



## GENDER PAY GAP REPORT

### INTRODUCTION AND PURPOSE

Gender Pay Reporting Legislation requires employers with 250 or more employees to publish statutory calculations annually showing how large the pay gap is between their male and female employees.

Unitas Stoke-on-Trent Ltd (the Company) is therefore required under these regulations to annually publish details of its gender pay gap, specifically the difference in average female earnings compared to average male earnings.

This Gender Pay Gap Report sets out the Company's gender pay gap for 2020. The deadline date for publication is normally required annually by 5 April. Due to the continuing impact of the pandemic, the deadline date to publish the 2020 data has been extended until 5 October 2021.

### WHAT DO WE HAVE TO REPORT ON?

**Mean gender pay gap** - The difference between the hourly pay of male full-pay relevant employees and that of female full-pay relevant employees.

**Median gender pay gap** - The difference between the median hourly pay of male full-pay relevant employees and that of female full-pay relevant employees.

**Mean bonus gap** - The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

**Median bonus gap** - The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

**Bonus proportions** - The proportions of male and female relevant employees who were paid bonus pay during the relevant period.

**Quartile pay bands** - The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

## GENDER PAY GAP DATA

The snapshot date of the data used for this report is 5 April 2020. As of this date there were 466 relevant employees at the Company. In line with many other repairs and maintenance organisations Unitas' workforce has more male employees than female. The table below details the proportion of male and female employees.

Male	Female
393	73
84%	16%

## GENDER PAY GAP

On average, male employees at the Company are paid more than female employees. Below are the mean and median pay gaps for the company.

### MEAN GENDER PAY GAP

Male Mean Hourly Rate	Female Mean Hourly Rate
£15.56	£12.60
Gap 19%	

### MEDIAN GENDER PAY GAP

Male Median Hourly Rate	Female Median Hourly Rate
£14.45	£11.18
Gap 23%	

## BONUS PAY

Bonus payments are not relevant to Unitas' employees

## PROPORTION OF MALE AND FEMALE EMPLOYEES IN EACH QUARTILE

Our workforce covers a wide range of roles across the company and all are paid as per the pay scales for each grade.

	Upper Quartile	Upper Middle	Lower Middle	Lower Quartile
Male	88%	95%	98%	56%
Female	12%	5%	2%	44%

Our quartile percentages show that there are more males in each quartile, which falls in line with the gender split across the company as a whole.

## SUMMARY

In summary, there is no difference between the pay of men and women employed at the Company in the same or equivalent roles as we have a job evaluation mechanism which ensures equal pay.

The company is committed to ensuring that our employees are rewarded fairly for their contributions, regardless of gender.

The Company offers its employees a wide range of flexible working options to enable them to effectively manage their work/life balance.

The Company appoints to roles based on merit regardless of age, race, sex, marital status, sexual orientation, disability or religion and belief. We will continue to provide transparency in promotion, pay and reward processes, offering a range of workforce development opportunities and flexible working opportunities to all employees.

Unitas remains committed to ensuring that its workforce reflect the make-up of the communities it serves as much as possible.

ENDS

*Report produced October 2021*