

WUEL trading as Unitemps GENDER PAY GAP REPORT 2018



Our gender pay gap report 2018

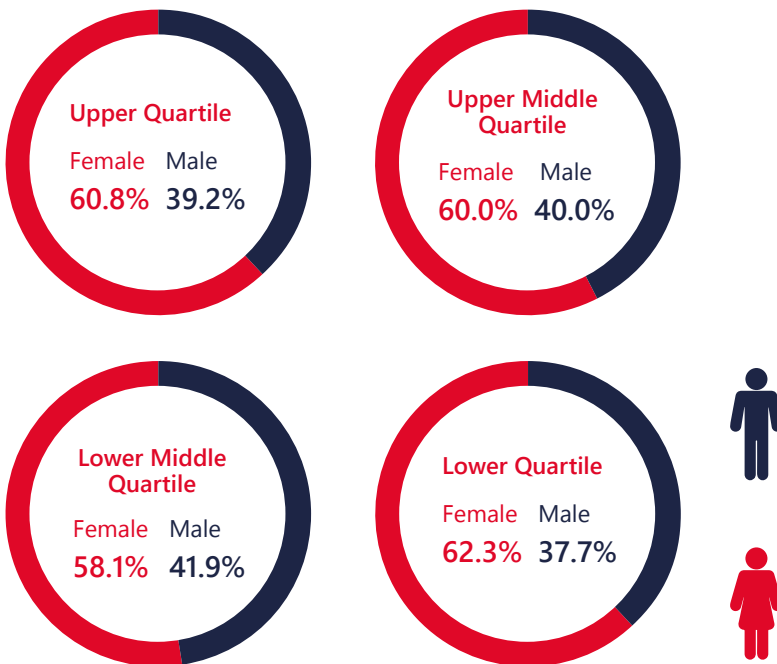
At Unitemps our activities have been developed for the education sector. We are driven by a core belief that success comes from those that harness the benefits of a truly diverse and inclusive culture. We are committed to providing equality of opportunity for all throughout our activities.

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 Unitemps Warwick has a slightly higher proportion of female to male temporary staff but the ratio of the split remains similar across pay grades.



We 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.

Glenn Clark
Director,
Unitemps

Paul Brewster
Director,
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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
= 1.3%

The median average gender pay gap
= -0.1%

Understanding our gender bonus gap

In 2018, our gender bonus gap identified 29 males (1.3% of total male relevant employees) and 50 females (1.6% of total female relevant employees) were allocated bonuses from their employers, demonstrating that there are a very small number of our clients that operate a bonus scheme within their organisations. Where our clients do offer a reward, the structure of these schemes varies significantly which impacts our gender bonus gap.

The mean average gender bonus gap is 52.7% and the median average gender bonus gap is 0.0%.*

*The large difference between the mean and median bonus pay gap was due to a single assignment with an external client that had a significantly larger bonus scheme than any other roles. If this role were excluded, the mean gender bonus gap would have been 11.6%.