

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 1069 employees in April 2022. Our report shows that we have a narrowing of the gender pay gap between men and women of 3.02 per cent down to 15.28 per cent.

This is the most significant narrowing we have reported and is the lowest since reporting began in 2017.

Unite's mean gender pay gap is:

15.28%

Difference in pay = 4.18%

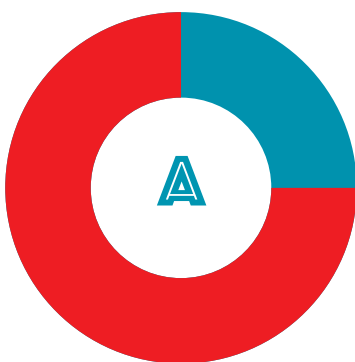
Unite's median gender pay gap is:

19.61%

Difference in pay = 5.31%

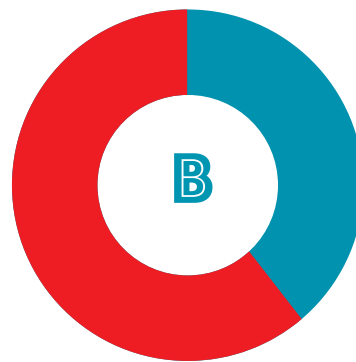
PAY DISTRIBUTION PER QUARTILE

PAY QUARTILE



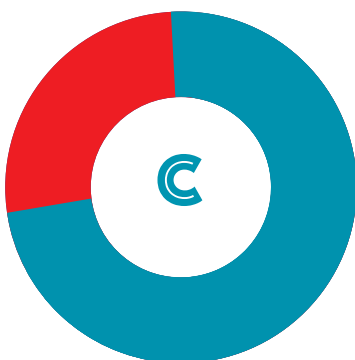
FEMALES 73.51%
MALES 26.49%

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



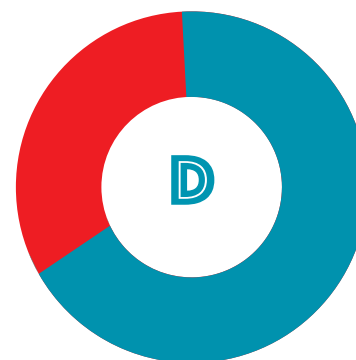
FEMALES 58.43%
MALES 41.57%

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



FEMALES 29.96%
MALES 70.04%

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



FEMALES 34.83%
MALES 65.17%

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

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SUMMARY

I am very pleased that in my first full year as Unite General Secretary, our union has made unprecedented progress in closing the gender pay gap across our organisation.

Unite's gender pay gap report for 2022 shows that we have narrowed the pay gap between the men and women working for our union by 3.02 per cent on the previous year.

This is the most significant narrowing that Unite has ever been able to report and the lowest percentage difference in earnings between male and female employees since gender pay gap reporting was introduced in 2017.

We are now employing more women in senior, higher paid jobs across the union, reversing a long-standing practice and changing the culture across Unite.

We have embraced hybrid working, flexible working patterns and while we have an equality proofed job

evaluation scheme in place we are looking to update it to reflect the union we are now. This will be a major project, the focus of which will be career progression. We believe it will be of particular benefit to female employees who are predominantly represented in our staff jobs; a high percentage of which fall into the lower and lower middle quartiles of pay. Along with the improved utilisation of training opportunities, this will allow us to keep the positive trajectory on gender pay on track.

So we have made a great start but I am not content to rest there. Our union will continue forwards on the road towards closing our gender pay gap once and for all.



Sharon Graham

General Secretary, Unite the union

