



GENDER PAY GAP REPORT 2022/2023

About this report

Employers with 250 or more employees are required by law to publish their gender pay gap each year on their own and on the Government's website. This is UNISON's gender pay gap report for 2023 based on 2022 pay.

Our report has been run on figures based on our 1113 employees and their pay based on the payroll figure of the union's payroll on 5 April 2022. The report was 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 results

Our latest figures show that UNISON has a mean gender pay gap between men and women of, on average, 8.6%. This means that there is a gap of 8.6% in favour of men.

This is a reduction on the 2021/22 reporting year by 1.29%. This is the most significant narrowing we have reported and is the lowest since reporting began in 2017.

Reporting year	Mean GPG (%)	Median GPG (%)
22/23	8.6	14.7
21/22	9.9	15.3
20/21	10.3	14.8
18/19	10.7	14.6
17/18	10.4	15.8

The proportion of UNISON male and female employees in each quartile pay band is as follows:

Pay Quartile 2021/22	Male	Female
Upper Quartile	48.5%	51.5%
Upper Middle Quartile	41.0%	59.0%
Lowest Middle Quartile	32.1%	67.9%
Lowest Quartile	24.0%	76.0%

Our results explained

- UNISON's workforce turnover rates are very low which is a factor in sustaining occupational segregation. Occupational segregation by gender refers to the inequality in the distribution of women and men across different occupational categories. These categories within UNISON are explored below. We recognise the changes to our gender pay gap each year are marginal, and we believe a low turnover has contributed to a broad pattern similar to previous years.
- There are quite significant variations in the number of men and women employed at different grades across UNISON. The gender pay gap within the organisation can, in part, be explained by the greater number of female employees in the lower middle and lower quartiles. This is a wider, historical issue within UNISON and other trade unions which is slow to be addressed due to the low turnover rate. For example, UNISON employs 210 women in Grade 7, consisting largely of secretarial and administrative roles, versus only 64 men. This ratio is changing over time, but we realise there is more work to be done to ensure parity within the pay quartiles.

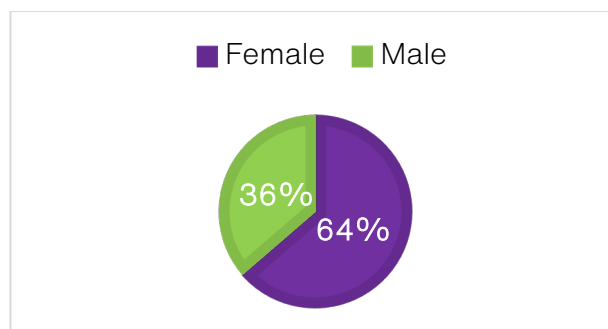
How does our gender pay gap compare with that of others?

The mean gender pay gap for the whole economy (according to the October 2022 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 13.9%. At 8.6%, **our mean gender pay gap is 5.3% lower than the whole economy.**

What are we already doing to decrease the gender pay gap?

UNISON has a positive story to tell about our commitment to equality. The gender pay gap measurement can never tell the whole story of our union as an employer committed to equality and equal treatment of our staff.

UNISON employ more females than men within the organisation, with 64% of the workforce registering as female compared to 36% of males. 100% of our organisation have declared their gender. UNISON's overall gender representation is generally reflected across the organisation grades.



- We have an equality proofed pay and grading system that undergoes regular Equal Pay Audits.
- We recognise and work in joint partnership with our staff unions to negotiate pay and conditions, ensuring parity of pay on behalf of staff who work for us.
- We do not pay bonuses or performance related pay.
- We support women having children by offering enhanced maternity leave and flexible working policies.
- We have successfully run a Women's Development programme for which focuses on career development and personal development. Initially this was for higher grades, then it was rebranded and also offered to lower grades as the Garrett Anderson Programme. On completion of the programme women are offered access to mentoring support, to be part of an action learning set and further development opportunities. All women can access this programme.
- We ensure all training programmes have a diverse range of participants in terms of gender, ethnicity, and geographical location. Remote learning has enabled training delivery to be more inclusive with staff of different grades across the United Kingdom on the same training.
- To support women in their career development, we have launched a mentoring programme which will allow staff to be trained as mentors to peer mentor colleagues.
- We have undertaken a survey of lower graded staff to review the opportunities we are able to offer them for career development. We are in the process of collecting the data from this survey.

What are we doing to continue to address our gender pay gap?

We accept there is always more work to do to close our gender pay gap. When we published our figures for 2020/21, we made a commitment to reduce this figure to below 10% which has been achieved.

