

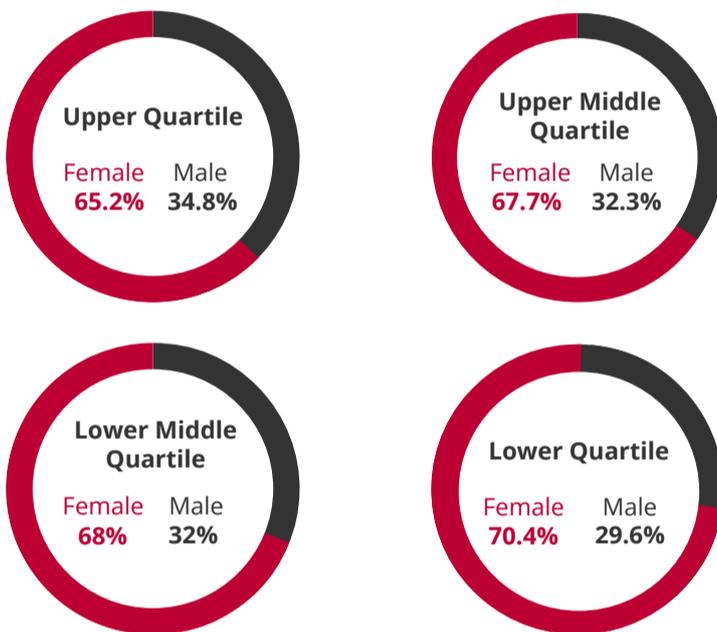
# De Montfort Expertise Ltd Gender pay gap report 2025

**Snapshot date  
of 5th April 2025**

De Montfort Expertise Ltd (DMEL) is required by law to publish an annual gender pay gap report in respect of agency workers who were engaged via Unitemps as at 5th April 2025.

## What is the gender pay gap?

A gender pay gap is a measure of the difference in the average pay of men and women - regardless of the nature of their work - across an entire organisation, business sector, industry or the economy as a whole. It can be driven by the different number of men and women across all roles. It is different from an equal pay comparison, which would involve direct comparison of two people or groups of people carrying out the same, similar or equivalent work.



The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

De Montfort Expertise Ltd is committed to the principle of equal opportunities and equal treatment for all, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

I, Professor Katie Normington, Vice-Chancellor, confirm that the information in this statement is accurate.



Professor Katie Normington  
Vice-Chancellor  
De Montfort University

**This is the Gender Pay Gap Report for the snapshot date of 5th April 2025.**

The mean average gender pay gap

**= -1.3%**

The median average gender pay gap

**= 0%**

- The mean gender pay gap of -1.3% for De Montfort Expertise Ltd indicates that, on average, women at the company earn slightly more than men. A negative pay gap means that, compared to their male counterparts, women are paid more in terms of the mean (average) hourly pay. Specifically, women earn 1.3% more than men.
- The median gender pay gap for De Montfort Expertise Ltd is 0%. This shows that there is no Median gender pay gap

Unitemps is an agency business and as such agency workers will be placed by Unitemps within a number of different organisations and their placements will be in scope of the Agency Worker Regulations (AWR).

For that reason, the hourly rate of pay is often dictated by the relevant pay and terms and conditions operating in the organisations in which agency workers engaged via Unitemps are placed. (For example, under the AWR, agency workers are entitled after 12 weeks service to equal treatment in respect of pay and basic working conditions as if they had been recruited directly by that company.)

## Bonus

The regulations require us to publish the same measures on bonus payments, but as De Montfort Expertise Ltd does not make any bonus payments our figures will be zero in this category.

- The mean gender bonus gap for De Montfort Expertise Ltd is 0%.
- The median gender bonus gap for De Montfort Expertise Ltd is 0%.
- The proportion of male employees in De Montfort Expertise Ltd receiving a bonus is 0% and the proportion of female employees receiving a bonus is 0%.