

Warwick University Enterprises Ltd
trading as Unitemps

Gender pay gap report 2021

Our gender pay gap report 2021

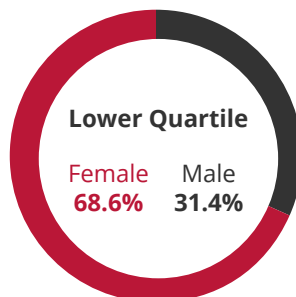
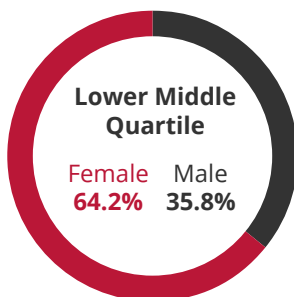
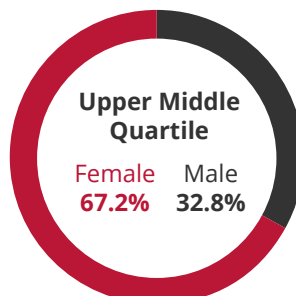
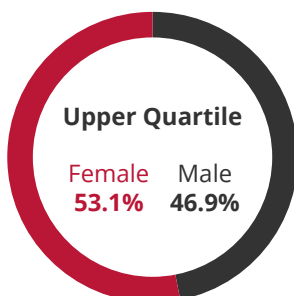
At Unitemps our activities have been developed for the education sector. We are driven by a core belief that success comes from those that harness the benefits of a truly diverse and inclusive culture. We are committed to providing equality of opportunity for all throughout our activities.

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. These figures demonstrate that WUEL has a higher proportion of female to male temporary staff but the ratio of the split remains similar across pay grades.



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.

Rupert Lawrie
Commercial Director
On behalf of the Board of WUEL



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 very little difference between male and female employees pay.

The mean average gender pay gap

= 4.9%

The median average gender pay gap

= 3.9%

Understanding our gender bonus gap

Due to the Covid-19 pandemic, very few of our clients operated bonus schemes during this period.

In total only one bonus was issued meaning that it was not possible to calculate a meaningful gender bonus gap this year.