

---

# Unity Partnership Limited

## Gender pay gap report 2021/22

Date of publication: **26/04/2022**

As an organisation with more than 250 employees, we are required to publish an annual report showing the pay gap between our male and female employees.

The gender pay gap measures the difference between the average earnings of male and female employees, at a snapshot date, irrespective of their role or seniority.

Below are the six metrics we are required to publish, based on who we employed on 31 March 2020.

Mean gender pay gap (hourly rate)	Women are paid 21.02% less than men
Median gender pay gap (hourly rate)	Women are paid 20.14% less than men
Mean bonus pay gap	Not applicable – No bonuses were paid
Median bonus pay gap	Not applicable – No bonuses were paid
Proportion of men and women who receive bonus	Not applicable – No bonuses were paid

### The proportion of men and women according to quartile pay bands

This table illustrates the gender distribution across four equally sized quartiles, each containing just over 83/84 employees:

	Males	Females
Upper Quartile	69.88%	30.12%
Upper Middle Quartile	49.40%	50.60%
Lower Middle Quartile	35.71%	64.29%
Lower Quartile	36.90%	63.10%

### Actions to address the Gender Pay Gap

Unity Partnership Ltd Services and all staff are being transferred back into Oldham Council with effect from 01 April 2022. The Gender Pay gap within the breadth of Services provided by Unity Partnership will therefore in future be incorporated into the overall Council report.

The Services will continue to seek to address the gender pay differential and we maintain our commitment to equal pay and as such we will:

- Continue to monitor and review our gender pay gap;
- Review career pathways for all employees to ensure that there are clear career progression routes for employees in all types of job role;
- Ensure that workforce is key strand of the organisation wide Equality and diversity Strategy;

- 
- Review our recruitment practices to ensure equal opportunity at all stages;
  - Improve workplace flexibility for all by continuing to:
    - Advertise and offer where possible flexible options e.g., part time, remote working, compressed hours;
    - Champion and promote the use of agile working.

I confirm that the published information in relation to the gender pay gap is accurate.

Dominic Whelan  
Chief Operating Officer  
Unity Partnership Ltd