Staffordshire University Unitemps Ltd 2017 Gender Pay Gap Report

What is the gender pay gap?

The gender pay gap displays the difference in average pay between male and female employees.

It is important to note that a gender pay gap does not necessarily mean there is an equal pay issue. Equal pay deals with the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value.

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 permanent roles within the university and surrounding businesses.

Total Number of Employees			
Male		Female	
135	40.91%	195	59.09%

This report takes into account the placement of candidates into temporary roles at different pay levels across our employer clients.

Gender pay figures

Based on the calculations set with the government legislation table 1 shows our overall mean and median gender pay gap. From the data you can see there is no gender pay gap, with the mean in the minus percentage and median show very little difference. A negative percentage means the findings are in favour of women.

|	Mean	Median	National Average
Gender Pay Gap	-26%	-1%	18%*

Annual survey of hours & earnings 2016

Gender bonus gap

None of our employer clients at present operate a bonus 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. These figures demonstrate that from the lower quartile the percentage of female workers at the lower pay grade is far higher than the male. This is a result of a higher percentage of females working on some of the jobs roles which are seen as gendered i.e. cleaning. The lower middle and upper middle shows little difference, but the upper shows a large percentage favouring the female workforce. This is a reflection of higher number females working on a specific role which is at the top end of our pay scale.
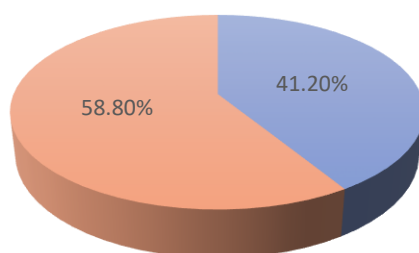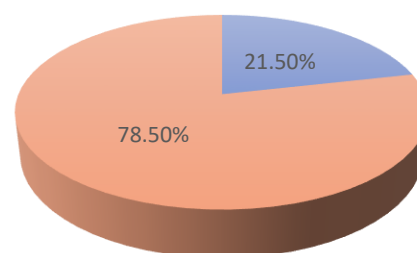
Lower Quartile

Male 31.30%
Female 68.70%
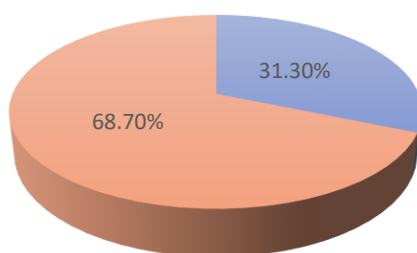
■ Male ■ Female

Lower Middle Quartile

Male 49.80%
Female 50.20%
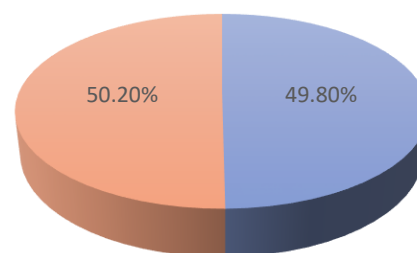
■ Male ■ Female

Upper Middle Quartile

Male 41.20%
Female 58.80%

■ Male ■ Female

Upper Quartile

Male 21.50%
Female 78.50%

■ Male ■ Female

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.

Gender Pay Gap Action Plan 2018-19

- Review gender pay gap metrics and extend to incorporate data analysis in relation to disabled and BAME staff

- Use positive action statements in recruitment advertisements

- Provide unconscious bias training for all staff involved in recruitment, selection and promotion

- Review arrangements with employer partners and amend contract paperwork to reflect the need for relevant partners [i.e. employing more than 250 staff] to be taking action to address any gender pay gap.

- Review arrangements with employer partners and amend contract paperwork to promote the need for partners not required to publish statutory gender pay gap data [i.e. employing less than 250 staff] to be taking action to address any gender pay gap.

Declaration

I confirm the data and information reported are accurate as of the snapshot date 5th April 2017.

Ian Blachford

Director