Medco (CCCU) Ltd trading as Unitemps
Gender pay gap report 2024
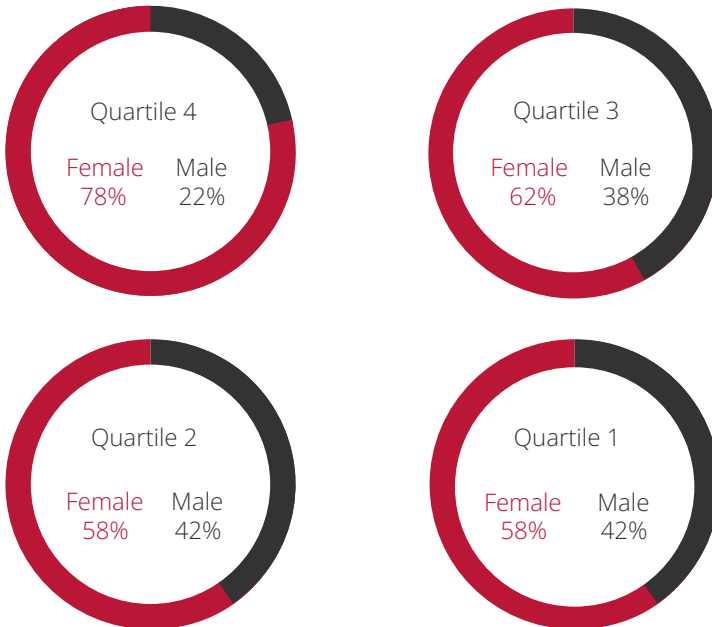
Our gender pay gap report 2024

At Unitemps our activities have been developed for the education sector. We are driven by a core belief that success comes from those that harness the benefits of a truly diverse and inclusive culture. We are committed to providing equality of opportunity for all throughout our activities.

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

The workforce when split into quartiles based on mean average

Quartile 4
Female 78%   Male 22%

Quartile 3
Female 62%   Male 38%

Quartile 2
Female 58%   Male 42%

Quartile 1
Female 58%   Male 42%

(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 and Engagement
Canterbury Christ Church University

Understanding our gender pay gap

This information illustrates the mean and median gender pay gap across the candidates placed at our clients' organisations.

The data establishes that there is little difference between male and female employees pay.

The mean average gender pay gap

$$= 1.89\%$$

The median average gender pay gap

$$= 0\%$$

Understanding our gender bonus gap

This information illustrates the mean and median gender pay gap across the candidates placed at our clients' organisations.

The data establishes that there is little difference between male and female employees pay.

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