

Canterbury Christ Church University  
Unitemps (Medco Ltd)

# Gender pay gap report 2021

## What is the gender pay gap?

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

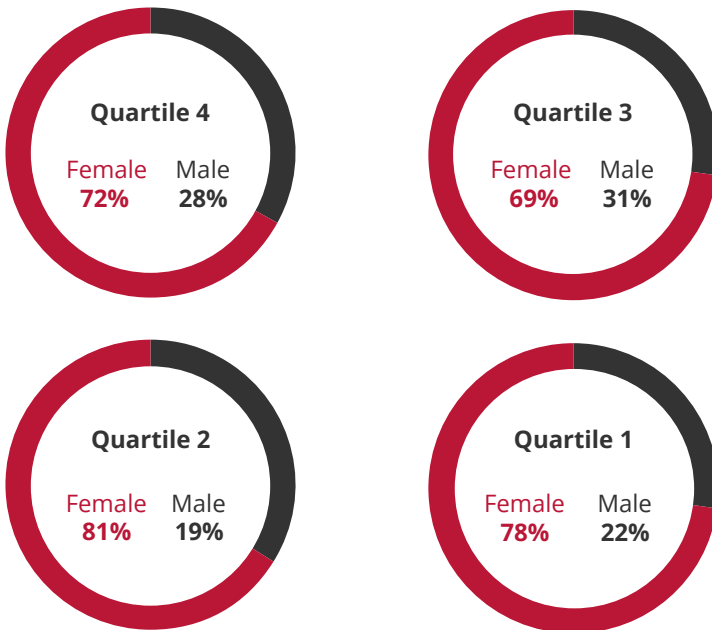
## The difference between Equal Pay and Gender Pay

This report focuses on the Gender Pay Gap as defined by the Gender Pay Gap Information Regulations and is not an indication of 'equal pay'. Equal pay legislation sets out the requirement for employers to pay the same for all genders where they are performing work that is; the same or broadly similar, rated as equivalent under a job evaluation study and/or found to be of equal value in terms of effort, skill or decision making. Equal pay takes into consideration the type of work undertaken. The gender pay gap does not take into account the type of work being undertaken. Instead it looks at the average pay between males and females over a period of time regardless of role.

## Canterbury Christ Church University Unitemps - Medco Ltd.

Unitemps is a temporary staffing service that is reinventing the traditional approach to student working and institutional employment. With its 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. This report takes into account the placement of candidates into temporary positions at all levels across our client organisations.

## The workforce when split into quartiles based on mean average



(Quartile 1 - lowest pay quartile, quartile 4 - highest pay quartile)

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.

Toby Lucas-Smith  
Branch Manager  
Unitemps  
Enterprise & Engagement CCCU

## Gender pay figures

The mean average gender pay gap  
**= -1%**

The median average gender pay gap  
**= 9.8%**

## Understanding our gender bonus gap

This information illustrates the mean and median gender pay gap across the candidates placed at our client organisations. The data is a snapshot of March 2020, for which there is a 5.45% Mean Gender Pay Gap. There is no gender pay gap when using the median average.

## Average bonus gender pay gap as a mean and median average

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