

UNISON

GENDER PAY GAP REPORT

2023/2024

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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 2024 based on 2023 pay.

Our report has been run on figures based on our 1081 employees and their pay based on the payroll figure of the union's payroll on 5 April 2023. 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.

It is important to note that the gender pay gap is not the same as equal pay. Gender pay gap is the difference between the average pay of all men compared to the average pay of all women in an organisation. The gender pay gap is generally defined as the difference between the median hourly earnings of men and of women, as a percentage of men's earnings. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010. UNISON has a clear policy of paying employees equally for the same or equivalent work regardless of their gender.

MEAN AND MEDIAN GENDER PAY GAP

When talking about the gender pay gap people tend to talk about the median figure rather than the mean. The mean is calculated by adding up all of the wages of employees and dividing that figure by the number of employees. This means the final figure can be skewed by a small number of highly paid individuals. The median is the number that falls in the middle of a range when everyone's wages are lined up from smallest to largest and is more representative when there is a lot of variation in pay. It is preferred to the mean (simple average) as a better measure of pay of the 'typical' employee; otherwise, results may be affected by a small number of people on very high levels of pay.

- We have a **median** gender pay gap between men and women of 9.7%. This has dropped since 2022 by **5%**.
- We have a **mean** gender pay gap between men and women of 7.1%. This has dropped since 2022 by **1.5%**.

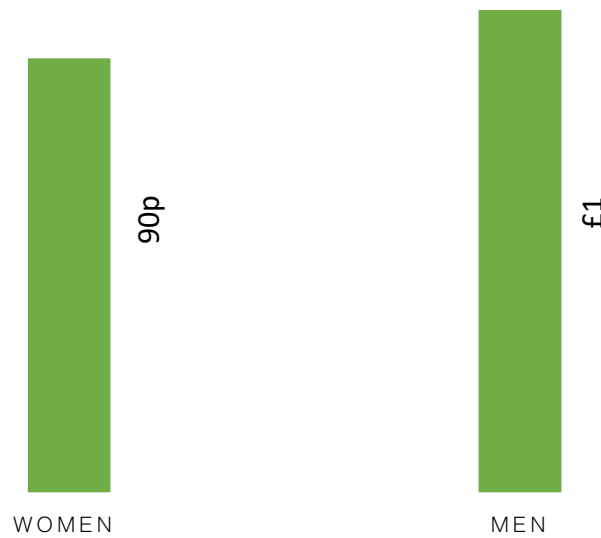
These results are the most significant narrowing we have reported and is the lowest since reporting began in 2017. Our median gender pay gap has reduced overall by 6.1% since this date.

Reporting year	Mean GPG	Median GPG
23/24	7.1%	9.7%

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%

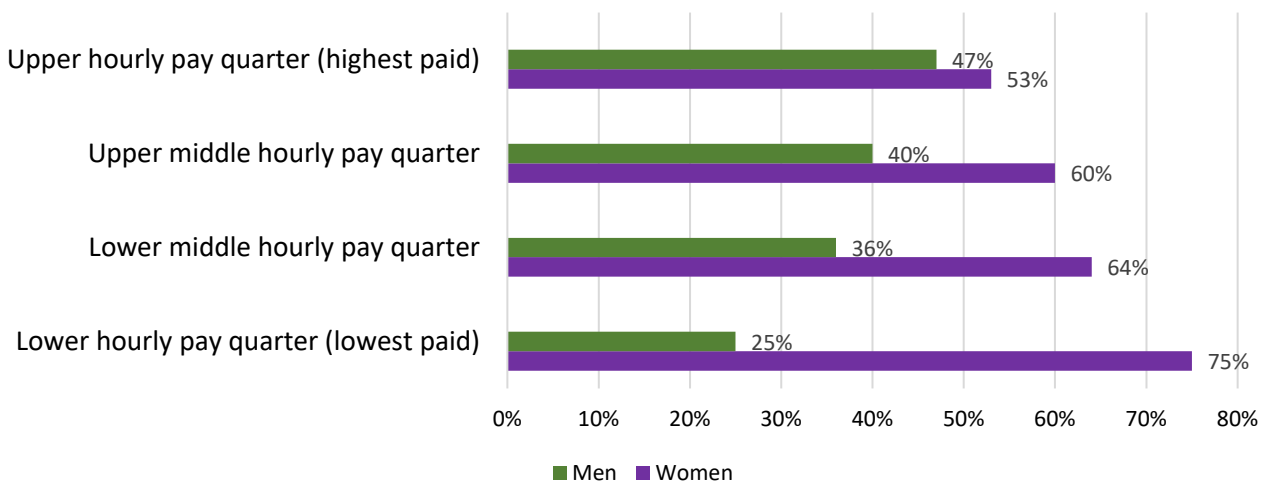
HOURLY PAY GAP

In UNISON, women earn 90p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 9.7% lower than men's. The median hourly rate of women's pay is £25.52 compared to men's, which is £28.26.



