

GENDER PAY GAP REPORT

ABOUT THIS REPORT

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Our report takes as its data set a snapshot of one week's pay for our 1067 employees in April 2023.

Our report shows that we have a further narrowing of the mean gender pay gap between men and women, making it the lowest since reporting began and continuing its positive trajectory.

Unite's mean gender pay gap is:

14.96%

This is down from the last reporting year by 0.32%.

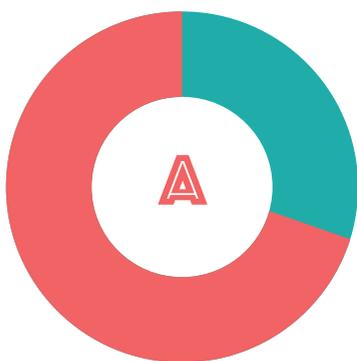
Unite's median gender pay gap is:

22.61%

This is up from the last reporting year by 3%.

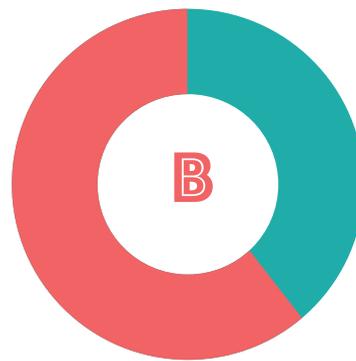
PAY DISTRIBUTION PER QUARTILE

PAY QUARTILE



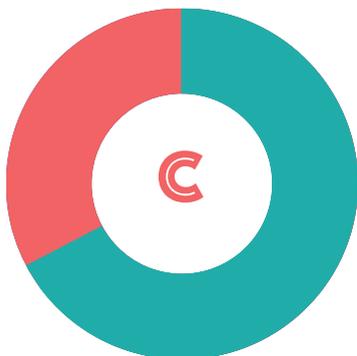
FEMALES 71.54%
MALES 28.46%

Includes all employees whose standard hourly rate places them **in the lower quartile**



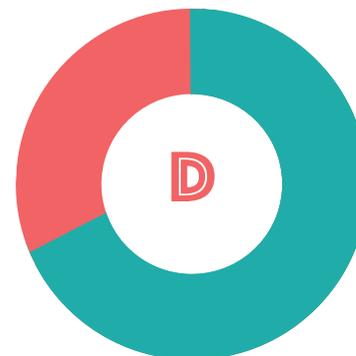
FEMALES 61.05%
MALES 38.95%

Includes all employees whose standard hourly rate places them **in the lower middle quartile**



FEMALES 32.58%
MALES 67.42%

Includes all employees whose standard hourly rate places them **in the upper middle quartile**



FEMALES 31.58%
MALES 68.42%

Includes all employees whose standard hourly rate places them **in the upper quartile**