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## University of Staffordshire Unitemps Ltd Gender Pay Gap Report 2025

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires organisations with over 250 employees on 5th April 2018 to publish details of their gender pay gap and gender bonus gap. This is to show any difference between the average earnings of men and women, regardless of role or seniority.

At Unitemps our activities have been developed for the higher education sector, leveraging our experience within the sector to change temporary staffing for universities, students, and graduates. We provide a streamlined solution, connecting talented individuals from the university community with fulfilling, often part-time, some full time, temporary roles within the institution and surrounding businesses.

We are committed to promoting gender equality; being 'fair and inclusive' is one of our core values and we strive to ensure this is delivered within all our services.

### What is the gender pay gap?

The gender pay gap reflects the disparity in average earnings between men and women across the organisation, this is different to equal pay. Equal pay is different to the gender pay gap doing the same jobs, similar jobs, or work of equal value.

### Our gender pay gap

As a recruitment business, this report considers the placement of candidates into temporary positions at all levels within the University of Staffordshire and surrounding businesses.

Headcount saw a marginal decrease of **0.50%** over the past year, moving from **308 to 306** employees. This shift is primarily attributed to a temporary freeze on internal recruitment at the university, which intentionally limited new hires during this period.

Total Employees: 306			
Male		Female	
145	47%	161	53%

**Gender pay figures:** A positive figure indicates a gender pay gap in favour of men; a negative figure indicates a gender pay gap in favour of women.

Average %	Unitemps	National*
Mean	-21%	TBC
Median	0%	TBC

The **mean gender pay gap** is calculated by adding up all the salaries and dividing the result by how many numbers were in the list. We can then compare the mean average for men with the mean average pay for women. The difference between the two figures is the mean average gender pay gap.

The **median gender pay gap** is calculated by listing all the salaries in numerical order for men and women, the median is the middle number. The difference between the two figures is the median pay gap.

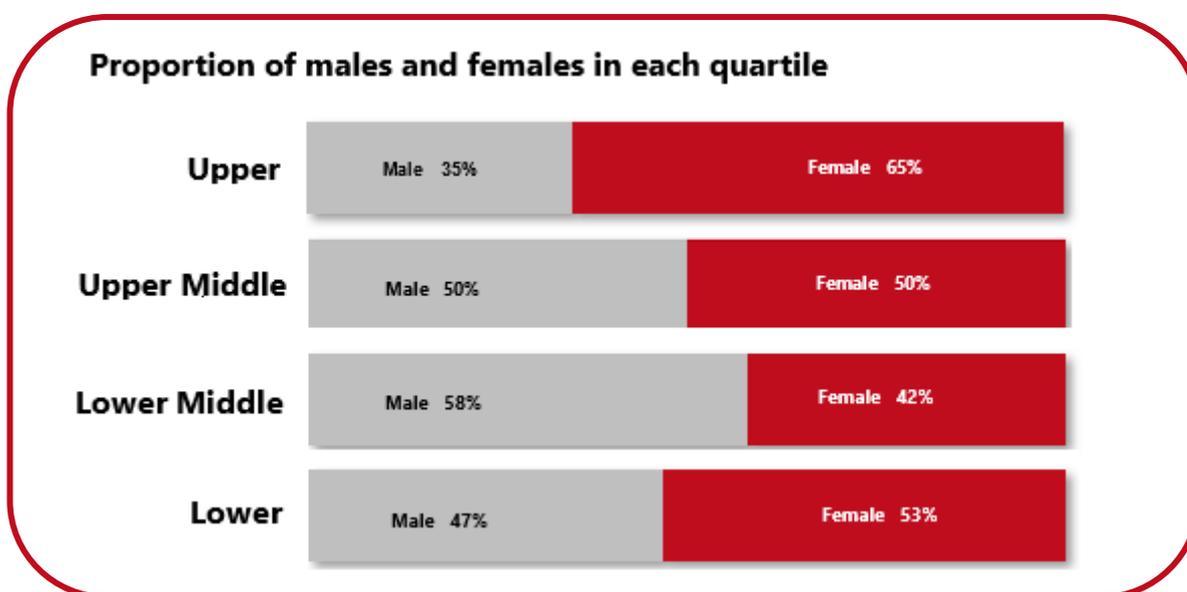
The mean gender pay gap at University of Staffordshire Unitemps Ltd has widened to **-20.8%**, a notable shift from last year's **-17.86%**. While the mean suggests a trend in favour of female employees, the median remains stable at **0%**, indicating parity for the average worker. This mean-level disparity is primarily driven by a high concentration of women in specialist non-medical helper roles within the upper pay quartile. The shift is attributed to a recent recruitment campaign for support workers, which saw a predominantly female applicant pool respond to increased market demand.

The median is more a more reliable measure of the gender pay gap as this measures the difference in average and the data is not skewed by the lowest or highest earning employees.

### Gender bonus gap

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

### Gender split pay quartiles



Total Employees: 77 (Male 27, Female 50)			
Upper	Male	Female	GPG
Mean	£ 20.17	£ 25.61	-27%
Median	£ 17.36	£ 32.00	-84%

Total Employees: 76 (Male 38, Female 38)			
Upper Mid	Male	Female	GPG
Mean	£ 12.31	£ 12.09	2%
Median	£ 12.21	£ 12.21	0%

Total Employees: 76 (Male 44, Female 32)			
Lower Mid	Male	Female	GPG
Mean	£ 11.49	£ 11.47	0%
Median	£ 11.51	£ 11.44	1%

Total Employees: 77 (Male 36, Female 41)			
Lower	Male	Female	GPG
Mean	£ 11.44	£ 11.44	0%
Median	£ 11.44	£ 11.44	0%

### What has caused our gender pay gap

- In the upper quartile, the gender pay gap trends in favour of women. This result is primarily due to the significant number of women employed in specialist non-medical helper roles that fall within the top twenty-five per cent of earners.
- Women are slightly more prevalent in the lower pay quartile, which may be attributed to occupational segregation. In a university setting, women are often more highly represented in support and

administrative roles. While these are entry-level positions, they frequently feature higher starting pay scales than the junior roles typically held by men, which contributes to this specific distribution.

University of Staffordshire Unitemps Limited maintains a commitment to equal pay for temporary internal staff. All internal workers begin at the minimum salary within their designated pay grade, aligning with the university's pay structure.

### **Declaration**

I confirm the data and information reported are accurate as of the snapshot date 5<sup>th</sup> April 2025.

Elizabeth Lloyd

**University of Staffordshire Unitemps Branch Manager**