



# UNiDAYS

MYUNIDAYS LTD

## Gender Pay Gap Report

Snapshot date  
5 April 2023

Prepared March 2024  
for MYUNIDAYS LTD by



# Gender Pay Disclosures

The tables below show the mandatory gender pay figures as required by law for the snapshot date of 5<sup>th</sup> April 2023.

QUARTILES	PROPORTION MALE	PROPORTION FEMALE
Upper Hourly Pay Quarter	69.8%	30.2%
Upper Middle Hourly Pay Quarter	57.8%	42.2%
Lower Middle Hourly Pay Quarter	50.8%	49.2%
Lower Hourly Pay Quarter	37.5%	62.5%
Overall	54.1%	45.9%

HOURLY PAY	
Average Pay Gap	28.6%
Median Pay Gap	20.7%
Average Bonus Gap	43.6%
Median Bonus Gap	27.1%

PROPORTION RECEIVING BONUS	
Male	69.3%
Female	63.2%

The median gender pay gap is calculated as the difference between median hourly earnings of men and women as a proportion of men's median hourly earnings.

# Key Findings

UNiDAYS

- The quartile analysis shows that, while 45.9% of our people are female, there is a much higher representation of females in lower pay bands, with 62.5% of the lowest hourly rate quartile being female.
- The majority of the average gender pay gap is due to the high representation of males in higher salary bands, especially at 'EXEC' and 'MGR' levels. There is also a high representation of females in lower paying roles.
- The proportion of bonus receivers is relatively similar between males and females, with 69.3% of males receiving a bonus in the reporting period vs 63.2% of females.
- The bonus pay gap between males and females also seems to be affected by the high representation of males in higher salary bands, as they are also receiving higher bonuses than females.



# Summary

## Overall Gender Pay Gap Figures

Mean difference **28.6%**  
Median difference **20.7%**

### Upper Hourly Pay Quarter



69.8% Male  
30.2% Female

### Upper Middle Hourly Pay Quarter



57.8% Male  
42.2% Female

### Lower Middle Hourly Pay Quarter



50.8% Male  
49.2% Female

### Lower Hourly Pay Quarter

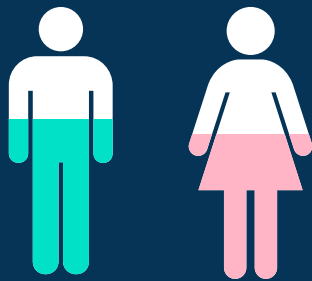


37.5% Male  
62.5% Female

We are required by law to carry out a Gender Pay Gap report for UK employees under the **Equality Act 2010**.

**54.1%**

**45.9%**



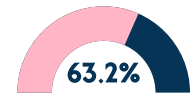
Our workforce is made up of a male majority.

## £ Bonus Pay Gap

The proportion of males and females receiving bonus pay.

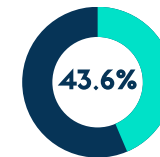


of male employees

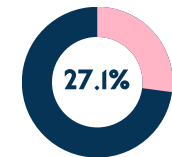


of female employees

The difference in bonus pay males and females received.



Mean difference



Median difference