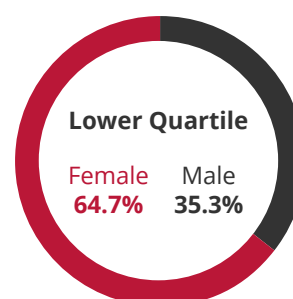
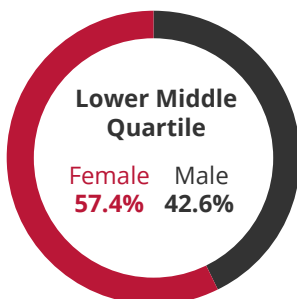
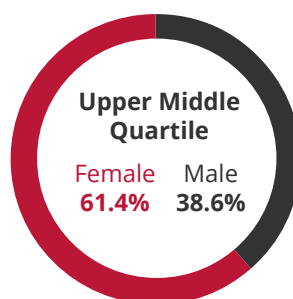
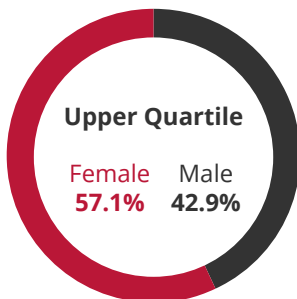
At Unitemps our activities have been developed for the education sector. We are driven by a core belief that success comes from those that harness the benefits of a truly diverse and inclusive culture. We are committed to providing equality of opportunity for all throughout our activities.

What is the gender pay gap?

The gender pay gap displays the difference in average pay between male and female employees. This is different to equal pay which ensures male and female employees receive the same pay for the same role.

As a recruitment business, this report takes into account the placement of candidates into temporary positions at all levels across our clients' organisations.

A more detailed breakdown of the proportion of male and female employees at each pay quartile is shown below. These figures demonstrate that WUEL has a higher proportion of female to male temporary staff but the ratio of the split remains similar across pay grades.



I confirm that the figures in our disclosure are accurate and have been calculated in accordance with gender pay gap reporting requirements as outlined in the legislation and accompanying guidance.

Rupert Lawrie
Commercial Director
On behalf of the Board of WUEL



Understanding our gender pay gap

This information illustrates the mean and median gender pay gap across the candidates placed at our clients' organisations. The data establishes that there is very little difference between male and female employees pay.

The mean average gender pay gap

= 2.7%

The median average gender pay gap

= 0.2%

Understanding our gender bonus gap

In 2019, our gender bonus gap identified 18 males (0.5% of total male relevant employees) and 19 females (0.4% of total female relevant employees) were allocated bonuses, demonstrating that there are a very small number of our clients that operate a bonus scheme within their organisations. Where our clients do offer a reward, the structure of these schemes varies significantly which impacts our gender bonus gap, causing large discrepancies.

The mean average gender bonus gap is -19.2% and the median average gender bonus gap is -18%.