

# Staffordshire University Unitemps Ltd 2023 Gender Pay Gap Report

## What is the gender pay gap?

The gender pay gap reflects the disparity in average earnings between men and women across the organisation. A positive gap indicates men earn more on average, while a negative gap suggests women do.

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.

## Staffordshire University Unitemps Ltd

Unitemps leverages its extensive experience within the higher education sector to change temporary staffing for universities, students, and graduates. We provide a streamlined solution, connecting talented individuals from the university community with fulfilling, often part-time, some full time, temporary roles within the institution and surrounding businesses.

Total Employees: 355*			
Male		Female	
188	52.96%	167	47.04%

**Gender pay figures.** A positive figure indicates a gender pay gap in favour of men; a negative figure indicates a gender pay gap in favour of women. The mean average pay is calculated by adding up all the salaries and dividing the result by how many numbers were in the list. We can then compare the mean average for men with the mean average pay for women. The difference between the two figures are the mean average gender pay gap.

Average %	Unitemps	National*
Mean	-17.52	TBC
Median	0	TBC

\*National statistics are recorded from ons.gov.uk\*

**Analysis shows that our mean gender pay gap was -17.52 % with our median gender pay is 0.**

*From the data you can see the negative gender pay gap which shows the findings are in favour of female workers.*

The difference in average pay between men and women (the gender pay gap) varies depending on hourly wage. Although the total number of employees is only up by 0.28%, from 354 to 355, our local economy seems to be recovering well. Just like last year, there are a lot more temporary workers in jobs compared to a couple of years ago when COVID restrictions were in place. April (2023) Unitemps still had a temporary contract in place with a local warehouse and companies were asking for more part time/ flexi workers. The workforce for this contract were predominantly male and the pay rate fell into the lower, mid and upper mid quartile.

The rise in new job opportunities across the university and within local economy has contributed to the overall Gender Pay Gap (GPG). However, it's important to note that many high-earning Non-Medical Helper Support Workers (primarily women) from last year's candidate pool continue to work remotely or on campus.

Conversely, a closer analysis reveals that the lower pay quartile is concentrated in job types typically offering part-time roles, such as cleaning, hospitality and Unitemps student ambassador roles. Notably 62% of these positions are filled by women. This gender disparity in part-time work is a recurring theme across many organisations. Social norms often place a larger burden of caregiving responsibilities on women, which can lead them to pursuing part-time opportunities, particularly in lower-paying sectors. This dynamic is undoubtedly reflected in our findings.

Staffordshire University Unitemps Limited maintains a commitment to equal pay for temporary internal staff. All internal workers begin at the minimum salary within their designated pay grade, aligning with the university's pay structure. External client needs dictate external salaries. While this year's Gender Pay Gap (GPG) has narrowed, it's noteworthy that with recruitment levels have stayed consistent and we have observed a statistically insignificant gender pay gap for the seventh consecutive year.

## Gender Bonus Gap

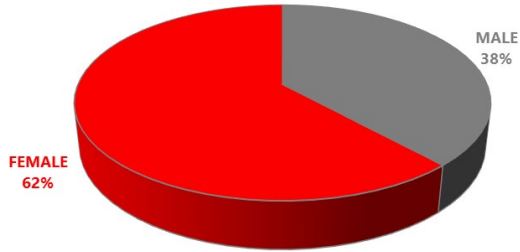
None of our employer clients at present operate a bonus at their organisation.

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## Gender Split Pay Quartiles-

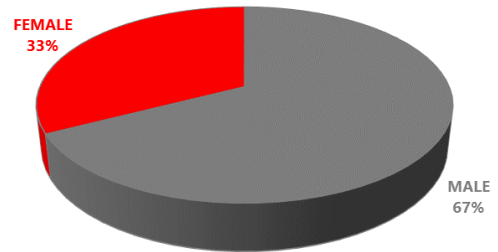
The following table details the gender distribution across pay quartiles.  
These quartiles are created by ranking all employee pay data from highest to lowest and dividing it into four equal groups. The first quartile represents the lowest earners, while the fourth quartile represents the highest earners.

### LOWER HOURLY PAY QUARTER



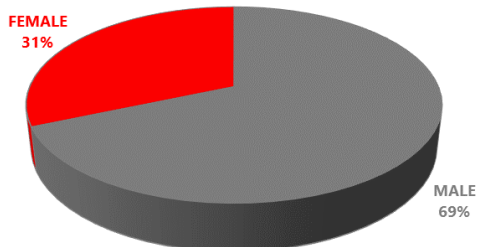
Lower	Male	Female	GPG
Mean Pay	£ 10.68	£ 10.70	-0.19
Median Pay	£ 10.81	£ 10.95	-1.30

### LOWER MIDDLE HOURLY PAY QUARTER



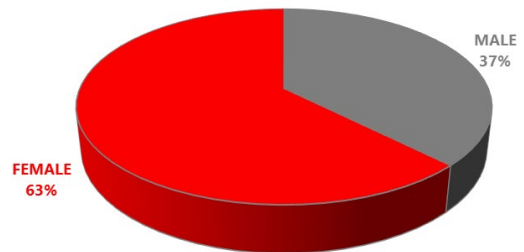
Lower Mid	Male	Female	GPG
Mean	£ 11.24	£ 11.15	0.80
Median	£ 11.28	£ 11.28	0

### UPPER MIDDLE HOURLY PAY QUARTER



Upper Mid	Male	Female	GPG
Mean	12.61	12.26	2.78
Median	12.68	12	5.36

### UPPER HOURLY PAY QUARTER



Upper	Male	Female	GPG
Mean	£ 21.16	£ 24.76	-17.01
Median	£ 19.38	£ 31.64	-63.26

## Declaration

I confirm the data and information reported are accurate as of the snapshot date 5th April 2023.

Elizabeth Lloyd,  
Branch Manager.