THE PERCENTAGE OF WOMEN IN EACH PAY QUARTER

In UNISON, women occupy 53% of the highest paid jobs and 75% of the lowest paid jobs. The proportion of UNISON male and female employees in each quartile pay band is as follows:



BONUS PAY GAP ('HONORARIA' PAYMENTS)

We do not pay bonuses to staff in UNISON. However, we sometimes make what we call 'honoraria' payments. Honoraria payments are given to staff who have given extensive commitment to a particular project, usually outside of social hours.

0.43% of men received a honoraria payment in the 12 months prior to April 2023, compared to 0.13% of women.

In UNISON, women's mean and median honoraria payments are 57.4% lower than men's. This means they earn 43p for every £1 that men earn when comparing median honoraria pay.

OUR RESULTS EXPLAINED

- Staff employed during this period remained fairly stagnant compared to our 2022 figures, however we have seen improvements in our gender balance in our lower quartiles, and increases in women being promoted to more senior roles. For example, in 2022 in our lowest quartile we had 76% women and 24% men. In 2023 this changed to 75% women and 25% men. In our upper quartile in 2022 we had 51% women and 49% men, but in 2023 we have 53% women and 47% men.
- This has meant that the median hourly rate of women has increased in just one year from £23.21 to £25.52 in one year, which is a 9.95% increase.
- 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.
- 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.

HOW DOES OUR GENDER PAY GAP COMPARE WITH THAT OF OTHERS?

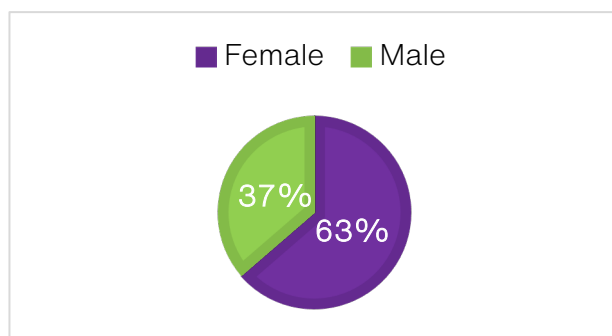
According to the November 2023 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures the median gender pay gap for the whole economy is 7.7%. At 7.1%, **our mean gender pay gap is 0.6% lower than the whole economy.**

Compared to the data returned for April 2022, we have the best gender pay gap results of all major trade unions.

WHAT ARE WE ALREADY DOING TO DECREASE THE GENDER PAY GAP?

UNISON employ more women than men within the organisation, with 63% of the workforce identifying as female compared to 37% of males. 100% of our organisation have declared their

gender. UNISON's overall gender representation is generally reflected across the organisation grades.



- We have a job evaluation system that undergoes regular Equal Pay Audits.
- We recognise and work in 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 operate performance related pay.
- We support women having children by offering enhanced maternity leave and flexible working policies.
- We have a childcare allowance scheme to support staff to attend work. In our 2024 pay review period we backdated this allowance to 2021 when it was noticed that our allowances had not been uplifted to reflect our annual pay rises on other pay elements.
- We are in the final stages of implementing a Menopause Policy which will include Menopause Champions and a Network to provide support in the workplace and improve confidence in the high number of women in our union.
- We continue to successfully run a Women's Development programme 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 are run across a mixture of locations and times to support part time staff. 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. The outcomes of this survey created key takeaway action points for the HR & L&D department.

- We have looked gender bias in the language of our factors in the job evaluation factor plan to ensure that jobs are being evaluated fairly.

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 5 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 2022/23 report, however we were unable to fully achieve due to various factors.

Action 1: Develop an HR strategy with a focus on equality

Developing and embedding Equality, Diversity and Inclusion (EDI) within UNISON is an overt commitment to place this at the heart of everything we do. Our HR 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.

To ensure that this work is prioritised we are hiring a permanent resource to focus on EDI initiatives within UNISON.

Action 2: 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 are in the process of sourcing a new HR system to make data easy to source and analyse. 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.

- engagement levels as reported by women as part of the staff engagement survey.

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

Action 3: Review recruitment procedures and implement a recruitment system

We are in the process of preparing new recruitment policy and are procuring a new recruitment system to support this. We are looking 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 4: 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 are reviewing all related policies this year.

We also aim to promote and publicise the full range of flexible working and family friendly policies to new and existing 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.

Action 5: Monitor UNISON's reward and pay and grading system

We are looking at pay and reward as part of our pay erosion working group, including implementing any actions from the last Equal Pay Audit.

This gender pay gap return has highlighted that we need to look at the application of honorarium payments and the terms under which they should apply to staff.

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

Christina McAnea

Christina McAnea
General Secretary, UNISON