

UECS Ltd Gender Pay Reporting and Commentary (year 2024, reported on April 2025)

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.

Key initial findings

The main findings are as follows:

- This year's report is an improvement upon the equivalent figures reported for the previous year.
- The overall (mean) gender pay gap on 5 April 2024 was 4.97% (2023: 6.75%)
- The median gender pay gap on 5 April 2024 was 0.75% (2023: 2.2%)
- Both figures above are within 5%, which are considered healthy gender pay gaps.
- When looking at the quartile figures compared to the previous report, there is an increase in proportion of staff in the Upper Middle and Upper pay quartiles that are female with male staff still making up over 50% of the Upper Quartile, which continues the trend observed in the previous year
- Overall, 61.22% of staff are female, with proportionate representation in the Lower and Lower middle Quartiles. Females are overrepresented in the Upper Middle Quartile (76.67% against overall 61.22%) but are underrepresented in the Upper Quartile (47.90% against 61.22%).
- While the mean bonus pay gap is still relatively high at 55.57% in favour of men, it is a significant improvement on last year where it was 88.41% in favour of men.

Gender Pay Gap Analysis

Table 1 below shows the overall pay gap by gender. It shows gaps in both mean and median pay. Overall females are paid 4.97% less than males, which is decrease of 1.78% since April 2023. The median pay gap has also decreased over the last year to 0.75%, a decrease of 1.45%

Table 1: Mean and Median Pay Gaps

Mean and Median pay gaps

Female			Male			Pay Gap	
Number of staff	Mean hourly pay	Median hourly pay	Number of staff	Mean hourly pay	Median hourly pay	% difference mean	% difference median
292	£14.32	£12.96	185	£15.07	£13.06	4.97%	0.75%

Mean Pay Gap: 4.97% in favour of male staff

Median Pay Gap: 0.75% in favour of male staff

Pay distribution

Table 2 shows the distribution of employees based on pay levels.

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Table 2: Proportion of Men and Women in each hourly pay quartile (2023/2024)

Proportion of Male and Female staff in each hourly pay quartile

Quartile	Female	Male
Lower	59.66%	40.34%
Lower Middle	60.50%	39.50%
Upper Middle	76.67%	23.33%
Upper	47.90%	52.10%

Proportion by Quartile for Male and Female staff

Quartile	Female	Male
Lower	24.32%	25.95%
Lower Middle	24.66%	25.41%
Upper Middle	31.51%	15.14%
Upper	19.52%	33.51%

Bonus payments

Table 3: Mean and Median Bonus Pay Gaps

The previous report included 56 members of staff receiving bonuses, however, in this report there were 109 members of staff receiving bonuses.

The split between gender for receiving bonuses above £1000 is even, but with the highest two payments being to men and 61.22% of staff being female, this creates the mean bonus gender pay gap reported.

The median bonus pay gap is higher than the mean bonus pay gap (at 16.67%) but is driven by vouchers, and results from a £5.00 difference in median bonus payments by gender (£25.00 for male staff v £30.00 for female staff). This is a significant improvement on last year's median bonus pay gap (of 614.29%) which was distorted by female median bonus falling in the voucher range with the male median bonus falling in the performance bonus range.

Female			Male			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
75	£320.65	£25.00	34	£721.76	£30.00	55.57%	16.67%

Mean Bonus Pay Gap: 55.57% in favour of male staff

Median Bonus Pay Gap: 16.67% in favour of male staff

Proportions of Bonus Payments

Proportion of Males receiving a bonus: 18.38%

Proportion of Females receiving a bonus: 25.68%

There were 4 long service awards, three at £250 and one at £249.72

There were 142 vouchers issued to 106 people with a total value of £2,975. No one person received more than £50 in vouchers within the reporting year.

Performance bonuses were paid to 48 people in the period totalling £54,644 in the reporting period. These ranged from £250.00 through to £6,763.00. In some cases, people received permutations of vouchers, long service awards and performance bonuses.

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



Helena Newton, Director of Campus Services

UECS Ltd
March 2025