

**UAL Arts Temps Ltd (UALAT) Mean and Median Gender Pay Gap,
April 2025**

UAL Arts Temps Ltd is a registered employment agency owned by University of the Arts London (UAL). Arts Temps provides UAL students and alumni with temporary and permanent job opportunities with UK registered businesses.

What is the Gender Pay Gap?

The Gender Pay gap measures the difference in average pay between male and female employees. According to the Office for National Statistics, the gender pay gap among full-time employees decreased to 7.0% in April 2024, down from 7.5% in April 2023.

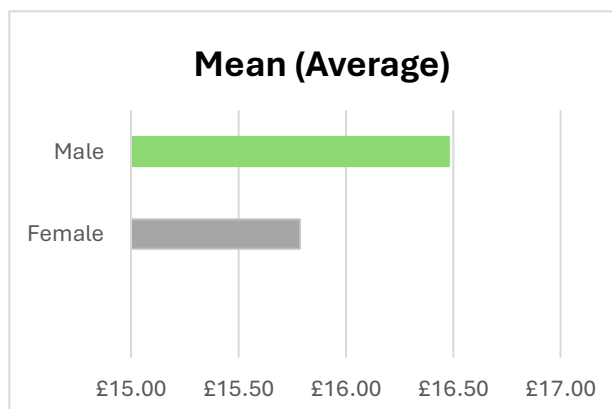
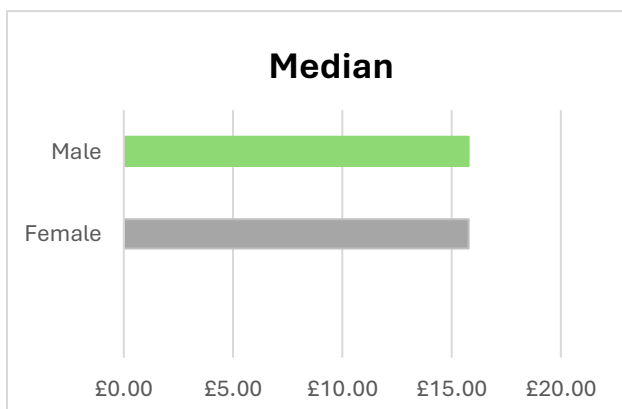
As a recruitment business, this report accounts for the placement of candidates into temporary positions at all levels. A more detailed breakdown of the proportion of male and female employees at each pay quartile is shown below.

	Female	Male
Upper Quartile	71.43%	28.57%
Upper Middle Quartile	75.28%	24.72%
Lower Middle Quartile	72.84%	27.16%
Lower Quartile	85.27%	14.73%

In this report, we assess the gender pay gap at UALAT for the period week 1 April 2024, using two key metrics: the median and the mean gender pay gaps.

The median pay gap compares the salary midpoint for women and men, with all individual salaries arranged from lowest to highest. The median represents the middle salary, and we believe it most accurately reflects the typical pay gap for an average employee at UALAT.

The mean pay gap is calculated by dividing the total pay of all staff by the number of employees. This can be impacted by a small number of individuals with exceptionally high or low salaries, making it less representative of the pay gap for the typical employee.



Understanding our gender pay gap

- UALAT's median gender pay gap: 0.00%
- Median total hourly rate £15.78 for women and £15.78 for men
- UALAT's mean gender pay gap: 4.21%
- Mean total hourly rate: £15.79 for women and £16.48 for men

Understanding our gender bonus gap

UALAT does not at present operate a bonus.

At UALAT, the median gender pay gap is 0%, indicating no disparity in the midpoint of pay. However, there is a slight mean pay gap of 4.21%, which is influenced by a few higher-paying roles held by men. We are committed to monitoring and addressing any disparities to ensure fairness and equality in pay.

Please note, this report uses data supplied by our payroll provider and reflects our candidates' legal sex as recorded on HMRC systems. We acknowledge that this may not necessarily be reflective of our candidates' gender identity.