

Medco (CCCU) Ltd trading
as Unitemps

Gender pay gap report 2025

Our gender pay gap report 2025

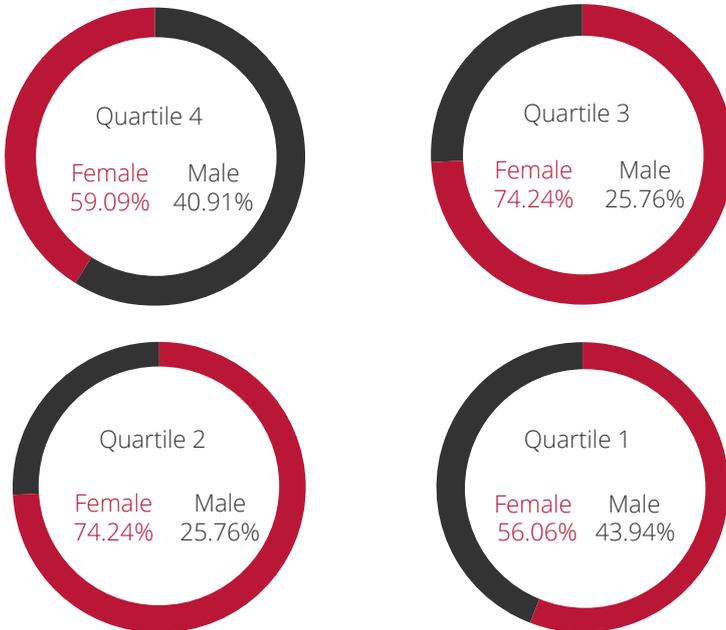
At Unitemps our activities have been developed for the education sector. We are driven by a core belief that success comes from those that harness the benefits of a truly diverse and inclusive culture. We are committed to providing equality of opportunity for all throughout our activities.

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 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
Head of Development Services, Research,
Enterprise and Innovation Services
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

= 4.38%

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.