In order to make this even better, we have developed a formal action plan that prioritises seven areas for action to address the underlying causes of UNISON's gender pay gap. In doing so, we have considered every stage in the employee life cycle to help identify potential barriers and tackle them at each stage. The Action Plan is reflective of some of the actions we set out to achieve after the 2021/22 report, however we were unable to fully achieve due to various factors.

Action 1: Create an evidence base

We are doing a lot of work to source, analyse and utilise people data to influence our HR workplan and strategy. We need visibility of key data at a glance so that we can see where we need to make change, particularly across the recruitment process. Example of some areas we will be looking at:

- the number of men and women applying for jobs and being recruited;
- the number of men and women applying for and getting promotions;
- the number of men and women leaving our organisation and their reasons for leaving;
- the number of men and women in each role, region/department and pay band;
- the number of men and women working flexibly and their level within our organisation;
- the number of men and women who return to their original job after maternity or other parental leave; and
- the number of men and women still working a year after they took maternity or other parental leave.

These insights will help us to decide where there are inequalities or imbalances and work towards strategic solutions.

Action 2: Evaluate UNISON's recruitment process and review existing policies and practices

Recruitment and Selection is a significant area of the HR work plan for 2022-23 and part of this will be a root-and-branch analysis of any EDI issues that impact on our processes. We will then remedy any bias identified in this, which will include any gender inequality to ensure we recruit a gender diverse workforce. We will look at:

- The applicant/employee experience.
- Job design and advertising.
- How we can target particular levels, departments, regions, or job roles/functions in which there is an under or over representation of women.
- Any specific recruitment initiatives or programmes that we can put in place.
- How we can work with any external organisations, agencies and communities.

Action 3: Enhance and embed flexible working / family friendly policies across the union

UNISON offers an array of flexible working and family friendly policies, but there is a lot more work to be done in this area to bring us in line with best practice. We will particularly look at how we can further support parents and carers as the legacy of the pandemic continues to be felt and issues such as childcare costs come to the fore.

We aim to promote and publicise the full range of flexible working and family friendly policies to new staff by reviewing what recruitment documentation we showcase alongside our vacancies. A lack of flexible working is a key cause of lower levels of women in senior roles, and therefore the

gender pay gap. We hope that promoting this from the offset in our recruitment will allow for a more diverse talent pool at all levels.

We will continue to utilise our joint Policy Working Group where new and existing policies are being reviewed. Equality Impact Assessments will accompany every new policy and be a systematic way to ensure women are not being adversely impacted.

As part of this group we are implementing a menopause policy and with this will come a full training package for managers and staff across UNISON. Studies show that symptoms can negatively affect job performance and many women lose their confidence or take long term absence from work to manage. We want to be able to recognise when support is needed to help women thrive at work and have the confidence to apply for promotions within UNISON.

Action 4: Deliver training to assist and actively support women's career progression

As part of our commitment to overcome occupational segregation within the union, we will continue to deliver our training offer to women particularly through the Garrett Anderson programme and subsequent mentoring support.

We will also use reporting to monitor the uptake of development opportunities by gender, such as the Garrett Anderson programme, and how this correlates to promotions within the union to aid us in getting more women into senior roles.

Action 5: Develop and introduce a staff women's network

Last year's intention of creating a staff women's network where all women in UNISON can meet to share experiences, network, and discuss issues within a safe and supportive environment needs to be followed up.

An employee network will not only provide an inclusive environment for staff to come together, but it will also be an influential stakeholder who we will engage with to ensure our work in tackling the gender pay gap is innovative and supported. This will also bolster our aim of embedding flexible working as a staff network can aid us in identifying key enablers that support and encourage the uptake of flexible working and any barriers that limit it.

Action 6: Monitor UNISON's reward and pay and grading system

Our most recent Equality Audit was completed in April 2021, and the results have been considered by a joint Equal Pay working group. These recommendations need to be scrutinised and implemented as soon as possible.

We are also looking at our job evaluation scheme to remove any gender bias in the language of our factors to ensure that jobs are being evaluated fairly.

Action 7: Develop an Equality, Diversity, and Inclusion strategy

Developing and embedding an Equality, Diversity and Inclusion strategy within UNISON is an overt commitment to place this at the heart of everything we do. Our strategy will provide an overview of the work underway to improve equality for all, including gender. We understand that plans evolve, and we will continue to monitor and evaluate this action plan, adapting it as required.

We hope that these actions will allow us to keep the positive trajectory on gender pay on track.



Christina McAnea
General Secretary, UNISON