
Unity Partnership Gender pay gap report 2019/20

Snapshot date: 31 March 2019

Date of publication: 13 March 2020

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 2019.

Mean gender pay gap (hourly rate)	Women are paid 15.66% less than men
Median gender pay gap (hourly rate)	Women are paid 22.31% 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 93.5 employees:

	Males	Females
Upper Quartile	63.0%	37.0%
Upper Middle Quartile	45.7%	54.3%
Lower Middle Quartile	33.0%	67.0%
Lower Quartile	33.7%	66.3%

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

Dominic Whelan

Chief Operating Officer

Unity Partnership Ltd

Actions to address the Gender Pay Gap

Unity Partnership is committed to building an economy that works for everyone.

Our ambition to build this inclusive economy means we lead by example by creating good employment opportunities within the Borough but we know there's still work to be done on reducing the Gender Pay Gap.

In order to reduce the Gender Pay Gap and maintain our commitment to equal pay 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 our organisation wide Equality and diversity Strategy
- Review our recruitment practices to ensure equal opportunity at all stages
- Improve work place 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