

# UNITEMPS - NTU TEMPORARY STAFF LIMITED

## GENDER PAY GAP REPORT 2018

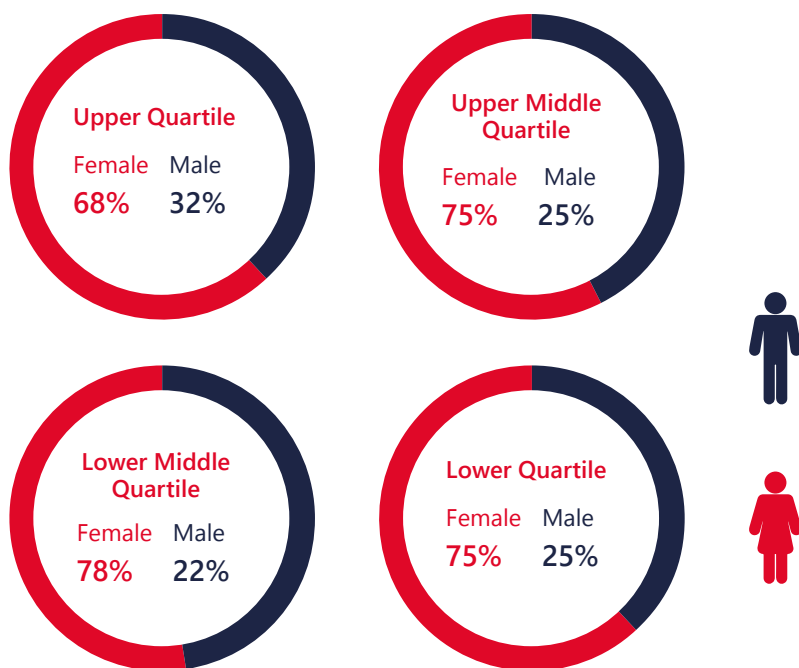
In 2017, the government introduced changes to existing equalities legislation (Equality Act 2010). These changes placed a legal duty on employers to publish a report annually detailing their organisation's gender pay gap.

### 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 assignments.

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



Our gender pay gap report demonstrates that NTU Temporary Staff Limited has a higher proportion of female to male temporary staff and that there is 0% average pay gap between the hourly rate of males and females.

We 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.

**Katherine Williams-Stanley**  
Unitemps Manager  
NTU Temporary Staff Limited



### Understanding our gender pay gap

This information illustrates the mean and median gender pay gap across the candidates working with us. The data establishes that there is no difference between male and female employees pay.

The mean average gender pay gap  
**= 0.0%**

The median average gender pay gap  
**= 0.0%**

### Our bonus pay gap

In 2018, our gender bonus pay gap review identified 0% of workers were allocated bonuses, therefore there is no bonus pay gap.

Mean Bonus Pay Gap = 0%

Median Bonus Pay Gap = 0%

Percentage of Males receiving bonus payment = 0%

Percentage of Females receiving bonus payment = 0%