

UAL Arts Temps Ltd (UALAT) Mean and Median Gender Pay Gap, April 2023

Arts Temps is UAL's recruitment agency, providing UAL students and alumni with exciting temporary and permanent job opportunities and providing recruiters access to a creative and diverse talent pool to meet the needs of all employers.

What is the gender pay gap?

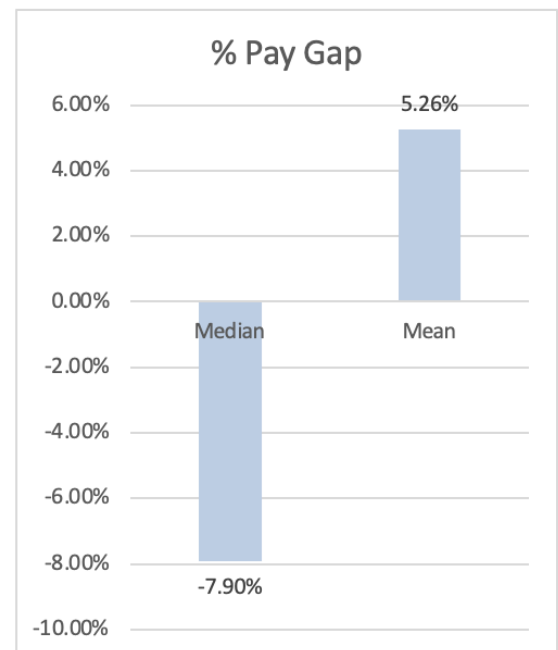
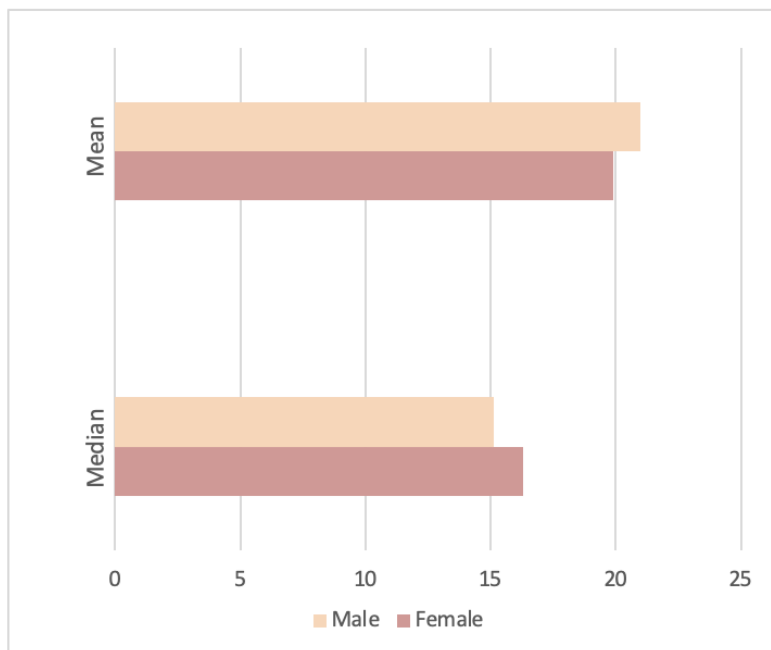
The gender pay gap measures the difference in average pay between male and female employees. According to the Office for National Statistics, 'median hourly pay for full-time employees was 8.3% less for women than for men in April 2022'.¹ As a recruitment business, this report accounts for the placement 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	78.87%	21.13%
Upper Middle Quartile	84.31%	15.69%
Lower Middle Quartile	75.73%	24.27%
Lower Quartile	83.53%	16.47%

We look at two measures of the pay gap: the median and the mean. The median gender gap compares the salary midpoint for women and men when all individual staff salaries are arranged from lowest to highest paid.

The median is the middle salary. In our view, this best reflects the standard pay gap for the "typical" member of staff at UALAT.

Mean pay divides the total pay of all staff at UALAT by the number of individuals. It can be impacted by just a few individuals with very high or low salaries and therefore, does not necessarily reflect the standard pay gap for the "typical" member of staff.



¹ Nicole J White, 'Gender pay gap in the UK: 2022', Office for National Statistics, 26 October 2022

Understanding our gender pay gap

- UALAT's median gender pay gap: -7.90%
- Median total hourly rate: £16.32 for women and £15.13 for men
- UALAT's mean gender pay gap: 5.26%
- Mean total hourly rate: £19.89 for women and £21.00 for men

Understanding our gender bonus gap

UALAT does not at present operate a bonus.

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