

GENDER PAY GAP REPORT

ABOUT THIS REPORT

This report includes figures required for Gender Pay Reporting under the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022.

The Report takes as its data set a snapshot of one week's pay in April 2024.



Unite's mean gender pay gap is:

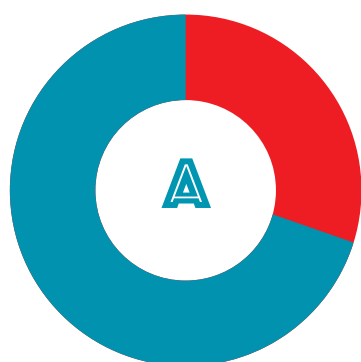
Unite's median gender pay gap is:

16.03%

27.31%

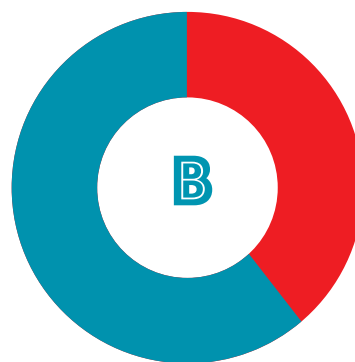
PAY DISTRIBUTION PER QUARTILE

PAY QUARTILE



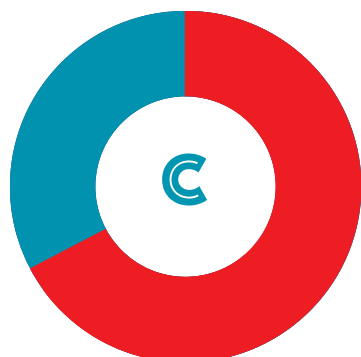
FEMALES 69.74%
MALES 30.26%

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



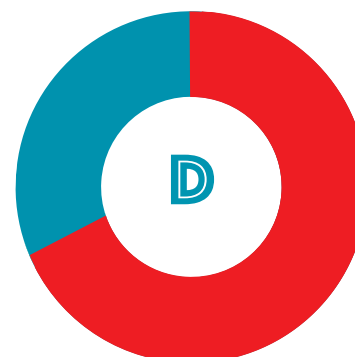
FEMALES 61.25%
MALES 38.75%

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



FEMALES 32.47%
MALES 67.53%

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



FEMALES 31.48%
MALES 68.52%

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

I, Sarah Carpenter, Executive Head of Operations at Unite, confirm that the information contained within this report is accurate.