

UECS Ltd Gender Pay Reporting and Commentary

The principal activity of University of Essex Campus Services Ltd is to operate a number of services on behalf of the University of Essex. Specific activities in the company include management of campus conferences, catering, day nursery, sport, accommodation, soft fm and Southend/Loughton security.

UECS Ltd uses a job evaluation system to ensure equal pay for work of equal value.

During the year leading up to the snapshot date of 5 April 2021, the COVID 19 pandemic significantly affected many of our campus-based services, with some providing enhanced services and others providing reduced services, based on community and service needs.

Key initial findings

1. The main findings are as follows:

- The overall (mean) gender pay gap on 5 April 2021 was 10.4% (2020: 6.6%)
- The median gender pay gap on 5 April 2021 was 13.7% (2020: 2.7%)
- The increases are mainly attributed to a 75% reduction in the on-demand workforce during this period.
- The overall gap is not explained by pay differentials within grades but arises from the unequal distribution of men and women across business areas.

Gender Pay Gap Analysis

Table 1 below shows the overall pay gap by gender. It shows gaps in both mean and median pay. Overall women are paid 10.4% less than men, which is an increase of 3.8% since April 2020. The median pay gap has also increased over the last year to 13.7% in favour of men, an increase of 11%.

The hourly rates for gender pay reporting include all on-demand workers, including those with agreements in place but not working. The reduction in volume of on-demand workers from 194 at the start of the period to 46 has significantly impacted the gender pay gap across all bands, which now represents a more accurate reflection of the core workforce.

Table 1: Mean and Median Pay Gaps

Male			Female			Pay Gap	
Number of Staff	Mean Hourly Pay	Median Hourly Pay	Number of Staff	Mean Hourly Pay	Median Hourly Pay	% Difference Mean	% Difference Median
134	£11.97	£10.76	242	£10.73	£9.28	10.4%	13.7%

Mean Pay Gap: 10.4% in favour of men

Median Pay Gap: 13.7% in favour of men

Pay distribution

The overall population in UECS Ltd remains predominantly female with 242 female workers compared with 134 male workers. The total population is smaller than in 2020 due to the reduction in on-demand workers. In 2020 the proportion of male and female on-demand workers was 53% male 47% female, however there are now a greater proportion of female on-demand workers (63%) which has led to an increased percentage of women overall in the lower quartile.

Reasons for the significant reduction in on-demand workers include:

- Reduction or cessation of work in a number of business areas during COVID 19 restrictions with a number of on-demand workers leaving after furlough.
- Development of staffing structures that are not overly reliant on on-demand workers and which provide more stable employment opportunities.

Table 2 shows the distribution of employees based on pay levels. The table shows that there are over 3 times as many women as men in the lower quartile, and a greater proportion of women than men in the lower middle and upper middle quartile. There is a more even distribution in the upper quartile, although the trend is reversed with more men than women.

Table 2: Proportion of Men and Women in each hourly pay quartile (2020/2021)

Quartile	Female 2020	Female 2021	Male 2020	Male 2021
Lower	93/128 = 72.7%	74/94 = 78.7%	35/128 = 27.3%	20/94 = 21.3%
Lower Middle	73/128 = 57.0%	67/94 = 71.3%	55/128 = 43.0%	27/94 = 28.7%
Upper Middle	82/128 = 64.1%	63/94 = 67.0%	46/128 = 35.9%	31/94 = 33.0%
Upper	60/128 = 46.9%	38/94 = 40.4%	68/128 = 53.1%	56/94 = 59.6%

Bonus payments

As part of a range of cost-saving measures to safeguard financial sustainability, no performance-related bonuses were paid during this period.

Table 3: Mean and Median Bonus Pay Gaps

Male			Female			Bonus Pay Gap	
Number of Staff receiving Bonus	Mean Bonus Pay	Median Bonus Pay	Number of Staff receiving Bonus	Mean Bonus Pay	Median Bonus Pay	% Difference Mean	% Difference Median
0	0	0	0	0	0	0	0

Mean bonus pay gap – 0%

Median bonus pay gap – 0%

I can confirm that the information in this report is accurate to the best of my knowledge.



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Chris Oldham, Director of Estates and Campus Services
UECS Ltd
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